

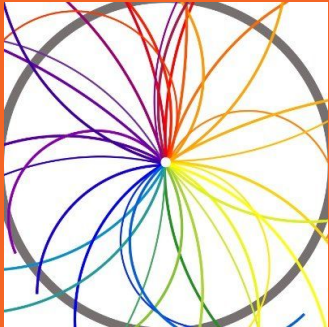
---

# LGBTQ+ Inclusivity: How to be an ally





Christos Vergis (he/his/him)  
on behalf of **LGBTQ+ CERN**

EPS-HEP-2021  
27 July 2021

---



# LGBTQ+ CERN - Introduction

- What/Who are we:  
CERN-recognized informal network seeking to provide a welcoming space for Lesbian, Gay, Bisexual, Trans\*, Intersex, Asexual, Genderqueer and other LGBTQ+ Individuals at CERN. Friends & Allies are welcome.
- Where you can find us:
  - ✉ [lgbtqcern-contact](mailto:lgbtqcern-contact)
  -  [LGBTQCERN](https://www.facebook.com/LGBTQCERN)
  -  [@LGBTQCERN](https://twitter.com/LGBTQCERN)
  -  [@LGBTQCERN](https://www.instagram.com/LGBTQCERN)
  -  <https://lgbtqcern.com/>



# LGBTQ+ CERN - Activities



- Lunches and Drinks with colleagues (Online or Geneva-based)
- Participation in big events :
  - Pride Parade
  - collaboration with other LGBTQ+ groups
  - LGBTQ+ STEM Day ([November 18th](#))



Katharine Leney @PhysicsCakes



Katharine Leney @PhysicsCakes



Claire Lee @Claire\_Lee



Claire Lee @Claire\_Lee



# LGBTQ+ CERN - Status



cern  
CERN



cern Today for #LGBTSTEMDay/#LGBTQSTEMday, we join friends around the world to celebrate the presence and important contributions of LGBTQ+ people across all Science, Technology, Engineering and Mathematics (STEM) disciplines!

by @clairewakesa

35 w



jacobpenber58 BS



35 w Reply

## Celebrating diversity in science

Leaders of international scientific organisations support the International Day of LGBTQ+ people in Science, Technology, Engineering and Maths

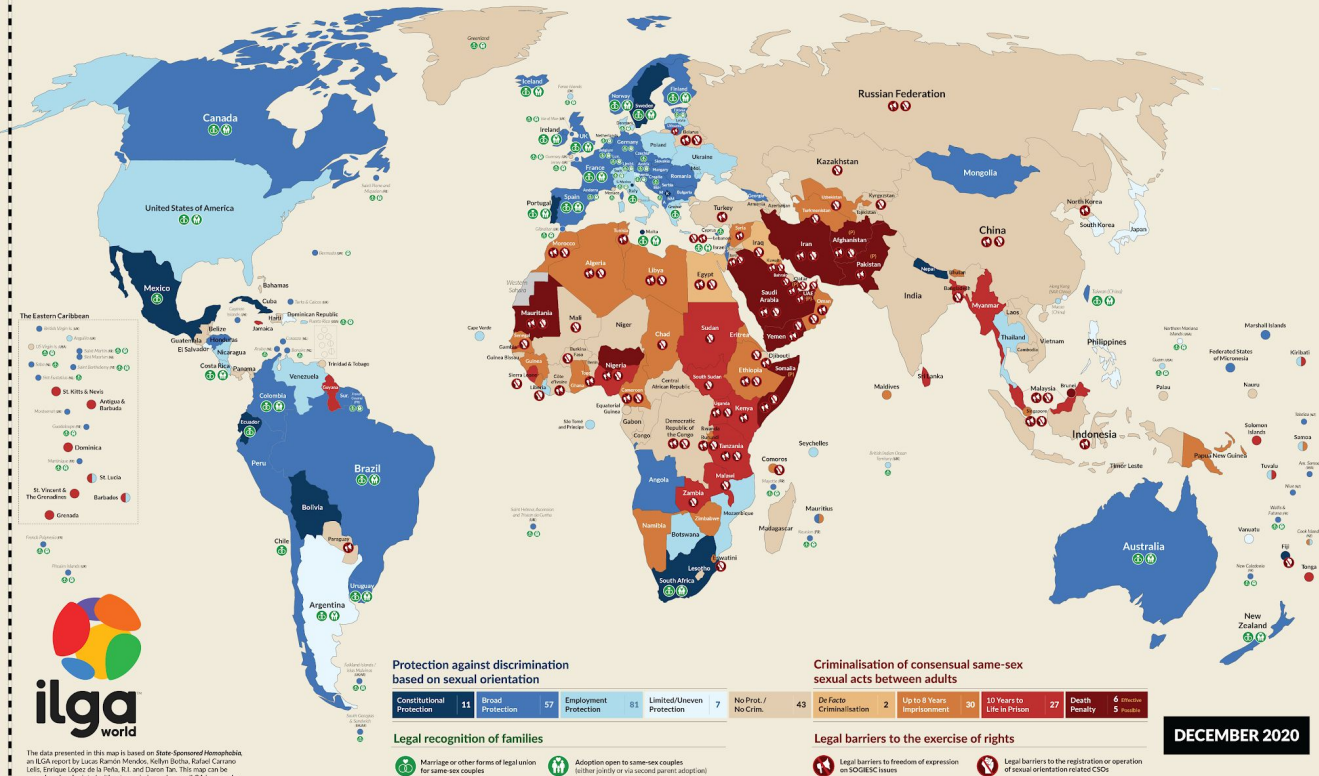
[source](#)

