CERN Bulletin

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7TH GENEVA ENGAGE AWARDS HONOUR INDICO EVENT PLATFORM

The open-source tool Indico, which celebrates its 20th anniversary this year, has won CERN the "special award for effective and innovative online meetings"

CERN was presented with the award for "effective and innovative online meetings" for its open-source tool Indico. Tim Smith, leader of the Collaboration, Devices and Applications (CDA) group in CERN's IT department, and Adrian Mönnich, current Indico project leader, were present to receive the award. (Image: Geneva Internet Platform)

On 1 February, in recognition of the Indico tool, CERN was presented with the "special award for effective and innovative online meetings" at the 7th Geneva Engage Awards online event, organised by the Geneva Internet Platform. The annual Geneva Engage Awards recognise International Geneva actors for their social media outreach, online engagement and efforts towards more inclusive online meetings.

Launched at CERN in 2002 as a European project, Indico is an open-source tool for event organisation, archiving and collaboration. CERN adopted it as its own event-management solution in 2004 and has financed its development ever since. Other partners and external contributors have provided valuable contributions over the years.

"Receiving this award is a great honour for the whole team and also highlights the importance of the project, not only for CERN, but also outside the physics community," says Adrian Mönnich, leader of the Indico project.

Indeed, since its launch, Indico has been used at CERN for the organisation of more than 900 000 events, and is daily used to manage 200 rooms. The platform has also been adopted by the United Nations and other organisations in Geneva and beyond.

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A WORD FROM LOUISE ZELIA CARVALHO

CELEBRATING THE INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE

The annual International Day of Women and Girls in Science on 11 February is an opportunity for global reflection, in addition to our local and daily efforts, on the ongoing challenges of fostering gender balance in STEM and on furthering steps towards impactful and tangible results.

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In this issue

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A WORD FROM LOUISE ZELIA CARVALHO

CELEBRATING THE INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE

Click here (*https://www.youtube.com/watch?v=B6uuIHpFkuo*) to see a clever, poignant animation of the experiences of Purl, a pink ball of yarn, who joins a homogenous, dark-suited, male-dominated workplace called "BRO".

How many of us, like Purl, have tried to blend into the environment in order to feel a sense of belonging and acceptance and to hide our visible and/or invisible diversity just to fit in?

I relate to Purl: as a young child of inter-ethnic parents, I consciously and unconsciously played the "white-parent" card to blend in with my school and social surroundings, where I didn't see anyone who looked like me. I hid my unusual middle name starting with a "Z"; spicy meals at home were a secret. It was easier, more comfortable and . . . limiting.

In my experience, when an underrepresented group such as women in STEM reaches a presence of around 25%, the individuals within that group are already less likely to seek to blend in with their surroundings. At work, they are more likely to invest fully in their role and to reach out to and support others like them.

Our "25 by '25" strategy, and your commitment to it, is a unique opportunity for CERN to boost gender diversity in STEM. The visible and audible support from our Management for the initiative and the engagement of our colleagues in implementing it is very encouraging. So what else can you do?

Well, many point to an insufficiently diverse external recruitment pool, yet our students, graduates and trainees form an invaluable talent pipeline inside CERN: our home-grown recruitment pool, from which a significant proportion of staff and fellows are selected.

To all hiring managers of students, graduates and trainees in STEM: the more gender-diverse your selection decisions, the more diverse the talent pipeline for future STEM fellows and staff will be.

To all personnel in STEM: reach out to the underrepresented gender in your team or group. Actively include your and their diverse perspectives in your projects and meetings.

Diversity is a stated CERN value. In all its forms, diversity creates excitement and innovation. So, let's mix it up – in STEM and beyond!

Click here (*https://e-groups.cern.ch/e-groups/Egroup.do?egroupId=10247097&AI_USERNAME=IDIMITRA&searchField=0&searchMethod=0&searchValue=diversity-newsletter&pageSize=30&hideSearchFields=false&searchMemberOnly=false&searchAdminOnly=false&AI_SESSION=6axC4hPgZZCxfTvy9IkObWH_y5VI5z8AEz0CvalhoYTZY39wLK03!781847180!1564490208243*) if would you would like to sign up for the D&I Newsletter, using your CERN account.

