

CERN COUNCIL RESPONDS TO RUSSIAN INVASION OF UKRAINE



(Image: CERN)

The 23 Member States of CERN condemn, in the strongest terms, the military invasion of Ukraine by the Russian Federation, and deplore the resulting loss of life and humanitarian impact, as well as the involvement of Belarus in this unlawful use of force against Ukraine.

Ukraine is an Associate Member State of CERN, and Ukrainian scientists are active in many of the Laboratory's experiments and activities. Deeply touched by the widespread and tragic consequences of the aggression, the CERN Management and personnel, as well as the scientific community in CERN's Member States, are working to contribute to the humanitarian effort in Ukraine and to help the Ukrainian community at CERN.

The Council held an Extraordinary Session on 8 March, devoted to discussion of future interactions with Russia.

The Council decided that:

- CERN will promote initiatives to support Ukrainian collaborators and Ukrainian scientific activity in the field of high-energy physics;
- the Observer status of the Russian Federation is suspended until further notice;
- CERN will not engage in new collaborations with the Russian Federation and its institutions until further notice.

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The situation will continue to be monitored carefully and the Council is ready to take any further measures, as appropriate, at its future meetings.

In addition, the CERN Management will comply with all applicable international sanctions.

The CERN Council also expresses its support to the many members of CERN's Russian scientific community who reject this invasion.

CERN was established in the aftermath of World War II to bring nations and people together for the peaceful pursuit of science:

this aggression runs against everything for which the Organization stands. CERN will continue to uphold its core values of scientific collaboration across borders as a driver for peace.

SOLIDARITY WITH UKRAINE

The CERN community stands in solidarity with the people of Ukraine, a CERN Associate Member State



The flag of Ukraine (Image credit: UP9)

CERN was established in the aftermath of World War II to bring nations and people together for the peaceful pursuit of science: aggression and war run counter to everything that the Organization stands for. CERN will continue to uphold its core values of scientific collaboration across borders as a driver for peace.

Standing with Ukraine

Following the invasion and subsequent escalation of aggression by Russian armed forces, a humanitarian crisis has been unfolding in Ukraine, an Associate Member State of CERN. CERN wishes to express solidarity with our Ukrainian colleagues, their families and the entire Ukrainian people. Our thoughts are with everyone whose life has been disrupted by the war.

Discussions began among CERN Council delegations concerning the appropriate measures that the Organization should take. As these discussions advanced, an extraordinary meeting of the CERN Council was called by the President of Council on Tuesday 8 March during which a Resolution was adopted.

The main points of the Council's Resolution are:

- the strong condemnation of Russia's invasion of Ukraine,
- that Russia's Observer status to the Council is suspended
- and that new collaborations with Russian institutes will not be undertaken.

Collaboration between CERN and the Russian scientific community on ongoing projects is maintained, for the time being. CERN will continue to promote initiatives to support Ukrainian scientists and Ukrainian scientific activity in the field of high-energy physics. A summary of the main conclusions was published [here](#).

Taking action

Since the invasion on 24 February, several actions have already been initiated

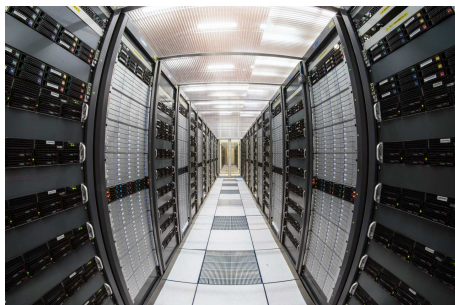
by the Organization to support employed and associated members of personnel of Ukrainian nationality and their families:

- CERN's Human Resources department has contacted Ukrainian members of personnel to provide them with material assistance and psychological support. Members of the CERN community can also reach out for help through existing support channels.
- The CERN community is raising funds that will be sent directly to the Office of the International Red Cross in Ukraine. These funds will help meet the immediate needs of the population, including emergency medical care, psychological support, blood donation, and the distribution of food, drink, and other essential items. The CERN Directorate will match, from the CERN budget, donations made by the personnel. The CERN Staff Association will also contribute financially to the collection.

Initiatives of many members of the personnel are also important demonstrations of CERN solidarity and community spirit. The Solidarity with Ukraine webpage will be updated as new initiatives take place.