5 JULY, 2019

# LGBTQ+ In World

## SEXUAL ORIENTATION LAWS IN THE WORLD

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation



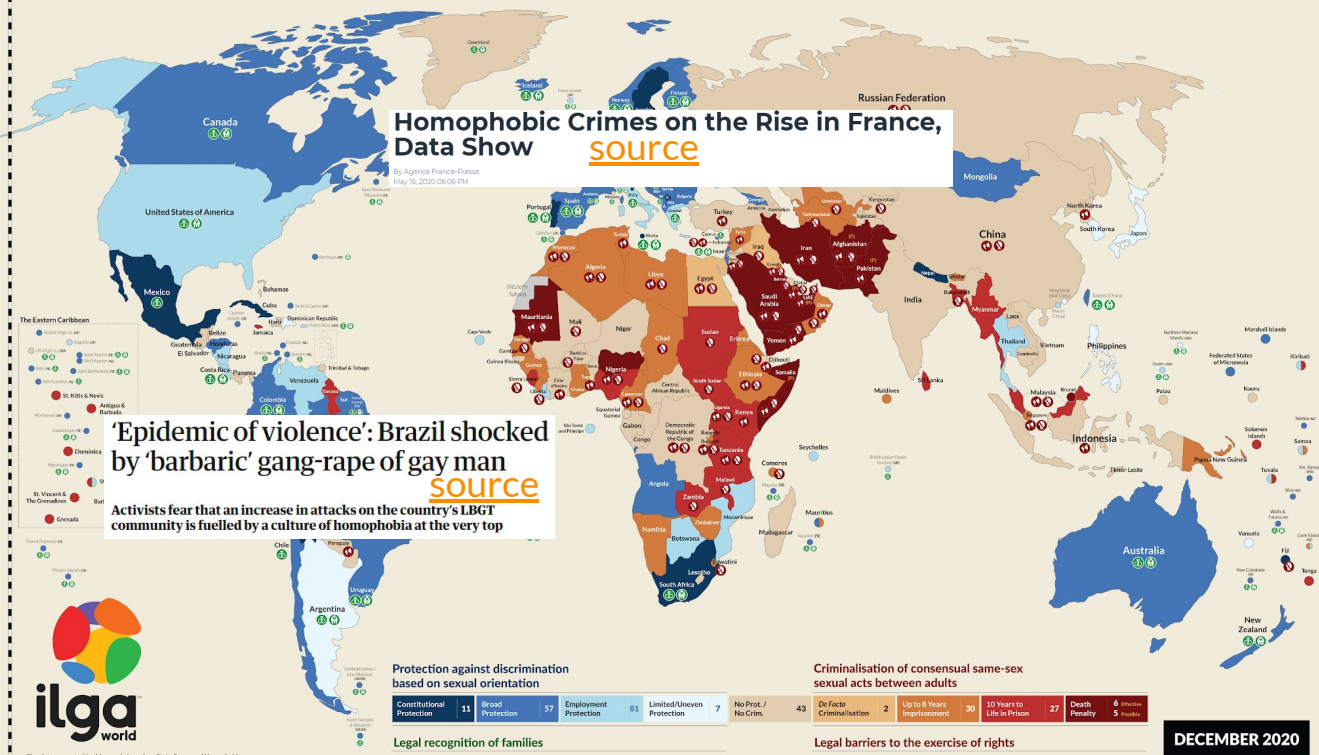
- 113 Countries: **no-to-negative** sexual orientation laws
- In some punishable by death
- A very small fraction (68 countries) **broad protection**

Map source

# LGBTQ+ In World

## SEXUAL ORIENTATION LAWS IN THE WORLD

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation



- 113 Countries: **no-to-negative** sexual orientation laws
- In some punishable by death
- A very small fraction (68 countries) **broad protection**
- But even there ...

[Map source](#)



# LGBTQ+ In World

## SEXUAL ORIENTATION LAWS IN THE WORLD

From criminalisation of consensual same-sex sexual acts between adults to protection against discrimination based on sexual orientation

### Homophobic Crimes on the Rise in France, Data Show [source](#)

By Agence France Press  
May 16, 2020 06:06 PM

### 'Epidemic of violence': Brazil shocked by 'barbaric' gang-rape of gay man [source](#)

Activists fear that an increase in attacks on the country's LGBT community is fuelled by a culture of homophobia at the very top



The data presented in this map is based on State-Sponsored Homophobia, an ILGA report by Lucas Karsten-Morlock, Kellyn Bothe, Rafael Carriazo Leticia, Benjamin Lopez de la Haza, Kati and Doreen Tan. This map can be reproduced and printed without permission as long as ILGA is properly credited and the content is not altered. [ilga.org](#)

#### Protection against discrimination based on sexual orientation

Constitutional Protection	11	Broad Protection	57	Employment Protection	81	Limited/Uneven Protection	7	No Prot./No Crim.	43
---------------------------	----	------------------	----	-----------------------	----	---------------------------	---	-------------------	----

#### Legal recognition of families

Marriage or other forms of legal union for same-sex couples	Adoption open to same-sex couples (either jointly or via second parent adoption)
---	--

#### Criminalisation of consensual same-sex sexual acts between adults

De Facto Criminalisation	2	Up to 8 Years Imprisonment	30	10 Years to Life in Prison	27	Death Penalty	6 (includes 5 countries)
--------------------------	---	----------------------------	----	----------------------------	----	---------------	--------------------------

#### Legal barriers to the exercise of rights

Legal barriers to freedom of expression on SOGIESC issues	Legal barriers to the registration or operation of sexual orientation related CSOs
---	--

DECEMBER 2020

- 113 Countries: **no-to-negative** sexual orientation laws
- In some punishable by death
- A very small fraction (68 countries) **broad protection**
- But even there ...
- “But we are scientists...”

