

Leaky pipeline

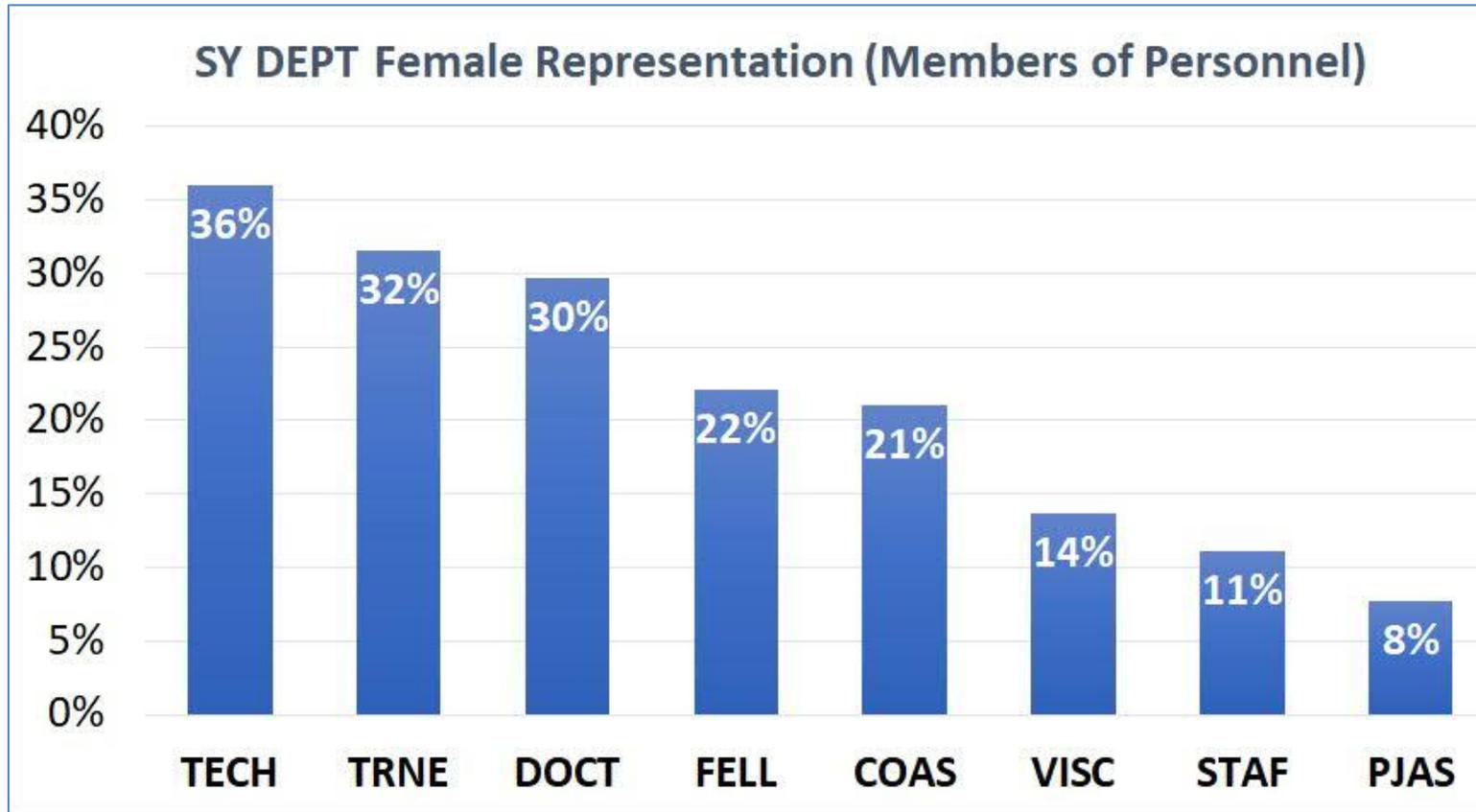
❖ Phenomenon whereby members of under-represented or historically marginalised groups:

- ❑ are led to abandon a technical / academic career that could have been successful.
- ❑ show significant difference in representation between junior and senior levels.

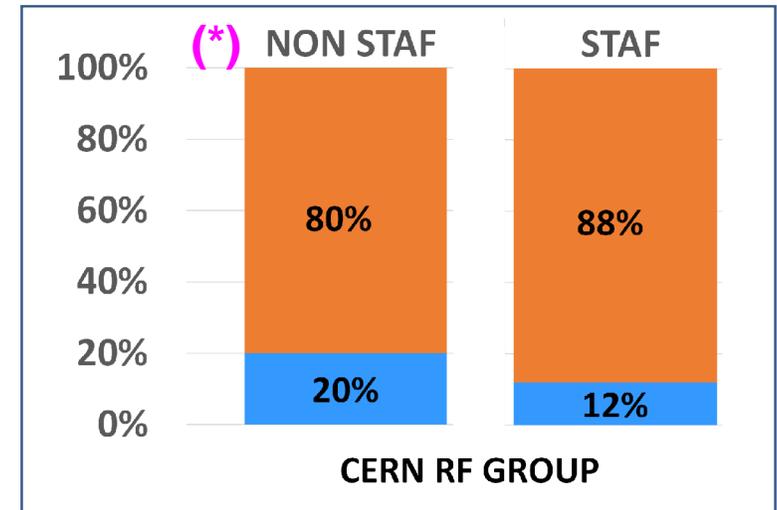
- ❖ Many diversity dimensions affected
- ❖ Sometimes it's free choice, to achieve what is perceived as a more fulfilling life, not the result of being squeezed out of a field!
- ❖ Glass ceiling and/or sticky floor?
- ❖ Various initiatives to reduce leaking.
- ❖ Cultural evolution and support systems required to **increase retention**. Failing that, effectiveness of hiring increase would not be fully exploited.

Leaky pipeline for female MP @CERN SY dept

CERN SY department: new **technical** department (> 500 members of personnel), created in 2021. Includes RF, Beam Instrumentation, Transfer Lines, Power Supplies, Source/Targets/Interactions groups.



Data collected by SY Dept on May 25, 2022



- (*)
- TECH:** technical student
 - TRNE:** trainee
 - DOCT:** doctoral student
 - FELL:** fellow
 - COAS:** cooperation associate
 - VISC:** visiting scientist
 - PJAS:** project associate
 - STAF:** employed staff members