ENVIRONMENTAL AWARENESS: THE CHALLENGES OF CERN'S IT INFRASTRUCTURE

CERN's strategy for mitigating the environmental impact of the energy consumption incurred by data processing



The CERN data centre (Image: CERN)

Some 90 petabytes of data are produced each year by the LHC experiments, and a further 25 petabytes by other, non-LHC experiments. Processing and storing these vast amounts of data makes CERN one of the most highly demanding computing environments in the research world, and the Organization's powerful IT infrastructure reaches beyond particle physics to support many other disciplines and fields.

There are several environmental implications relating to the use of digital technologies and IT infrastructures, the main ones being the lifetime of computing equipment and infrastructure and the energy consumption related to data processing and data storage.

In general, the lifetime of an IT server at CERN is four years. However, these life-cycles evolve all the time: only ten years ago the Data Centre hardware had a much shorter lifetime. Since 2012 CERN has been regularly donating computing equipment that no longer meets its highly specific efficiency standards but is still more than adequate for less exacting environments.

Energy consumption related to data processing accounts for some 75% of the energy used for data centre activities at CERN, with data storage representing the rest. The Organization's IT department operates the CERN Data Centre on the Meyrin site, as well as a second network

hub in Prévessin and two modular data centres on a temporary basis. In 2021, CERN's main data centre had an average power requirement of 4.14 MW for its IT load, representing the rate at which the energy was used, which resulted in a total energy consumption of about 37 GWh over the year. This energy consumption figure includes the cooling needed for the operation of the Data Centre. For reference, it corresponded to around 4% of CERN's total energy consumption in 2021 (which amounted to 954 GWh).

The current CERN Data Centre building was constructed in 1972 and has housed a wide variety of equipment over the years, from mainframes to supercomputers and from commodity computing to today's rack computing. Teams of experts continually examine the status of the computing equipment and carefully plan optimum schedules for maintenance and upgrades, based on detailed calculations related to performance, cost and energy efficiency. Such planning is also carried out for data storage: one of the main advantages of the tape drives used in the Data Centre for long-term storage is that they do not consume energy when not being written to or read from.

A new data centre will soon be constructed on the Prévessin site, scheduled to be operational in the second half of 2023. Energy efficiency is a central consideration in this project, with a plan to include a heat recovery system that could be used to heat buildings on the site. The initial available IT capacity is expected to be 4 MW, with possible upgrades anticipated at a later stage. CERN aims for the new data centre to have a power usage effectiveness (PUE – an indicator used for measuring the energy efficiency of a data centre) superior to 1.1. To put this in context, the global average PUE for large data centres is around 1.5, with new data centres typically achieving a PUE between 1.2 and 1.4.

Today, the Worldwide LHC Computing Grid (WLCG) consists of 170 computer centres in 42 countries. With the CERN Data Centre at its heart, WLCG now provides 1 million computer cores and 1 exabyte of storage. Teams across CERN and the experiments are working hard to modernise codes, finding ways to make it run more efficiently on the latest hardware, thus saving resources and energy. The scale of this global network means that small efficiency savings in popular code can make a really big difference.

By the time the High-Luminosity LHC starts up at the end of 2028, the total computing capacity required by the experiments is expected to be 10 times greater than today. A key focus is to establish new innovative approaches to key computing tasks, often based on machine learning and other related technologies, to help reduce the overall amount of computing resources needed and thus play a vital role in reducing energy consumption.

In 2017, the high-energy physics community produced a roadmap for HEP software and computing R&D for the 2020s that explores future software challenges. It discusses improvements in software efficiency, scalability and performance, as well as new approaches, such as modernising code that can run more efficiently on the latest hardware to generate significant energy savings. Building on this roadmap, WLCG and the LHC experiments have developed an HL-LHC computing strategy, the implementation of which is regularly reviewed by the LHC scientific committee (LHCC).

In January 2022, CERN's IT department launched an impact study on energy consumption for data storage and data processing. The aim is to get more extensive and accurate estimates across different uses and facilities, helping the department to create a more energy-efficient IT infrastructure. The study's results are expected later this year.

CERN'S HORIZON EUROPE PROJECTS OFF TO A FLYING START

The first three Horizon Europe projects with CERN participation, spanning engineering, accelerator technology and computer science, have been approved for funding



(Image: European Commission)

In January 2022, the European Commission announced the selection of the first three Horizon Europe projects with CERN participation. Submitted under the Research Infrastructure programme, these projects promise new developments in transnational access to accelerator and detector research facilities, new digital twin engines, and a European Open Science Cloud.