[Map source](#)

# LGBTQ+ In STEM

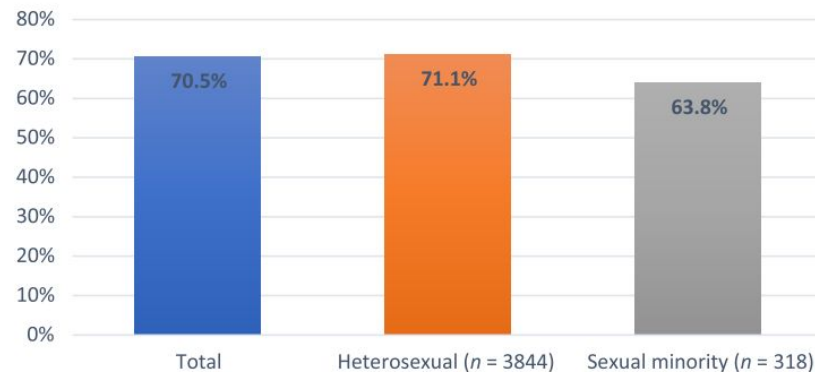
- Fewer LGBTQ+ people continue their studies in STEM than heterosexual colleagues (-8%) even though more likely to participate in undergrad research programs (+10%)

[[source](#)]

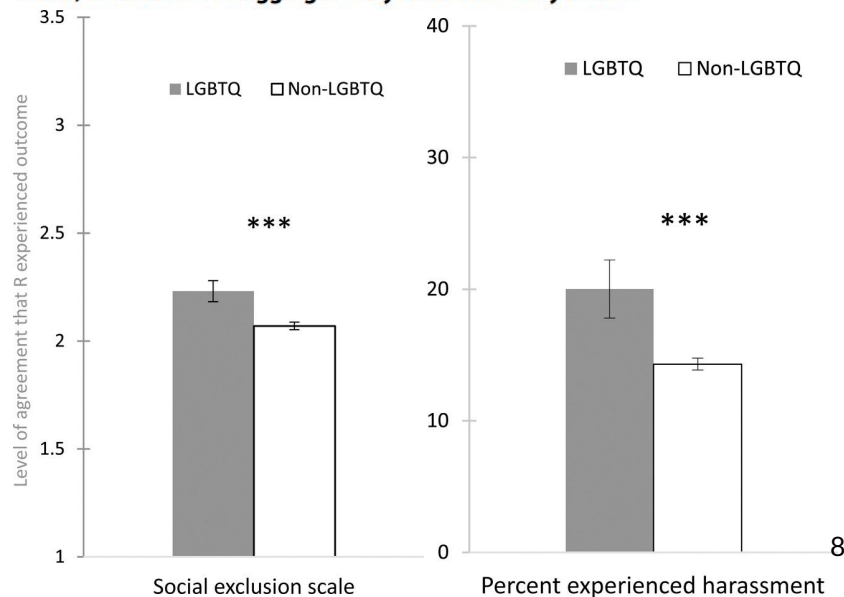
- LGBTQ+ individuals in STEM [[source](#)]:
  - 10% more experience social exclusion
  - 30% more likely to experience harassment
- Plethora of additional studies, similar results

→ [Queer in STEM Organizations: Workplace Disadvantages for LGBT Employees in STEM Related Federal Agencies](#)  
→ [LGBT Workplace Inequality in the Federal Workforce: Intersectional Processes, Organizational Contexts, and Turnover Considerations](#)  
→ [Formal Rights and Informal Privileges for Same-Sex Couples: Evidence from a National Survey Experiment](#)  
→ [Queer in STEM: Workplace Experiences Reported in a National Survey of LGBTQIA Individuals in Science, Technology, Engineering, and Mathematics Careers](#)

**And many others...**



**Fig. 1. Proportion of students who aspired to a STEM degree at college entry, in 2011, and who also indicated a STEM major at the end of their fourth year, in 2015, in total and disaggregated by sexual minority status.**



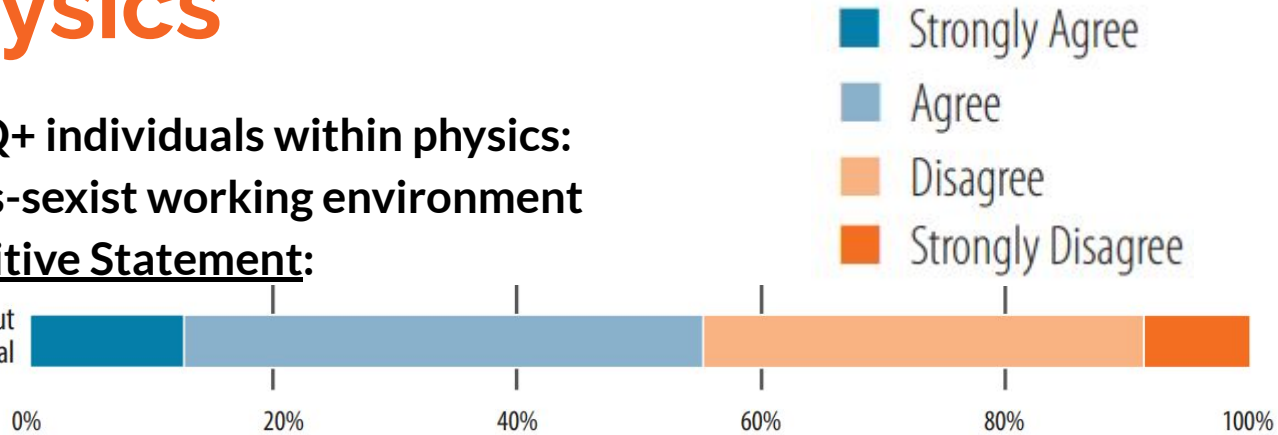


# LGBTQ+ In Physics

- Problems faced by LGBTQ+ individuals within physics:
  - Hetero-sexist and cis-sexist working environment