Louise Zelia Carvalho
Diversity & Inclusion Programme Leader

7TH GENEVA ENGAGE AWARDS HONOUR INDICO EVENT PLATFORM

"Not only is this Geneva Engage Award a very welcome recognition of the ceaseless dedication of the Indico team, it also represents acknowledgement of an important step in the wider adoption of and support for Indico," says Tim Smith, leader of the Collaboration, Devices and Applications (CDA) group in CERN's IT department. "Working with significant external contributors such as the UN means strong and visible support for an open-source project."

Anaïs Schaeffer

CERN MARKS DATA PROTECTION DAY WITH EMBL, ESA AND ESO

On 28 January, CERN teamed up again with fellow EIROforum organisations EMBL, ESA and ESO to deliver a thought-provoking online event on the 16th Data Protection Day

(Image: CERN)

On 28 January, CERN teamed up again with fellow EIROforum organisations EMBL, ESA and ESO to deliver a thought-provoking online event on the 16th Data Protection Day.

The event was attended by over 350 participants, who enjoyed engaging presentations on the practical challenges of managing the use of data in COVID-19 research to allow the world to react quickly and effectively to a pandemic, as well as examples of the ways in which data protection is starting to drive choices of IT security tools. Attendees were also reminded of the importance of ensuring that our devices' technical tools continue to evolve to protect our data, without compromising the overall user experience.

One of the key messages from the event was that: *"Personal data of all types is valuable to somebody!"*

During the closing remarks, CERN's Data Privacy Adviser highlighted the very welcome change in mindset around data privacy, noting that the activities of the four organisations indicated that data protection is becoming an integrated and essential part of scientific projects and can even be an enabler of research.

This valuable opportunity for the CERN community to exchange views and discuss best practices across different scientific organisations was an excellent complement to the important work that is already taking place here at CERN. The Office of Data Privacy (ODP) continues to ensure that CERN adopts best practices for handling personal data, in line with Operational Circular 11 " The processing of personal data at CERN " (OC11). The ODP is supported by the Data Privacy Coordination Committee (DPCC), which, with its nominated departmental representatives, is ensuring a coherent and harmonised implementation of the rights and obligations set out in OC11.

If you were unable join the Data Protection Day event live, you can still watch the recording available on CDS and CERNbox.

Our warm thanks to the CERN ODP and representatives from EMBL, ESA and ESO for organising this excellent event, which is becoming a regular fixture to help CERN participate in the worldwide celebration of Data Protection Day.

To learn more about data privacy at CERN, don't forget to sign up for the mandatory online data privacy training course and keep up to date on all data privacy initiatives via the ODP website.

Office of Data Privacy

ENVIRONMENTAL AWARENESS: CREATING A POSITIVE IMPACT ON THE ENVIRONMENT THROUGH INNOVATION

A new programme will harness CERN's technologies and know-how to contribute to society's efforts towards preserving the planet

(Image: Unsplash; Shutterstock/Sergey Tinyakov; NASA; CERN)

The potential of technological innovation is vast, and when it comes to curbing the impact of activities harming our environment – such as energy consumption and greenhouse gas emissions – it holds a particular significance. In this context, innovative ideas and technologies developed in research centres like CERN represent a promising opportunity to stimulate positive environmental impact.

CERN-developed technologies, facilities and know-how can be applied to environmental research. One recent example is the CERN Control and Monitoring Framework (C2MON), which was originally designed to cope with the Laboratory's demanding infrastructure-monitoring needs and is now used in several external initiatives, such as the spin-off company PlanetWatch (the company uses it for data acquisition systems in the framework of air quality monitoring). Further, through fundamental research, CERN produces scientific knowledge with direct environmental relevance, as illustrated by the CLOUD experiment, which studies atmospheric and climate science.