"2021 was the first year of the new EU Framework Programme, Horizon Europe, and we have seen continued interest from CERN teams in participating in EU projects, with 29 proposals submitted so far," explains Svetlomisir Stavrev, Head of the EU Projects Management and Operational Support section at CERN. "CERN was one of the most successful international organisations in the Horizon 2020 framework programme. The selection of the first Horizon

Europe projects gives us confidence in our success for the years to come!"

A new, synergetic network of research facilities for accelerator and detector technologies: such is the promise of the EURO-LABS project. "The transnational access project brings together, for the first time, the three communities engaged in nuclear physics, accelerator science and technology, and detectors for high-energy physics, pioneering a super community of sub-atomic researchers," explains Ilias Efthymiopoulos, EURO-LABS deputy scientific coordinator. CERN will grant access to several of its facilities and will also contribute to the scientific coordination and project management of EURO-LABS. The project brings together 31 participants from 16 countries and will start on 1 September 2022 and run for four years.

With the aim of supporting the growing number of research use cases, interTwin will build the prototype of a universal digital twin engine, a software programme that is able to virtually replicate any physical device, product or entity thanks to machine learning and software analytics. "The project will bring together modelling and simulation experts in high-energy physics, radio astronomy, astroparticle physics, climate research and environmental monitoring," says Maria Girone, Chief Technical Officer of CERN openlab. CERN provides solutions in the fields of advanced arti-

ficial intelligence, complex simulation and modelling. The project, which is being undertaken by a consortium of 28 participants from 12 countries, will begin on 1 September 2022 and run for three years.

To create an ever-more-tailored environment for researchers and improve the interoperability of their discoveries, FAIRCORE4EOSC will develop new core components for the European Open Science Cloud (EOSC). "The project will use CERN-developed InvenioRDM and Zenodo as digital repository solutions to offer a FAIR (findable, accessible, interoperable, reusable) infrastructure for research software archival," adds Jose Gonzalez Lopez, Digital Repositories section leader. The project brings together a consortium of 22 partners from 10 European countries. It will start on 1 May 2022 and run for three years.

From quantum-resistant cryptography to advanced robotics, from two-dimensional materials to extreme data mining, over twenty Horizon Europe calls have been identified by CERN's EU Projects Office as of potential interest for the Organization. If you are considering EU funding for your R&D projects, please do not hesitate to visit the CERN EU Projects website and contact the EU Office.

Antoine Le Gall

TWO MYSTERY BOXES IN THE HANDS OF A NEW PAIR OF CERN SCIENTISTS

Will physicist Dorota Grabowska and engineer Alberto Di Meglio be able to use a combination of theory and fact to work out, without opening them, what's inside the two boxes designed by local schoolchildren?



Dorota and Alberto discover the mysterious boxes.
(Image: CERN)

Since 2011, the *Be a Scientist* project has been introducing schoolchildren from Geneva, the Pays de Gex and Haute-Savoie to the scientific research process. The children, who are aged between 8 and 12, come up with theories, collect data and

use evidence to determine the contents of boxes supplied by CERN.

In June 2021, which marked the project's tenth anniversary, the roles were reversed. Under top secret conditions,

children from the Jean de la Fontaine school in Prévessin-Moëns (France) and the Céréssole school in Petit-Lancy (Switzerland) hid various objects inside two boxes. The challenge for CERN's scientists was to work out the contents without opening the boxes.

After reviewing the notes left behind by Mar Capeans and Tapan Nayak, the previous duo to attempt the challenge, theoretical physicist Dorota Grabowska and

aerospace engineer Alberto Di Meglio took up the inquiry at the CERN Data Centre visit point.

Although their experiments failed to produce any really concrete results, the pair made several discoveries using all five senses. In particular, they noticed a familiar, sweet smell that reminded them of their childhoods. What could be at the root of this Proustian remembrance of things past? Perhaps Archana Sharma and Pieter

Mattelaer will be able to find out in the next edition of the *Schools Challenge*!

The video is available on CDS (<http://cern-video-2022-002-004>).

Check out the voisins.cern website for regular updates on the *Schools Challenge* and to follow the progress of the CERN community's investigations.

DJANGO GIRLS 2022: CALL FOR VOLUNTEERS FOR THE PROGRAMMING WORKSHOP

Django Girls, the programming workshop for girls and women aged 15 and over, is returning to CERN on 28 and 30 April 2022. Volunteer now!