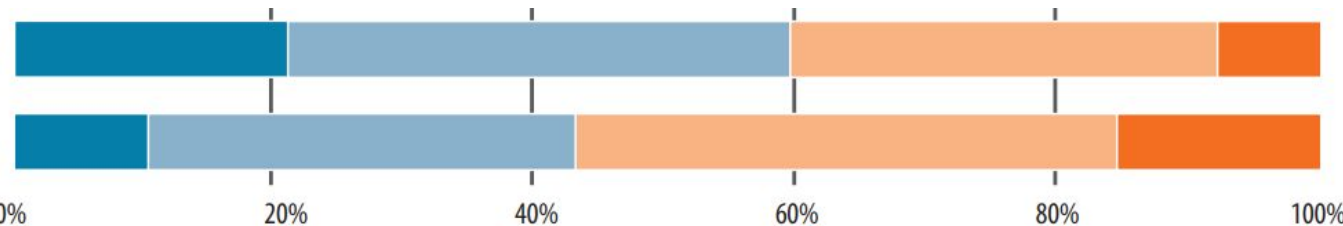
## Agreement with Positive Statement:

Coworkers are as likely to ask nice, interested questions about same-sex relationship as they are about heterosexual



## Agreement with Negative Statement:

Coworkers make comments that seem to indicate a lack of awareness of LGBT issues



Employees are expected to not act too gay



[APS LGBT Climate in Physics Report](#)

- Encouragement to remain in closet (not open to their true identity)

# LGBTQ+ @ CERN

- Bigotry can be found even at CERN

2021 ↓

## Gay physicists collide with bigotry at Cern



- On positive side, these acts have been condemned by CERN Management [R. Heuer](#) , [F. Gianotti](#)

Celebrating diversity means treating everybody equally, regardless of ethnicity, religious belief, sexual orientation or gender identity, and giving everybody the same opportunities. CERN brings together people of over 100 nationalities: everyone is welcome here. The principles of respect, openness and peaceful collaboration are part of CERN's DNA and they are embedded in our mission. They are principles we shall continue to nurture and defend.

# LGBTQ+ Inclusivity

- Scientific breakthroughs/innovations more likely to originate from DIVERSE teams

S. E. Page: *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies*

- Comply with Code of Conduct at CERN and European Strategy in PP

#### AS CERN CONTRIBUTORS, WE:

- Respect and value differences.
- Promote inclusiveness in the workplace in terms of both personal characteristics and professional abilities.
- Demonstrate team spirit and invest in team building.
- Treat others with tact, courtesy and respect.
- Abstain from and actively discourage discrimination in all forms.
- Avoid offending others by exercising restraint, and are aware that statements or actions not intended to be offensive to another person may be perceived as such.
- Refrain from unpleasant or disparaging remarks or actions, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status at CERN, disability, or family situation.

#### CERN CoC



B. Particle physics, with its fundamental questions and technological innovations, attracts bright young minds. Their education and training are crucial for the needs of the field and of society at large. ***For early-career researchers to thrive, the particle physics community should place strong emphasis on their supervision and training. Additional measures should be taken in large collaborations to increase the recognition of individuals developing and maintaining experiments, computing and software. The particle physics community commits to placing the principles of equality, diversity and inclusion at the heart of all its activities.***

#### 2020 update of the European Strategy for particle physics

- Make a welcoming work environment/ promote equality

[The world needs diverse and inclusive science | CERN \(home.cern\)](https://home.cern/the-world-needs-diverse-and-inclusive-science)