Acknowledging global environmental challenges, CERN is taking steps to move from serendipity to a conscious effort to harness the Organization's unique skillset, with the

aim of participating in society's efforts to preserve the planet.

Concretely, a CERN Innovation Programme on Environmental Applications is now being set up. The programme will be instrumental in maximising CERN's impact on environmental applications. As a first step, ideas on how to address major environmental challenges through CERN technologies, know-how and facilities will be collected from experts, and the most promising concepts selected. The CERN Knowledge Transfer group will then provide full support to the selected ideas, which may give rise to impactful projects in collaboration with external partners.

Several strategic sectors and sub-domains with high impact potential and strong synergies with CERN's technical domains of expertise have been identified:

- renewable and low-carbon energy (production, transformation, distribution, storage),
- clean transportation and future mobility (aviation, shipping, rail and automotive),
- climate change and pollution control (monitoring, modelling, mitigation),
- sustainability and green science (power management, heat management, industrial processes).

Possible examples include superconducting technologies for high-efficiency power transmission, cryogenics and vacuum for advanced hydrogen storage, and big data analysis tools for global-scale climate simulations.

More information about the call for ideas for the CERN Innovation Programme on Environmental Applications will follow in the coming months. Find out more on the Knowledge Transfer page dedicated to environment al applications.

This article is part of the series "CERN's Year of Environmental Awareness".

CERN's Knowledge Transfer (KT) group has the mission to transfer the innovations produced by CERN experts to fields beyond high-energy physics, maximising the global positive impact of CERN on society. This is made possible in particular through industry in the Member and Associate Member States. From 2022, KT is focusing its efforts on five main application areas: medical, aerospace, digital, quantum and environment. Every year, some 50 knowledge transfer contracts are signed, and many more technologies are identified internally, spanning all application fields.

TAKE PART IN CERN'S WOMEN IN TECHNOLOGY 2022 MENTORING PROGRAMME

11 February is the UN International Day of Women and Girls in Science, an event celebrated at CERN with enthusiasm and the occasion to remind you of the imminent launch of the WIT 2022 Mentoring Programme

The WIT Mentoring Programme is now running for the 5th year and will soon call for mentees and mentors for the 2022 exercise. (Image: CERN)

For the sixth year running, CERN is celebrating the International Day of Women and Girls in Science. From 7 to 11 February 2022, female scientists and engineers are visiting local schools to talk to the pupils about their professions, with the aim of showing the role of women in science and potentially inspiring young girls to envision their future job in STEM-related (science, technology, engineering and mathematics) fields. At CERN, participation in this event is organised by the Visits & Exhibitions service, with the support of CERN's Women in Technology network.

Gender equality, and more generally diversity, are key to the best possible science, which is why CERN launched the Diversity and Inclusion programme 's 25 by '25 strategy, which is the first ever target-based strategy to boost gender and nationality diversity within the staff and fellows population (MPE, for employed members of the personnel). At CERN, an average of 21.41%* of the MPE are women. The goal of the 25 by '25 strategy is to reach 25% by 2025.

CERN's Women in Technology (WIT) network is an informal group that was spontaneously born at the beginning of 2016: a few women working in STEM had appreciated the WIT community in their universities and could not find a similar organisation at CERN, or even in Geneva, so they created it!

In six years, CERN's WIT has brought to life plenty of activities : **WIT Talks** are interviews with women in leading roles at CERN, in industry or in academia; **WIT Diversity Talks** are interviews with senior male colleagues on their experiences and thoughts on gender diversity and gender balance; **WIT Drinks** are an opportunity for networking among women from different experiments and departments at CERN; **lectures and movie screenings** are organised in liaison with other organisations, companies or CERN services; and WIT Mentoring offers an opportunity for younger women to work on their personal development with a CERN or CERN Alumni mentor.