The 2017 Django Girl workshop. (Image: CERN)

To celebrate the International Girls in ICT Day (ICT = information and communication technologies), CERN's Women in Technology (WIT) community, Visitors and Events Operations section and Microclub are organising another 100% virtual edition of Django Girls.

This programming workshop for girls and women aged 15 and over will take place on the **evening of Thursday, 28 April 2022** and **all day on Saturday, 30 April 2022**. With coaching by CERN tutors, the participants will learn how to create a blog and launch it online. Django Girls will be held on Zoom, in English and French. It's designed for beginners, with the aim of introducing the uninitiated to digital technolo-

gies, especially women, who are underrepresented in this field.

The first online edition of Django Girls, in 2021, was a resounding success. Some 50 participants learned how to code, guided in small groups by their CERN mentors.

This year again we're looking for volunteer coaches to lead the workshop. Each volunteer will coach a team of three participants. So join the adventure and register now (<https://indico.cern.ch/event/1130002/registrations/80615/>) !

The programme:

- Thursday, 28 April 2022, 6.00 p.m.– 7.45 p.m.: Launch party
- Saturday, 30 April 2022, 9.00 a.m.– 4.15 p.m.: Workshop

Conditions :

- Programming level: As a coach, you will need to explain the basics of the internet and present Python, object-oriented programming, HTML and CSS. You don't need to have ad-

vanced knowledge; the most important thing is to be able to explain programming clearly to people with no technical knowledge.

- Equipment required: Computer, webcam, microphone and a stable internet connection.
- Schedule: You must be available for the launch party and for the duration of the workshop.
- Language: English or French.
- Reward: You will receive a Django Girls mug to brighten up the virtual coffee breaks.
- Information sessions: You must attend a general information session and another session to follow the Django Girls tutorial.

If more volunteers sign up then we need, priority will be given to women and ICT specialists.

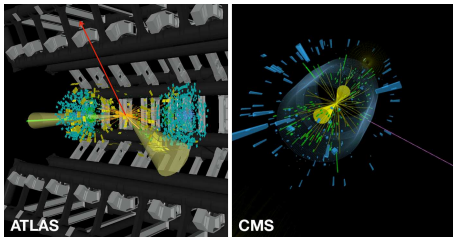
Complete the registration form (<https://indico.cern.ch/event/1130002/registrations/80615/>) and spread the word!

Registration deadline: 21 March 2022 (11.59 p.m.)

Thank you for volunteering!

ATLAS AND CMS CHASE THE INVISIBLE WITH THE HIGGS BOSON

The collaborations have set stringent new bounds on the fraction of Higgs bosons transforming into invisible particles



Candidate event displays of a Higgs boson produced by vector-boson fusion and decaying into invisible particles, as recorded by ATLAS (left) and CMS (right). The events feature pairs of jets (yellow cones) and missing energy (red or purple lines). (Image: CERN)

The Higgs boson lives for an extremely short time before it transforms, or “decays”, into other particles. It is through the detection of some of these decay products that the unique particle has first been – and continues to be – spotted in particle collisions at the Large Hadron Collider (LHC).

But what if the Higgs boson also decayed into unexpected, new particles that were invisible to the LHC detectors, such as the particles that may constitute the dark matter permeating the universe? The ATLAS and CMS collaborations at the LHC have explored this possibility in two recent studies, setting stringent new upper bounds on the fraction of Higgs bosons decaying into invisible particles.

According to the Standard Model of particle physics, the Higgs boson decays in-

directly into known invisible particles – almost massless particles called neutrinos – only 0.1% of the time. However, if dark matter is made up of particles interacting too weakly to be detected, as suspected by many physicists, the dark-matter particle could interact with the Higgs boson and, if not too massive, allow the Higgs boson to decay into it, increasing the fraction of invisible Higgs-boson decays.

In their latest independent investigations, the ATLAS and CMS collaborations searched for invisible Higgs-boson decays in proton–proton collision data collected during the second run of the LHC. Both teams looked for a particular type of collision event, in which a Higgs boson is produced by a process known as vector-boson fusion and then decays into invisible particles.

These vector-boson-fusion events contain additional sprays, or “jets”, of particles emitted towards either end of the particle detectors, making this mode of Higgs-boson production easier to spot than the other modes. Together with the “missing energy” in the collision products that the invisible particles would carry away, these jets and their properties provide distinctive signatures of such invisible Higgs-boson events.