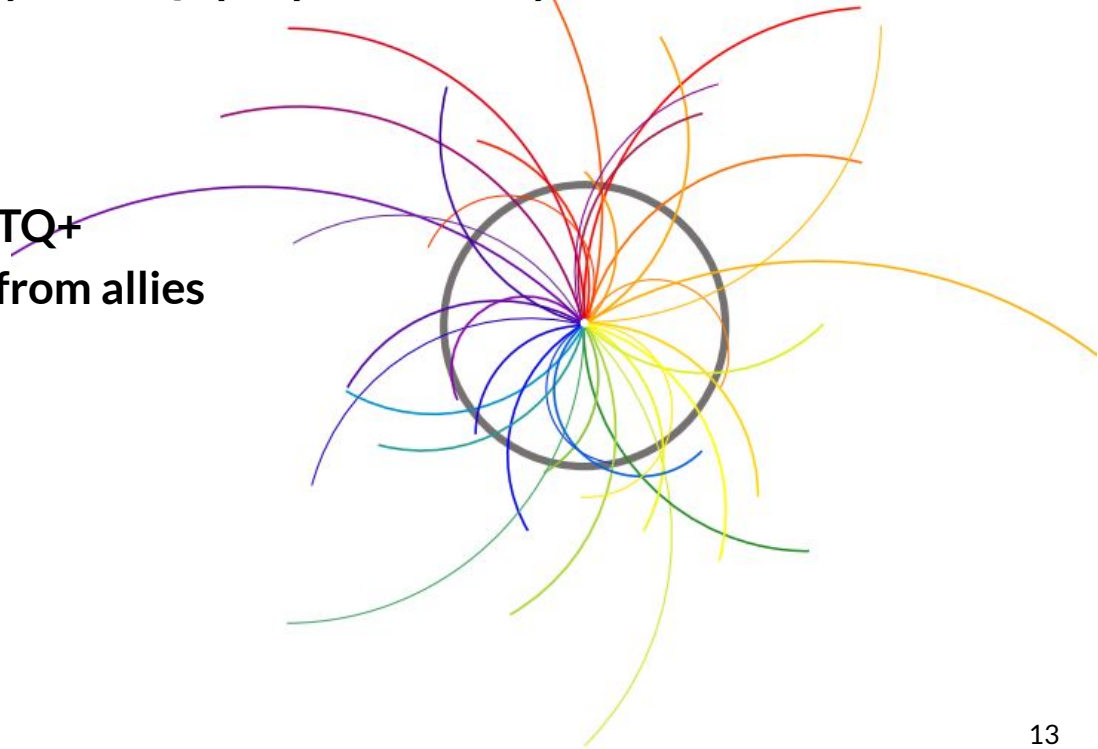
# How to be an ally





# What means to be an ALLY

- An ALLY: Supports, Accepts, Cares for the LGBTQ+ people and confronts challenges experienced by LGBTQ+ people in society
- Importance : Great-  
Majority of people are not LGBTQ+  
So, effective changes affecting LGBTQ+ lives can only be expected to come from allies
- The way to becoming an ally:
  1. Education
  2. Confrontation of Injustice
  3. Openness
  4. Sense of Equality/Dignity



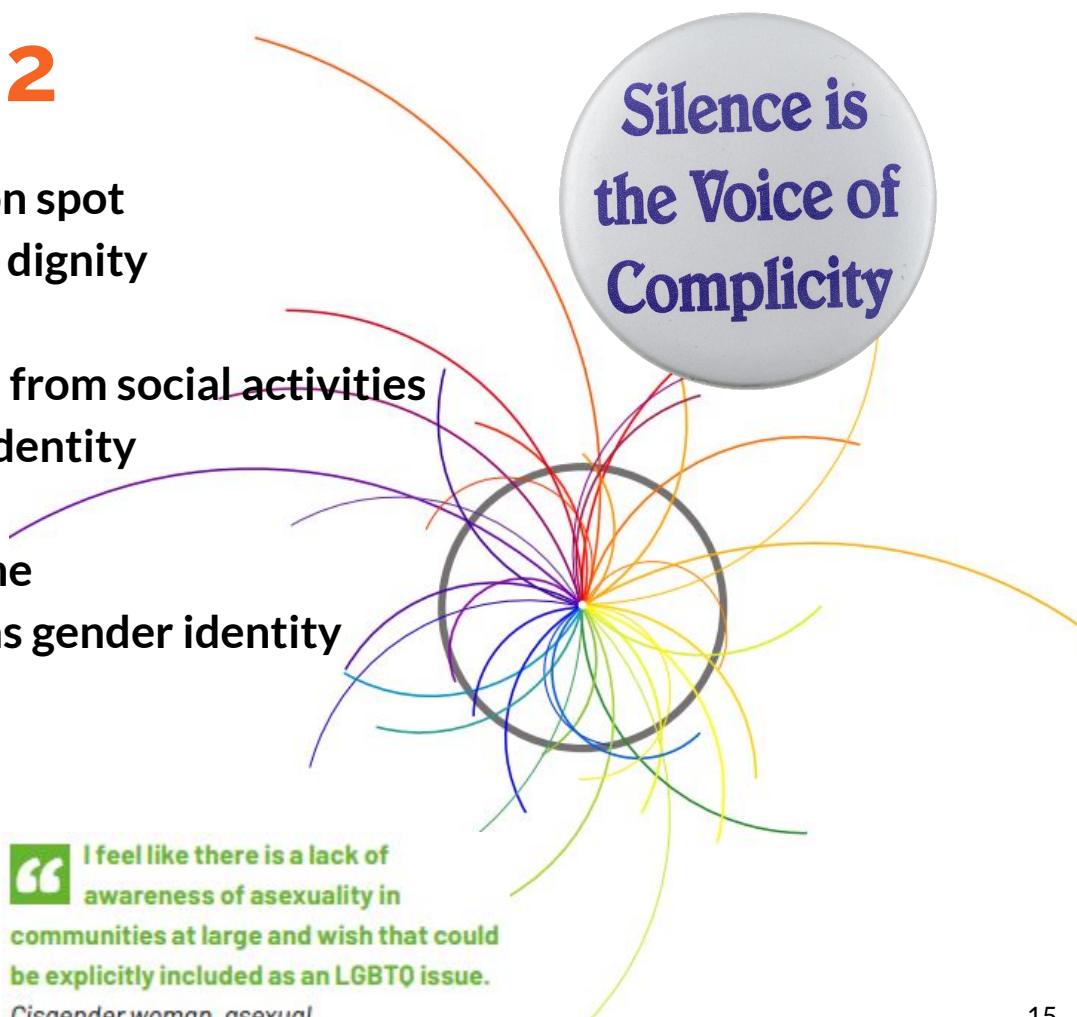
# How to be an ally 1

- Make your workplace also a **safespace**
- Don't assume cisgenderism/binarism
- Respect individual's pronouns
- ... normalize disclosure of pronouns (signatures)
- ... if uncertain use singular "they"
- In case of misgendering:  
Acknowledge the mistake → quick apology → move on
- Choose gender-neutral usage of words  
e.g. personpower instead of manpower
- Avoid being a restroom police
- Raise visibility:  
E.g. Use nice LGBTQ+ stickers to show your support  
"Visiting student at CERN burst into happy tears after seeing one"