The **WIT Mentoring Programme** is now running for the 5th year and will soon call for mentees and mentors for the 2022 exercise, beginning in May and ending in December. The call for applications for mentees and mentors will be available on the WIT website at the beginning of March and an informative session will be held **on 25 February**.

Mentees benefit from the support of a senior colleague or CERN alumna with exten-

sive experience and good knowledge of the Organization and/or of workplaces outside the Laboratory. They can find a confidential space where guidance is offered to improve self-confidence, self-advocacy, critical thinking and many other skills. The programme is open to anyone with a clear motivation to work on their personal and professional development.

Mentors benefit from the support of the WIT mentoring team, consisting of informative sessions, resources and online seminars, guidance and reminders throughout the mentoring exercise. Being a mentor is extremely rewarding and improves many soft skills, such as active listening, communication, coaching, analysis and problem solving, building on structured thinking – but unlike a training course, mentoring helps assimilate these skills into "muscle memory"!

For more details about WIT Mentoring, do not hesitate to visit the webpage: https://wit-hub.web.cern.ch/mentoring/ or get in touch at wit.mentoring@cern.ch.

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**Latest available statistics, as at 31.12.2020. Click here (https://cds.cern.ch/record/2771079/files/CERN-HR-STAFF-STAT-2020.pdf) to consult the 2020 CERN personnel statistics.*

(Image: CERN)

WIT network

A MODERN TELEPHONY SYSTEM AT CERN

CERNphone, a softphone client for mobile phone and computer, will gradually replace fixed phones over the coming months

(Image: CERN)

Support for fixed phones at CERN will be gradually phased out over the coming year. These phones, which are connected to the ageing Alcatel PABX (private phone exchange)*, will be replaced by CERNphone. CERNphone is a softphone client, which is a piece of software that allows users to make telephone calls over the internet. It is available for Android and Apple mobile phones, as well as for Windows, Macintosh and Linux desktops and laptops. The migration is scheduled to be complete by mid-2023.

Using CERNphone will be no different from the way we now talk to friends and family using instant messaging applications (e.g. WhatsApp or Signal) rather than our home or mobile phones. And, just as such applications enable us to talk for free when connected to Wi-Fi and to be reachable anywhere, CERNphone allows us to be reached anywhere in the world via our CERN fixed number and will help reduce telephony costs for CERN. Many of us are already using CERNphone around the world, as you can see from the picture below.

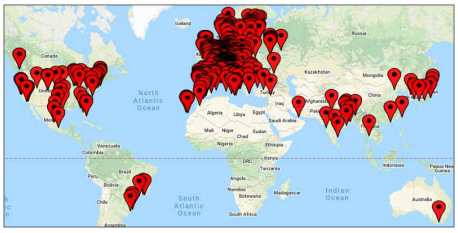
No extra costs are incurred** from calls made using CERNphone on your mobile phone when you are connected to Wi-Fi. When not connected to Wi-Fi, using CERNphone is also much cheaper than using your mobile phone subscription. For example, a call made on roaming in the United States with CERNphone costs just one hundredth of a call dialled on your mobile phone. Moving to softphones will also allow CERN to reduce electronic waste as the physical phones we have today – as well as the physical infrastructure that supports them – will not need to be replaced with hardware that then has to be thrown away in the future.

The migration to CERNphone will happen progressively throughout the year, so no action on your side is required unless you are contacted. However, if you would like to switch to using CERNphone sooner, please follow the migration and installation guide. Note that you don't need a CERN mobile phone subscription to use CERNphone on an Android or Apple mobile phone, and calls do not cost you anything when connected to Wi-Fi (available in all CERN offices). If you do not have access to a Wi-Fi connection, you can still use the data available through your subscription. Costs are low: for example, you could talk on CERNphone for over three days and still not use up a 5 GB/month data contract.

