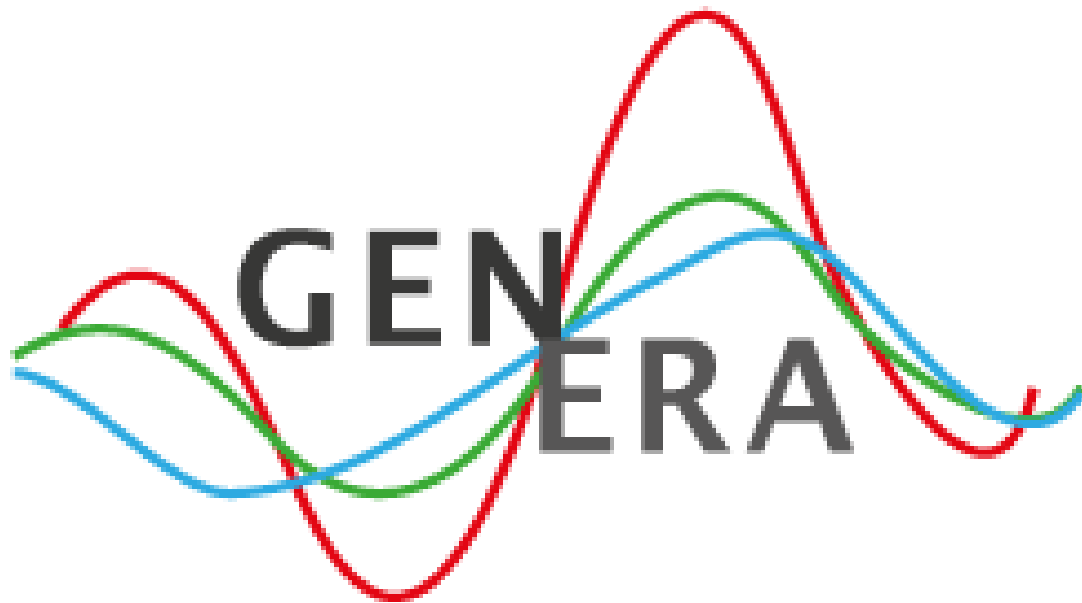


# Workshop della CCR: L.N.G.S., 22 - 26 maggio 2017

Silvia Arezzini 25 maggio 2017



Gender Equality Network in the European Research Area

GENERA - Gender Equality Network in the European Research Area  
project funded by the European Commission under GERI-4-2014  
01 September 2015 - 31 August 2018 grant agreement 665637.



Horizon 2020

The EU Framework Programme for Research and Innovation

## Consortium

**13 Project Partners**  
**3 Associate Partners**  
**11 Observers**



GENERA will focus on the implementation by European research organisation of Gender Equality Plans customised to circumstances and needs of the physics research community. The customised Gender Equality Plans involve systematic examination of all decision-making processes to identify any possible sources of gender bias in the research organisations active in physics and related fields.

PREGIUDIZI  
INCONSCI

SCUOLA

The end goal is to propose and create organisational structures allowing physics research in Europe to benefit from the greater presence of talented women at all levels, and which can open up more opportunities for women to create successful careers in physics research and in related fields. While the end goal will focus on the research world, GENERA will look into the origin of the problem by creating liaisons with schools and proposing suitable programs to foster the field from early stages and to propose measures that can be adopted by middle and high schools.

Another major goal of GENERA is to contribute to overcoming the under-representation of women in physics research which is long-standing and persistent even if the prevailing cultures adopt the assumption of being 'gender neutral'. Still, these assumptions did not produce the desired effect of increasing female representation in the physics research field.