# How to be an ally 2

- Confront actions of injustice right on spot
- There is no joke when it attacks the dignity of your colleagues
- Do not exclude LGBTQ+ individuals from social activities
- Nobody should need to have their identity validated by anyone else  
... nor owes an explanation to anyone
- Sexual orientation is not the same as gender identity
  - Trans women are women
  - Trans men are men
  - Gay men are not women
  - Lesbian women are not men
- Do not assume heterosexuality
- Bisexuals & Asexuals exist



**Silence is  
the Voice of  
Complicity**



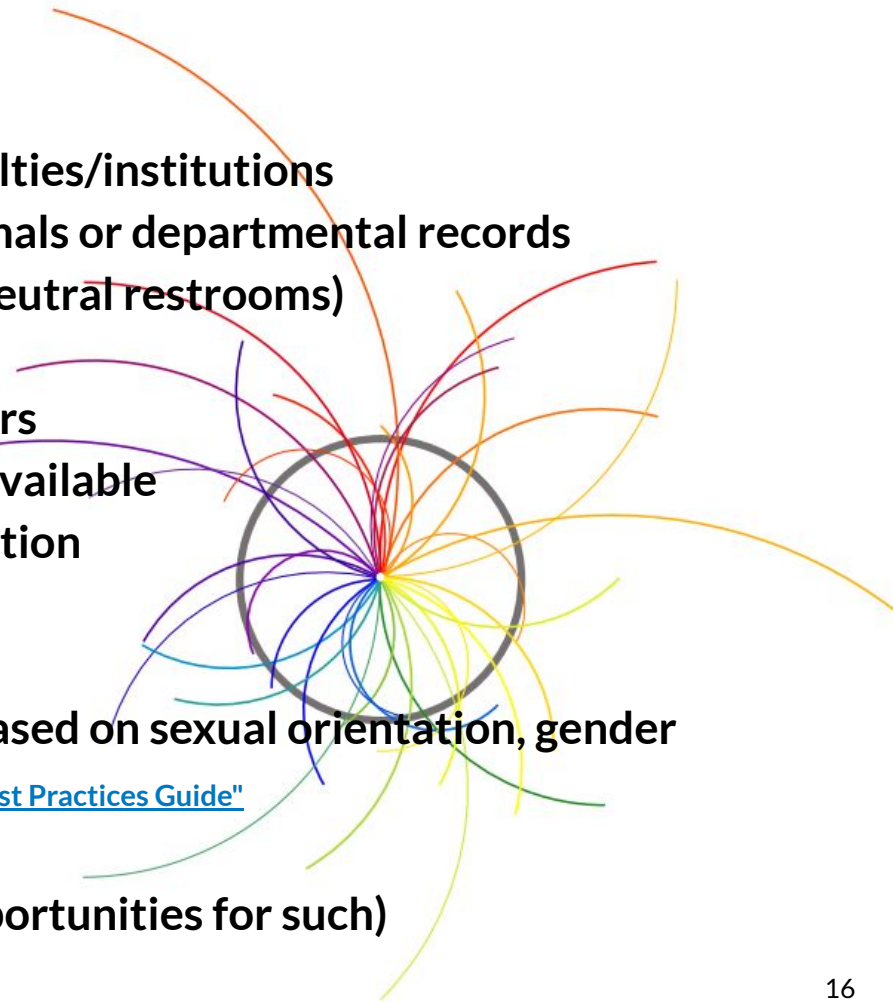
I feel like there is a lack of awareness of asexuality in communities at large and wish that could be explicitly included as an LGBTQ issue.