CERN Telecom services

** In large organisations, "PABX" connect all internal phones to each other and to external networks. CERN relies on the Alcatel PABX, installed in the 1990s, and on TONE, a system developed in-house that is gradually taking over the functions of the Alcatel PABX.*

*** The cost of the call to CERN will be the same as for a call made from an office phone at CERN.*



CERNphone worldwide usage over the past three months. (Image: CERN)

LHC EXPERIMENTS ARE STEPPING UP THEIR DATA PROCESSING GAME

While data processing demand is rocketing for LHC's Run 3, the four large experiments are increasing their use of GPUs to improve their computing infrastructure

A candidate HLT node for Run 3, equipped with two AMD Milan 64-core CPUs and two NVIDIA Tesla T4 GPUs. (Image: CERN)

Analysing as many as one billion proton collisions per second or tens of thousands of very complex lead collisions is not an easy job for a traditional computer farm. With the latest upgrades of the LHC experiments due to come into action next year, their demand for data processing potential has significantly increased. As their new computational challenges might not be met using traditional central processing units (CPUs), the four large experiments are adopting graphics processing units (GPUs).

GPUs are highly efficient processors, specialised in image processing, and were originally designed to accelerate the rendering of three-dimensional computer graphics. Their use has been studied in the past couple of years by the LHC experiments, the Worldwide LHC Computing Grid (WLCG) and CERN openlab. Increasing the use of GPUs in high-energy physics will improve not only the quality and size of the computing infrastructure, but also the overall energy efficiency.

“The LHC's ambitious upgrade programme poses a range of exciting computing challenges; GPUs can play an important role in supporting machine-learning approaches to tackling many of these,” says Enrica Porcari, Head of the CERN IT department. “Since 2020, the CERN IT department has provided access to GPU platforms in the data centre, which have proven popular for a range of applications. On top of this, CERN openlab is carrying out important investigations into the use of GPUs for machine learning through collaborative R&D projects with industry and the Scientific Computing Collaborations group is working to help port – and optimise – key code from the experiments.”

ALICE has pioneered the use of GPUs in its high-level trigger online computer farm (HLT) since 2010 and is the only experiment using them to such a large extent to date. The newly upgraded ALICE detector has more than 12 billion electronic sensor elements that are read out continuously, creating a data stream of more than 3.5 terabytes per second. After first-level data processing, there remains a stream of up to 600 gigabytes per second. These data are analysed online on a high-performance computer farm, implementing 250 nodes, each equipped with eight GPUs and two 32-core CPUs. Most of the software that assembles individual particle detector signals into particle trajectories (event reconstruction) has been adapted to work on GPUs.

In particular, the GPU-based online reconstruction and compression of the data from the Time Projection Chamber, which is the largest contributor to the data size, allows ALICE to further reduce the rate to a maximum of 100 gigabytes per second before writing the data to the disk. Without GPUs, about eight times as many servers of the same type and other resources would be required to handle the online processing of lead collision data at a 50 kHz interaction rate.

ALICE successfully employed online reconstruction on GPUs during the LHC pilot beam data taking at the end of October 2021. When there is no beam in the LHC, the online computer farm is used for offline reconstruction. In order to leverage the full potential of the GPUs, the full ALICE reconstruction software has been implemented with GPU support, and more than 80% of the reconstruction workload will be able to run on the GPUs.

From 2013 onwards, LHCb researchers carried out R&D work into the use of parallel computing architectures, most notably GPUs, to replace parts of the processing that would traditionally happen on CPUs. This work culminated in the Allen project, a complete first-level real-time processing implemented entirely on GPUs, which is able to deal with LHCb's data rate using only around 200 GPU cards. Allen allows LHCb to find charged particle trajectories from the very beginning of the real-time processing, which are used to reduce the data rate by a factor of 30–60 before the detector is aligned and calibrated and a more complete CPU-based full detector reconstruction is executed. Such a compact system also leads to substantial energy efficiency savings.

Starting in 2022, the LHCb experiment will process 4 terabytes of data per second in real time, selecting 10 gigabytes of the most interesting LHC collisions each second for physics analysis. LHCb's unique approach is that instead of offloading work, it will analyse the full 30 million particle-bunch crossings per second on GPUs.