The ATLAS and CMS searches revealed no instances of these invisible Higgs-boson events that would exceed the expected number of background events mimicking the desired events. However, they showed that the Higgs boson cannot decay into invisible particles more often than a certain percentage of time: 15% for ATLAS and 18% for CMS, compared to an expected percentage, based on Standard Model computer simulations, of 10% for both ATLAS and CMS.

These bounds align well with one another and, when interpreted in the context of dark-matter models, they translate into bounds on the interaction strength of dark-matter particles with atomic nuclei that complement those obtained from non-collider experiments searching for dark matter.

With the LHC set to restart later this year and deliver more data, ATLAS and CMS will no doubt continue to chase the invisible with the Higgs boson.

Read more on the ATLAS and CMS websites.

Ana Lopes

COMPUTER SECURITY: VIGILANCE AND CALMNESS

Malicious actors are taking advantage of the current global political situation to pursue their criminal deeds



(Image: CERN)

Like during the rise of the coronavirus two years ago, malicious actors are taking advantage of the current global political situation to pursue their criminal deeds. Phishing. Distributing malware. Abusing computing resources. Exploiting this situation of fear, uncertainty and doubt (FUD) to spread misinformation, or creating incentives to make you click on the wrong message, email or QR code. Contrary to during COVID, however, these actors are also

calling for help. Asking people to run offensive tools to help them further their deeds and interests. On behalf of CERN, therefore, we ask you to stay exceptionally vigilant and calm.

Be exceptionally vigilant when you receive emails coming from unknown senders or containing unsolicited content. Be careful when opening attachments or links. The same holds true for

WhatsApp/Telegram/Signal messages and links therein. And for QR codes. Tame your curiosity and use "STOP – THINK – DON'T CLICK" as the best mantra to avoid endangering your computer, your digital life and the functioning of CERN. Pause when a message arrives from someone you've never encountered before, and remember that email senders can easily be spoofed. Consider also the content. Does it make sense to you? Does it speak your language? Does it play on your curiosity? Or fear? Or guilt? Does it try to force you to open the attachment or the link? Just STOP – THINK – DON'T CLICK and cross-check with us at Computer.Security@cern.ch.

Stay calm and do not engage with the pleas of some (other) actors. Do not follow calls to run offensive software, like those used to run distributed denial of service (DDoS) attacks against third-party websites. Operating such tools on CERN equipment or the CERN network is in violation of CERN's Computing Rules (OC5) and any deliberate and conscious operation of those tools will be followed up. Similarly, running such tools at home might be illegal and/or make your ISP believe your computers are infected and block/throttle them.

While we in the Computer Security team are actively monitoring for any attack

against our mailboxes and computing facilities, for any abuse of our computing resources, we ask you once more: be exceptionally vigilant and stay calm. Help us to keep the Organization secure.

Do you want to learn more about computer security incidents and issues at CERN? Follow our Monthly Report. For further information, questions or help, check our website or contact us at Computer.Security@cern.ch.

Computer Security team

Official communications

COLLECTION OF STAFF ASSOCIATION MEMBERSHIP FEES

Following discussions, the Management and the Staff Association are pleased to announce that consensus has been reached on the issue of the collection of Staff Association membership fees.

For employed members of the personnel (MPEs), new arrangements have been put in place to allow the annual salary deduction for the payment of these membership fees to continue.

Associated members of the personnel (MPAs) are not eligible for such a deduction and should contact Staff.Association@cern.ch.

Thus, MPEs who are already members of the Staff Association and wish to remain members must update their consent regarding data sharing and salary deduction via the online form (https://cern.service-now.com/service-portal?id=sc_cat_item&name=ap-membership&se=staff-association) **before 25 March 2022**, so that the deduction can be made from the April 2022 salary. Thereafter, the deduction will be made in January every year.

Members of the personnel who are not yet members of the Association and wish to join can do so at any time by completing the same online form (https://cern.service-now.com/service-portal?id=sc_cat_item&name=ap-membership&se=staff-association).

If payroll deduction is not an option for you, please contact Staff.Association@cern.ch.

We encourage all members of the personnel to join the Staff Association and actively participate in its functioning, or to express any concerns they may have through the available channels.

To current members of the Association: the date of membership you indicate on the form (today's date) will be used as the date consent was given but your original date of membership to the Staff Association is retained.