HR

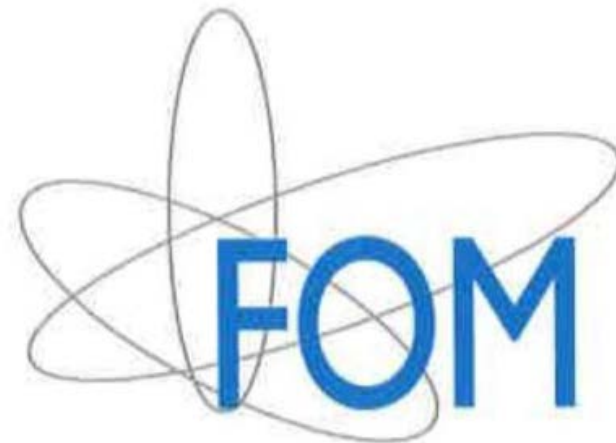
**Sociologia**



Consiglio Nazionale  
delle Ricerche



Gender Equality Network in the European Research Area



**UNIVERSITÉ  
DE GENÈVE**



MAX-PLANCK-GESELLSCHAFT



**JAGIELLONIAN UNIVERSITY  
IN KRAKOW**

SCUOLA



# Italian GENDER IN PHYSICS DAY 10 Maggio 2017

**VINCITORI CONCORSO  
“DONNE E RICERCA IN FISICA: STEREOTIPI E  
PREGIUDIZI”**

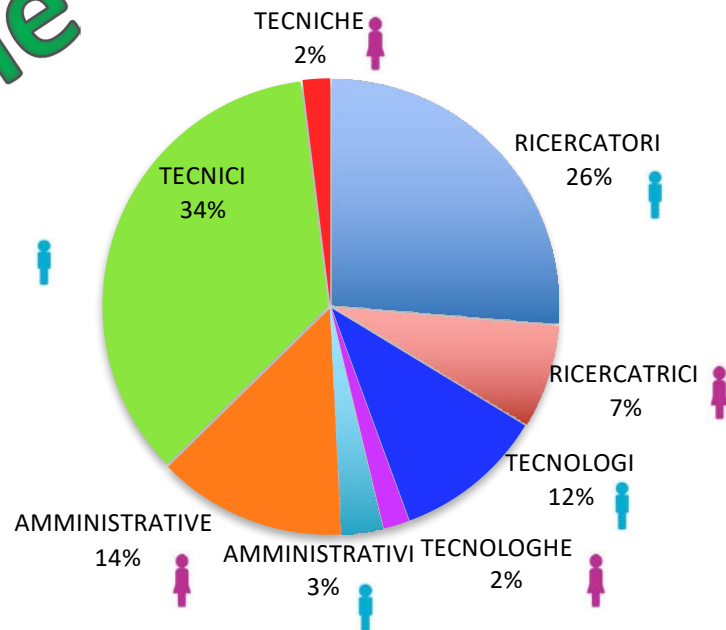


GENERA - Gender Equality Network  
in the European Research Area.  
This project has received funding  
from European Union's H2020 programme GERI - 4 - 2014  
Grant Agreement n. 665637

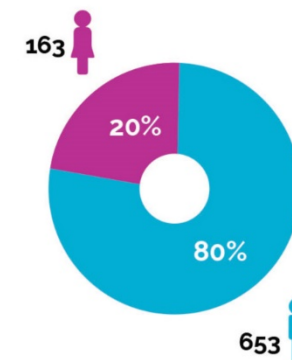


## PERSONALE INFN TI 2015

Persone

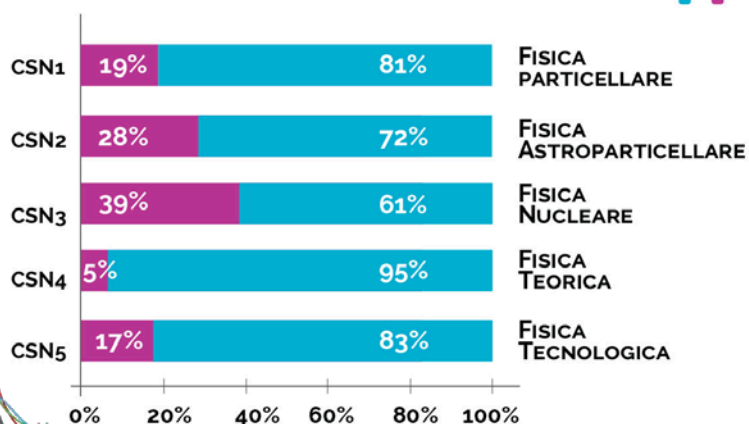


Ricercatori e Tecnologi TI & TD



## COMMISSIONI E COMITATI

INFN: Responsabili Nazionali di esperimento  
nelle Commissioni Scientifiche  
per genere