Together with improvements to its CPU processing, LHCb has also gained almost a factor of 20 in the energy efficiency of its detector reconstruction since 2018. LHCb researchers are now looking forward to commissioning this new system with the first data of 2022, and building on it to enable the full physics potential of the upgraded LHCb detector to be realised.

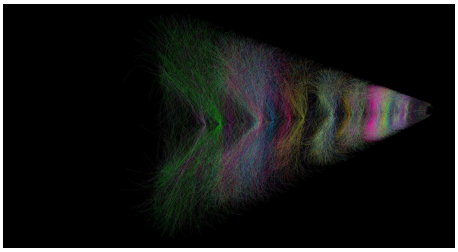
CMS reconstructed LHC collision data with GPUs for the first time during the LHC pilot beams in October last year. During the first two runs of the LHC, the CMS HLT ran on a traditional computer farm comprising over 30 000 CPU cores. However, as the studies for the Phase 2 upgrade of CMS have shown, the use of GPUs will be instrumental in keeping the cost, size and power consumption of the HLT farm under control at higher LHC luminosity. And in order to gain experience with a heterogeneous farm and the use of GPUs in a production environment, CMS will equip the whole HLT with GPUs from the start of Run 3: the new farm

will be comprised of a total of 25 600 CPU cores and 400 GPUs.

The additional computing power provided by these GPUs will allow CMS not only to improve the quality of the online reconstruction but also to extend its physics programme, running the online data scouting analysis at a much higher rate than before. Today about 30% of the HLT processing can be offloaded to GPUs: the calorimeters local reconstruction, the pixel tracker local reconstruction, the pixel-only track and vertex reconstruction. The number of algorithms that can run on GPUs will grow during Run 3, as other components are already under development.

ATLAS is engaged in a variety of R&D projects towards the use of GPUs both in the online trigger system and more broadly in the experiment. GPUs are already used in many analyses; they are particularly useful for machine learning applications where training can be done much more quickly. Outside of machine learning, ATLAS R&D efforts have focused on improving the software infrastructure in order to be able to make use of GPUs or other more exotic processors that might become available in a few years. A few complete applications, including a fast calorimeter simulation, also now run on GPUs, which will provide the key examples with which to test the infrastructure improvements.

“All these developments are occurring against a backdrop of unprecedented evolution and diversification of computing hardware. The skills and techniques developed by CERN researchers while learning how to best utilise GPUs are the perfect platform from which to master the architectures of tomorrow and use them to maximise the physics potential of current and future experiments,” says Vladimir Gligorov, who leads LHCb's Real Time Analysis project.



Visualisation of a 2 ms time frame of Pb-Pb collisions at a 50 kHz interaction rate in the ALICE TPC. Tracks from different primary collisions are shown in different colours. (Image: ALICE/CERN)

Cristina Agrigoroae

COMPUTER SECURITY: SUPPLY CHAIN TIME BOMBS

Approximately five CERN-registered companies fell victim to a ransomware or extortion attack every single month

(Image: CERN)

Recent articles on computer security (“ Unwanted presents ”) discussed CERN's conscious – but also sometimes involuntary – dependence on external companies and service providers and software libraries and packages, and the resulting inherent computer security risks. While, in principle, there are solutions to cope with software dependencies, it is not so easy to protect against dependencies on physical external providers, companies and suppliers. A recent quick study by the Computer Security team revealed the tip of the iceberg.

The attack vectors into the Organization are multiple. Probing CERN's web-sphere and internet-visible services is one attack vector, infecting your PC or laptop is another, and luring you into disclosing your password to an attacker is a third. Attackers employ many different methods to reach their goals, like vulnerability scanning, malware or sophisticated phishing emails. But given the various protective means that have been put in place, direct attacks may no longer be fruitful. Hence the shift to attacks against the supply chain, such as compromising often-used software packages, infecting external webpages and people “drive-by infecting” computers or impersonating people. A more sophisticated approach is when attackers compromise entire, less protected, less secure companies and suppliers and abuse their resources to attack the big fish. Like the machinery supplier to CERN whose invoicing system was abused by attackers who subsequently tampered with invoices that CERN was supposed to pay. Or like that other external machinery provider whose email system was abused to send seemingly reasonable emails, referring to real email exchanges between them and CERN experts, in order, once more, to extract money from CERN.