SUMMER WORK FOR CHILDREN OF MEMBERS OF THE PERSONNEL: 2022 PROGRAMME CANCELLED

In light of the persistent uncertainty surrounding the evolution of the COVID-19 pandemic, we regret to inform Members

of Personnel that the programme for Temporary summer work reserved for children of the Members of CERN Personnel

for 2022 is cancelled. Thank you for understanding.

Announcements

A SPECIAL “ BULLETIN ”

The internal communication team apologises to its readers for the delay in the publication of the 10-11/2022 issue of the

Bulletin. This delay was caused by technical issues related to the implementation of a new newsletter service.

We wish you a good reading.

DJANGO GIRLS 2022: REGISTER NOW FOR THE ONLINE PROGRAMMING WORKSHOP

Django Girls, the programming workshop run by CERN engineers for girls and women aged 15 and over, will take place online on 28 and 30 April 2022. Sign up now!



The Django Girls workshop in 2017 (Image: CERN)

The International Girls in ICT Day (ICT = information and communication technolo-

gies) will be celebrated on 28 April 2022. To mark the occasion, CERN's Women in Technology (WIT) community, Visitors and Events Operations section and Microclub are organising another 100% virtual edition of Django Girls.

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Django Girls is designed for beginners: attendees need no previous knowledge of programming. The aim is to introduce the uninitiated to digital technologies, especially women, who are underrepresented in this field. Applications from girls and women will therefore be given priority, but everyone is welcome to apply.

The full programme and the registration conditions can be found [here](#).

Registration deadline: 21 March 2022 (11.59 p.m.)

A NEW EDH DOCUMENT (PRE-REGISTRATION FORM) FOR THE REGISTRATION OF EXTERNAL PARTICIPANTS IN AN EXPERIMENT

FAP-BC-HR, in collaboration with the Users Office and the experiments, has released Pre-Registration (PREG), a new EDH document for the registration of external participants in an experiment (PARTs) (please note that this document is accessible only to team leaders and secretaries). Pre-Registration allows team leaders and secretaries **to request the registration of**

new PARTs who need a computing account in order to carry out remote activities.

The Users Office requested that this document be created to replace paper registration forms and thus facilitate and streamline the registration process for PARTs. By eliminating the need for manual data en-

tries and paper forms, PREG also serves the dual objectives of saving resources allocated to non-value-added activities and ensuring the compliance of processes with OC11 principles, thus reinforcing the protection of personal data.

For more information, visit the [Pre-registration help page](#).

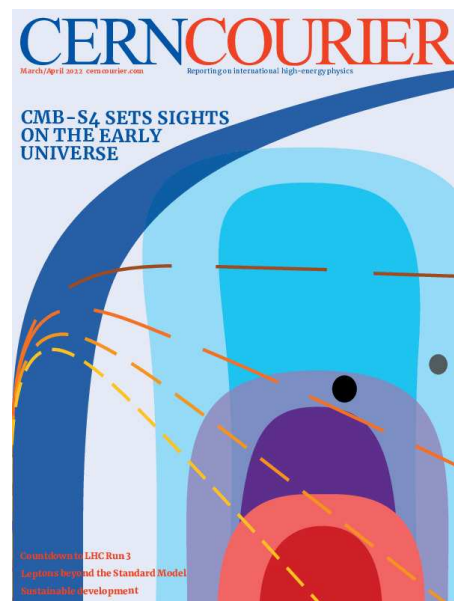
THE MARCH/APRIL ISSUE OF THE CERN COURIER IS OUT

The newly endorsed CMB-S4 observatory will measure the anisotropies in the cosmic microwave background in unprecedented detail, constraining models of inflation and further connecting physics at the largest and smallest scales.

The March/April issue (<https://cerncourier.com/wp-content/uploads/2022/03/CERNCourier2022MarApr-digital-edition.pdf>) also takes an in-depth look at the case for the sterile neutrino, and describes extensive recent works on the CERN vacuum systems and the latest progress with the HL-LHC crab cavities as the countdown to LHC Run 3 gets under way.

Also in the issue: James Webb Space Telescope prepares to eye the dark universe; ATLAS and CMS explore the Higgs boson self-coupling; the Water Cherenkov Test Experiment; International

Year of Basic Sciences for Sustainable Development; CERN alumni on teaching; EPS-HEP highlights; CPT tests; flavour anomalies; and more.