*Cisgender woman, asexual*

Exploring the workplace for LGBTQ+ physical scientists

# How to be an ally 3

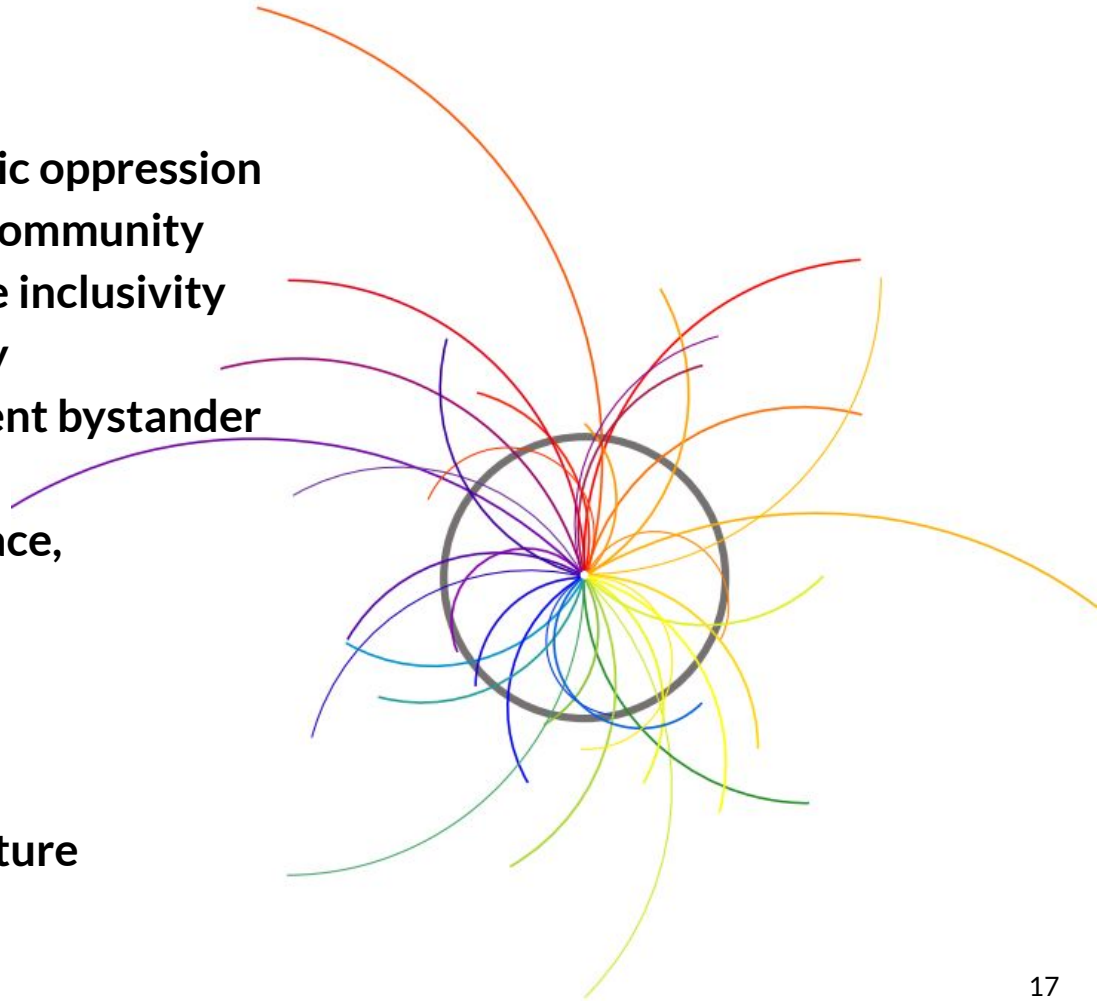
- Push on changing & improving policies in faculties/institutions
- Make easier name changes of authors in Journals or departmental records
- Having right infrastructure at work (gender neutral restrooms)
- Supervisors/HR/diversity liaison to listen (not dismiss) concerns of the LGBTQ+ members
- Encourage networking opportunities where available (oSTEM, NOGLSTP)... or encourage the formation
- Job announcements:  
No empty non-discriminatory statements  
E.g. "this employer prohibits discrimination based on sexual orientation, gender identity, and gender expression." [lgbt+physicists "Best Practices Guide"](#)
- Promote self and group education:
  - Participate in diversity training (create opportunities for such)
  - Encourage staff to participate





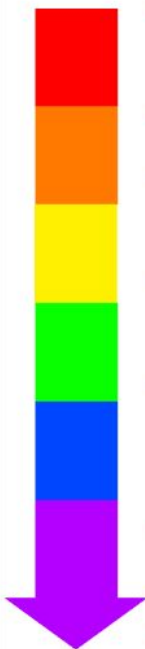
# Conclusion

- It is crucial to understand systematic oppression and biases still existing within the community
- It is of great importance to promote inclusivity and diversity within our community
- Help your colleagues; don't be a silent bystander to the problem, act - continuously speak up in personal circle, workplace, institution, state
- Positive steps are taken everyday ; need to push further for a better future



**Back-up**

# A bit of LGBTQ CERN history



- 15 December 2010: LGBTQ CERN creation (Aidan Randle-Conde and Ian Randall)
- 2012: First CERN disciplinary action due to homophobia
- 2012-2013: Attempt to be a CERN club (visibility to potential members)
- 2014: Recognition as “Informal Network” under the aegis of the CERN Diversity Office
- 2015-2016: CERN DGs Rolf Heuer ('15) and Fabiola Gianotti ('16) condemn acts of defacement to the LGBT community's posters
- 2015: CERN gives residence permit in Switzerland for same-sex partners in its 5-Yearly review
- 2019: EIROforum DG statement marking LGBT STEM Day on 5 July



[SOURCE](#)

## Our humanity at CERN

Diversity and respect are defining aspects of CERN, says Director-General Rolf Heuer

20 JULY, 2015 | By Rolf Heuer

[SOURCE](#)

## EIROforum DG Statement marking LGBT STEM Day – 5 July

On the [International Day of LGBTQ+ People in Science, Technology, Engineering, and Maths \(STEM\)](#), the [Directors-General](#) and leaders of CERN, EMBL, ESA, ESO, ESRF, European XFEL, EUROfusion and ILL—the eight scientific research and technology organisations of EIROforum—pay a special tribute to the indispensable contributions of LGBTQ+ colleagues in the STEM fields.



[SOURCE](#)

# T-Exps to decide which might be worthwhile

“ Misogynistic comments (both benevolent and outright) from those who perceive me as female. Open mockery of the concept of gender identity & associated terms at social events.”

“ I had to testify at length at an appeals hearing brought by a fellow departmental faculty member who was appealing the disciplinary action taken against him. He had refused or was unable to use the correct pronouns when referring to me even though my transition had been 5-6 year prior to the last instance of his use of the wrong pronouns.”

“ I deal with not having my choice of pronoun respected every day. Sometimes these situations affect me deeply on an emotional level, and affect my ability to work for several hours.”

“ Most prominently, an ordinance that would be (somewhat) protecting me ... was repealed by people who think trans women are predators and men. This included very hateful campaigns on their part, ones in which my old landlord even participated. Some of this was on campus. There are also evangelical Christian men who protest LGBT people's existence on campus and nearby with hateful signs. There are transphobic gay men in the on campus LGBT groups who make things worse. And the school insurance has exclusions against trans people getting care. These exclusions are archaic, hateful, and not financially necessary given how few AMAB (assigned male at birth) people even undergo sex reassignment surgery, hormone treatments, facial hair removal (to name the ones I either have done or want).”