Recently, the CERN Computer Security team got their hands on a publicly available list of companies that have been subject to so-called “ ransomware attacks ” and – wisely – refused to pay the ransom. This still implies that the attackers compromised and got hold of those companies' internal systems, including, probably, invoicing and email systems. In case of so-called “extortion attacks”, they might also have managed to exfiltrate confidential business data. A comparison of that list with the companies listed in CERN's supplier database showed that approximately five (5!) CERN-registered companies fell victim to a ransomware or extortion attack every single month. That's five new companies, on average, per month that were compromised and might be used by attackers to infiltrate CERN or might hold data related to our operations, contracts, NDAs and other sensitive information linked to the Organization. But not every business is necessarily pro-active in warning its customers of the fact that their data has been, or might have been, exposed through a security breach. So CERN may never be alerted to such by a supplier. Hence, CERN, like many other companies, is sitting on a computer security time bomb that is waiting to explode. So is there anything we can do?

Not much, apart from being even more vigilant and suspicious. Our external providers and suppliers are getting attacked. Apparently, they are getting compromised. Hence, if you are in contact with external companies, be warned. Of course, trust is important and they deserve the benefit of the doubt, but once it comes to transferring money or amending contracts or sensitive data, for example, be extra vigilant. Be suspicious. Proposed changes to banking details, IBANs and transfer methods, etc., should set alarm bells ringing, as should requests for more money than was in the contract or for additional personal or institutional sensitive data and attempts to lure you into installing unsolicited software. Try to check those change requests directly with your sales or contract contact person. Ideally by phone rather than return email because their email address could well be compromised and, hence, be under the control of the attacker. Check with other people who are part of the company and go up the hierarchy for confirmation of the answer. Also, raise this with the CERN Procurement Team in the IPT department or drop an email to us at Computer.Security@cern.ch. On the legal side, we are currently revising the General Conditions of CERN Contracts so that our suppliers will, in future, be contractually required to notify CERN in the event that they fall prey to a successful cyberattack.

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

COMPOSITION OF THE COMMITTEE OF THE MUTUAL AID FUND FOR 2022

The composition of the committee of the Mutual Aid Fund for 2022 is as follows:

- President: André Tinoco Mendes
- Vice-president: Sonia Casenove
- Treasurer: Marguerite Maitrel
- Deputy treasurer: Kate Ross
- Secretary: Almudena Solero
- Deputy secretary: Catherine Laverrière-Duvaux (GAC representative)
- Members: Barbara Brugger, Dawn Hudson, Marie-Laure Rivier

The role of the Fund is to provide financial help to those who are in need of exceptional financial assistance among members of personnel and their families as well as beneficiaries of the Pension Fund and their families.

Should you wish to apply for aid from the Fund, please contact any member of the Board (see above) or Social Affairs Services, who will liaise with the Board.

All requests are treated in strict confidence.

ERRONEOUS PAYOUT OF “INFLATION COMPENSATION” IN FRANCE

Some members of the CERN personnel residing in France have received a message from their local tax office (*centre des finances publiques*) concerning inflation compensation (*indemnité inflation*) (see: https://www.gouvernement.fr/une-indemnite-inflation-pour-proteger-le-pouvoir-d-achat-des-francais-face-a-la-hausse-des-prix (in French only)).

This measure is aimed at people whose net professional income or income replacement is less than 2000 euros per month.