Matthew Chalmers

ORDERING GAS NOW POSSIBLE ON EDH

Two additional groups of items will soon be added to the CERN store on EDH: single gases (code 60) and gas mixtures (code 61)

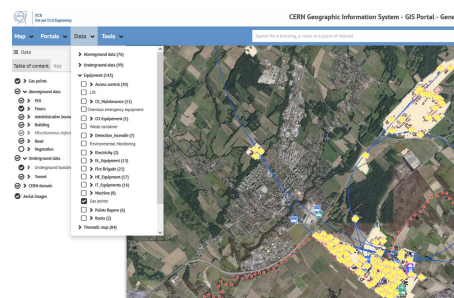
Soon in March, it will be possible for anyone at CERN to place gas orders in the CERN store on EDH. The procedure, previously carried out through CERN Service Portal (SNOW) tickets, is coming back to EDH with new functionality following feedback from gas users – the efforts of the FAP-BC and EN-IM teams will allow more efficient gas order placement. In line with other ordering schemes, it will use the MAG forms available on EDH.

Requesting gas via SNOW tickets will no longer be possible, but the Gas team can still be contacted through SNOW under the Gas support and provider (BE-EA-AS) functional element, where requests for new gas references and gas points as well as incident reporting will remain unchanged.

Further processing of work orders will continue to be handled in EAM, and the requestor will still be able to use the asset code (barcode) to obtain information on the status of their work order and its delivery to the CERN site. The asset return procedure remains the same – the procedure is available on the SNOW website.

Gas distribution points can be located on the GIS Portal (under Data -> Equipment -> Gas Points, see below) and gas codes, their descriptions, prices and lead times for delivery can be checked in the SCEMs tree presented in the CERN Catalogue under codes starting with “60” and “61”. The catalogues in.xlsx format are still accessible on the SNOW website for those who find this format easier to navigate.

A feedback questionnaire will be sent to gas requestors in the coming weeks to collect their opinions and suggestions for further improvement.



(Image: CERN)

PRÉVESSIN SITE: NEW VENDING MACHINES AVAILABLE

Novae will be offering a new catering service in Buildings 864 and 965, on the Préveessin site, from Monday, 14 March. A vending machine stocking a variety of food products and a Nespresso tower will be installed on a trial basis near the entrance to each of the cafeterias on the first floor of Buildings 864 and 865.

A wide range of pastries, sandwiches, cold drinks, snacks, fresh fruit and yoghurts will be available for purchase, as well as a selection of Nespresso coffees. Microwaves will also be provided.

This service will enable users to enjoy products from the Novae range again, 24/7.

A review of this pilot will be carried out after three months to make sure that the best possible service is provided in the longer term in this part of the site.

Restaurant No. 3 will continue to operate as usual.

THE LIBRARY WELCOME DESK IS BACK

Starting from Monday 7 March, the Library welcome desk is open and staffed again from Monday to Friday: 9 a.m. - 5 p.m., following CERN's move to level 2 – yellow. We will be pleased to welcome you in build-

ing 52, first floor. The Bookshop is also accessible to you with the same opening hours.

Please note that the Library is open 24/7 and that books can be borrowed outside the desk's opening hours by sending an email to library.desk@cern.ch with the CERN Library barcode in attachment.

THE CERN BRANCH OF CRÉDIT AGRICOLE GETS A FACELIFT

The Crédit Agricole branch located on the Préveessin site has had a makeover and is ready to welcome you in brand new offices



Crédit Agricole branch on the Préveessin site (Image: CERN)

Did you know that Crédit Agricole has a branch at CERN? It opened on the Préveessin site more than 40 years ago and is the only bank located on the French part of the CERN site. The branch can be found in Building 866, next to Restaurant 3 and the post office.

Crédit Agricole launched a renovation programme in 2014 and, since 2019, has modernised all of its branches in order to bring them into compliance with the latest safety standards and improve access for people with reduced mobility. The renovation of the CERN branch has afforded it roomier offices, a new ATM outside (in the corridor of Building 866), a more spacious and visitor-friendly reception area and improved lighting.

The branch on the Préveessin site provides the CERN community with all the day-to-day services that are traditionally offered by the major banks (loans, insurance, account management and an ATM). Access is restricted to current and former members of the CERN personnel and the bank's services are available to newcomers as soon as they arrive. When an account is opened, which can be done in either euros or Swiss francs, Crédit Agricole offers preferential conditions for everyday banking – preferential exchange and lending rates

and a fixed ceiling on administrative fees for loans, whatever the amount. Branch director Fabio Bertelli says that, in line with the bank's motto, "Acting every day in the interest of our customers and society", its employees are "always ready to help our clientele".