GIUNTA ESECUTIVA:  
CONSIGLIO DIRETTIVO:

6 Componenti **17% donne**  
34 Componenti **12% donne**

COMITATO SCIENTIFICO LNF:  
COMITATO SCIENTIFICO LNGS:  
COMITATO SCIENTIFICO LNS:  
COMITATO SCIENTIFICO LNL:  
COMITATO SCIENTIFICO CNAF:

9 Componenti **11% donne**  
9 Componenti **22% donne**  
7 Componenti **29% donne**  
7 Componenti **0% donne**  
7 Componenti **14% donne**

CTS  
CVI  
CNTT

5 Componenti **20% donne**  
7 Componenti **29% donne**  
6 Componenti **17% donne**

Commissione Calcolo e Reti: 36 Componenti **8% donne**



# DIVERSITY



## 38th INTERNATIONAL CONFERENCE ON HIGH ENERGY PHYSICS

AUGUST 3 - 10, 2016  
CHICAGO

### Scientific Programme

- Higgs Physics
- Neutrino Physics
- Beyond the Standard Model
- Top Quark and Electroweak Physics
- Quark and Lepton Flavor Physics
- Strong Interactions and Hadron Physics
- Heavy Ions
- Astro-particle Physics and Cosmology
- Dark Matter Detection
- Formal Theory Developments
- Accelerator: Physics, Performance, R&D and Future Accelerator Facilities

- Detector: R&D and Performance
- Computing and Data Handling
- Education and Outreach
- Technology Applications and Industrial Opportunities

This session brings together industry and the particle and accelerator physics community providing industry an opportunity to seek collaborative agreement with physicists, and physicists to explore licensing or commercializing developments that have originated from the scientific community.

### •Diversity and Inclusion

This session is to learn to develop a culture of diversity and inclusion by sharing experiences and demonstrating the benefits of achieving a fully diverse and inclusive team.

# DIVERSITY



JUNE 18–22, 2017

FRANKFURT AM MAIN, GERMANY

## **Women in HPC: Diversifying the HPC Community**

### **BoF 20: Women in HPC: Practical Steps to Diversifying the HPC Workforce**

**Toni Collis**                      **Applications Consultant in HPC Research & Industry, Edinburgh Parallel Computing Centre**

**Kelly Gaither**                      **Director of Visualization, Texas Advanced Computing Center**

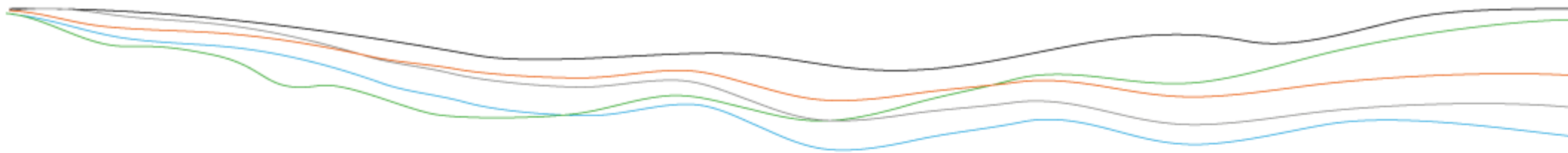
**Joanna Leng**                      **Research Computing Consultant, University of Leeds**

Most of us recognise that diverse teams are good for productivity and output. But do you know how to improve diversity and build a more inclusive environment? Have you ever heard of unconscious bias, stereotype threat or imposter syndrome? Do you ever feel like you aren't good enough to be in the community or feel like a 'fraud'? This BoF will discuss the real effects of these three topics on the workplace, providing the audience with an introduction to each theme, how they may affect you and how they impact employers, employees, advisors, managers or your peers. The BoF will encourage audience participation with the use of audience focused discussions based on case studies developed with generating ideas, encouraging attendees to tackle difficult situations and understand the underlying, often hidden, causes for the under-representation of certain groups in our community. This discussion will also be of benefit when considering improving diversity underrepresented groups other than women.

#### **Targeted Audience**

Leaders, managers and hirers, women working in HPC, HPC recruiters, anyone who is interested in increasing representation of underrepresented groups in the field of HPC.





GRAZIE !