“ I was harassed by a professor while going into the bathroom like the first week that I was on campus.”

FIG 7. Climate for trans and cis respondents. Cis respondents include all those who did not identify as trans; it should be emphasized that most of these cis individuals identify as gay, lesbian, bisexual or queer.

## DEPARTMENT/DIVISION COMFORT

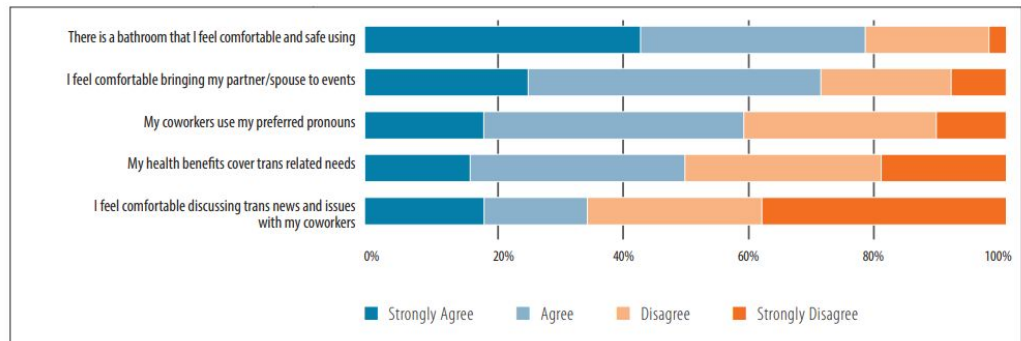
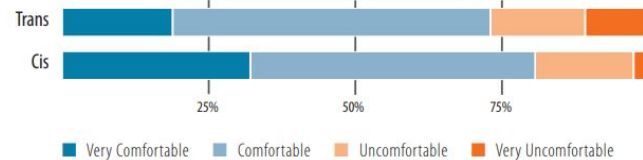


FIG 8. Trans-specific climate questions arranged from highest to lowest degree of agreement. These questions were only asked of the respondents who identified as trans.

## Experiences of transgender people

“ Being mocked and openly laughed at by a group of colleagues in a corridor of my department as a result of my gender expression.”



# The rainbow issues have more than 7 colors

- “ I think I grappled more with the race element than I do with the sexuality because the deal is — is that that’s what they see first. I can’t actually closet my race because I’m — evidently I’m brown — my hair looks different, so it’s just there. That said, I think there’s already a prejudgment there on the basis of how high my aptitude is, just in general. It doesn’t necessarily have to be specific to physics but anything that requires some level of critical thinking is always kind of under examination or assumed to be mediocre or subpar.”
- “ It is my impression that faculty are intolerant and silent bystanders towards LGBTQ students. Upon hearing comments made by faculty I know there are negative attitudes and stereotypes towards LGBTQ people and people of color.”
- “ ... I’m not necessarily saying ... that all people who are Caucasian happen to have more ease in terms of coming out, but I can definitely say ... they seem to have a little bit more ease of access in terms of being able to have conversations like that with the people in their family or the people amongst their friends, whereas with me that’s not necessarily the case.”
- “ ...I know I grapple with that a lot because when it comes to asking questions or completely having no idea about how to start a problem it becomes injurious to me in terms of being able to progress through a course because professors may have made the stereotype that I already came in with this low level of aptitude ...So in terms of bringing on the queer aspect to that, it is, it’s kind of really difficult to deal with both at the same time. ... I think in the long run it has definitely been very difficult for me to have confidence in my abilities. And I can for sure tell you that my grades have suffered because of that.”

# ... or just colors... [LGBT women]

- “ Things I have personally experienced within my physics department: Sexual harassment, sexist jokes directed at me (e.g. being told that I would not be using experimental apparatus in a lab except for personal grooming), sexist assumptions directed at me (e.g. being told that I only received the position due to my gender), sexualization and tokenization of my orientation (e.g. male physicists showing pictures of conventionally attractive females to me, because they think that ‘lesbians are hot’)... The examples within the entirety of my campus are too numerous to list.”
- “ [I was] Touched inappropriately by another graduate student I did not know in my office ... When [I] emailed him to ask that he does not come to my office or contact me again, he again showed up at my office.”
- “ I'd rather be a gay man than a straight woman any day. So I think that like gender seems to play a much bigger role than orientation at least in what I've experienced.”
- “ I have not felt safe to talk openly about my sexuality. The sexism is rampant. I get less respect than others, it's hard to know if it is my gender or being a lesbian. Other women are not treated with the respect they deserve.”
- “ I was sexually harassed for multiple years within my physics department. Despite repeated attempts on my part to discuss the matter with other students, faculty, and the department head, I was consistently shut down, told that I was overreacting, or misinterpreting the other student who was consistently given the benefit of the doubt in contrast.”
- “ I think that people are discouraged from making a fuss. So I've witnessed people explicitly say things like, 'Oh I mean this is a big problem, but I'm not going to bring it up because it'll be over in six months.'”
- “ And he like sends me to training on very experimental techniques that require strength. And I get comments from my fellow grad students about why are you... 'I mean, why are you learning those things? We know how to do those things. You and the other girl can just go do the detail work and we can do the heavy stuff.' And... Also, our post doc has been trying to take credit for some of my work. I always e-mail my advisor and don't CC him. So it hasn't been working. But he's been trying.”