The Préveessin branch has two full-time employees, both of whom speak French and English, one employee in charge of asset management, who is present one day per week, and a director and vice-director, each of whom is present half a day per week. The branch welcomes current and former members of the CERN personnel all year round (except during closures), from 9.00 a.m. to 12 noon Tuesdays to Fridays, from 1.30 p.m. to 5.00 p.m. on Wednesdays and Fridays and from 2.15 p.m. to 5.00 p.m. on Tuesdays and Thursdays.

Cristina Coman

Ombud's corner

BEING A WOMAN AT CERN BACK IN 1990

On Tuesday, March 8, we celebrated International Women's Day. It is my pleasure to write an article from the Ombud's corner on this occasion.

I have been working at CERN for 36 years now and, trust me, I've seen major progress in the working environment for women.

Let me give you an idea of what you might experience as a woman at CERN back in 1990. I had already been working at CERN for four years as a computing engineer and had just had my first child. I asked my hierarchy about the possibility of an additional month of leave for breast-feeding. The answer was a firm NO, which led to my doctor granting me a month of sick leave instead. When I later returned to work, I learned from colleagues that my hierarchy had described my request as "highly unprofessional".

32 years later, the Staff Rules and Regulations (Article R II 4.23) state: "The duration of maternity leave shall not be less than 16 weeks and shall be extended (...) by four weeks for breast-feeding". What was considered by some as a "highly unprofessional" request is now a right for women at CERN.

A further example of what it could be like for women at CERN in the 1990s: A division leader would see no problem in asking his secretary to walk his dog, when needed, during working hours. Under the CERN Code of Conduct, which has been in place since 2010, such a request would be deemed unprofessional and disrespectful today.

Since 1913, the United Nations have enshrined 8 March as International Women's Day. This day was set up to express

solidarity with and support for women, to accelerate gender parity and to celebrate women's achievements. It is an opportunity for the CERN community to look back on the progress made owing to the fruitful concertation between Management and the Staff Association and to the supportive governance of our Member States. It is also an opportunity to ask ourselves what progress remains to be made.

The 25 by '25 journey, was launched in March 2021 by the Diversity & Inclusion Programme. This is a strategy that is endorsed and led by CERN's management and has been specifically incorporated in its strategic objectives for 2021-2025. It is a much welcomed and significant endeavour aimed at increasing the population of women at CERN, and it is hoped that it will also contribute to achieving a more inclusive working environment.

The Ombud is visited by proportionally twice more women than men. Many factors come into play in this statistic, which cannot be interpreted without taking them all into account. However, whatever our gender, we could all do well to ask ourselves whether our attitude towards other genders is respectful and unbiased, and whether we're doing everything we can to make all members of the CERN community feel safe and treated equally, in all areas of the Organization's activities.

The CERN population, past and present, can be very proud of the Laboratory's progress toward gender equality. Still, I should also like to recall the words of Simone de Beauvoir^{*)}, the well-known French existentialist philosopher, writer, social theorist and feminist activist:

"Never forget that it takes only a political, economic or religious crisis for women's rights to be called into question. These

rights can never be taken for granted. You will need to remain vigilant throughout your lives."

With such a melting pot of genders, cultures, professions and brains, CERN is a unique environment for the promotion of diversity, including gender diversity. Diversity is everyone's responsibility, and a stated core value of CERN. So let's all contribute to making continued progress in this area.

You may find it interesting to read again the still very relevant posts of my predecessors on gender diversity and the challenges that women face in the working environment:

- Ombuds' Corner: a land of equal opportunity? (October 2016)
- Do we not owe it to our daughters? (February 2017)
- Accelerating gender equality (April 2017)
- "Women negotiate poorly, lack self-confidence and are risk-averse." Really? (May 2018)
- Sexism: let's face the facts (March 2021)

Laure Esteveny

I want to hear from you – feel free to send an email to ombud@cern.ch with any feedback or suggestions for topics you'd like me to address.

NB: If you would like to be notified about posts, news and other communications from the CERN Ombud, please register to receive the CERN Ombud news.
#diversity

^{*)} Simone de Beauvoir, *Le Deuxième sexe*, 1949