Members of the personnel who receive this compensation must repay it via a dedicated reimbursement portal, which will be accessible from the impots.gouv.fr website at the beginning of February (from the “ *Particulier* ” tab of the impots.gouv.fr website, under the heading “ *Indemnité inflation* ”). Once the “ *Indemnité inflation* ” page is open, the menu will be as follows:

- a link to the government communication website (FAQ on www.gouvernement.fr);
- one or more links to the applicable legal texts (Légifrance);
- a link: “ *Je souhaite rembourser une aide indemnité inflation qui m'a été versée par erreur*” (I wish to reimburse an inflation compensation payout that was made to me in error).

Clicking on this last link will take you to a form where you have to specify the amount to be reimbursed (100 euros). Payment must be made by credit card via the PayfiP portal and, once confirmed, a PayfiP payment receipt will be sent to the email ad-

dress of the person concerned. This payment receipt will serve as proof for the French administration.

Please take appropriate action as soon as possible.

Announcements

LAUNCH OF NEW CATALOGUES AT THE CERN STORES

The CERN Stores have expanded their range of semiconductors, electronic components and fastening parts

The punch-out catalogues of the CERN Stores, which are managed by the SCE department, give access to thousands of items at negotiated prices.

The electronic catalogue platform integrated into the EDH/Supply Chain order page makes purchasing professional equipment quick, secure and simple.

Most items can be delivered within 48 hours and the platform enables users to access technical support, manage returns and benefit from a two-year warranty thanks to the conditions that have been negotiated.

The list of supplier catalogues is regularly expanded thanks to the work of the SCE-SSC group and the Purchasing service. The Material Request form can already be used to order Farnell, Radiospares, SFS, Lyreco, Distrilec, Art computer and Digikey products, covering most needs in electronics, computing equipment, tooling, fastening parts, stationery and various accessories.

In the coming weeks, two new suppliers will be added to CERN's punch-out catalogues, increasing the range of products available through the Stores. The distributor Mouser Electronics will make its cutting-edge semiconductors and electronic components available, with highly competitive delivery times, and items produced by Groupe Bossard, an expert in fastening technology, will be added to the existing SFS catalogue (up to 200 items per order).

Product listing enables users to identify regularly ordered items by simply submitting a request using the dedicated form.

Thanks to standardisation work being carried out in parallel, technical standards can be defined for the materials, components and equipment regularly used at CERN. The list of items to be standardised is defined by technical experts, users and purchasing and logistics officials. The goal of this standardisation exercise is to improve, as far as possible, the compatibility, safety, continuity of supply and quality of the products ordered.

The launch of new punch-out catalogues is part of a global process on which the SCE department, the purchasing and finance services and all their partners are working every day.

To contact them, please use the following addresses:

- Logistical and operational questions: supply-chain@cern.ch
- Order modifications and cancellations: Procurement.punchout@cern.ch
- Return of equipment: SNOW form
- Order tracking: contact the supplier by email at the address indicated in the “Document Status” field of your order form.

SCE department

REGISTRATION IS OPEN FOR THE SESAME CULTURAL HERITAGE DAY (16 FEBRUARY)

Register on Indico to attend the SESAME Cultural Heritage Day, an online event aimed at promoting cultural heritage sciences at SESAME (the Synchrotron-Light for Experimental Science and Applications in the Middle East). The event, which will take place fully online on Wednesday 16 February 2022 from 8 a.m. to 12:30 p.m. CET, will increase the awareness and visibility of the experimental capabilities of SESAME for the study and analysis of cultural heritage. It will showcase concrete research highlights at SESAME and explore various pathways leading from research ideas to concrete proposals and research projects.

Registration and program are available on the Indico page (*https://indico.desy.de/event/32776*) of the event.

Synchrotron radiation sources have made profound impacts on the study of cultural and natural heritage, including non-destructive investigations of archaeological and historical objects, artworks and artefacts as well as human remains. The synchrotron radiation facility SESAME offers scientific access in a region that is known for its richness in archaeological, cultural and natural heritage. Many highly-esteemed museums, collections, research institutions and universities in the region have departments dedicated to the scientific and art historical research.

A NEW THEMATIC CERN SCHOOL OF COMPUTING: "SECURITY OF RESEARCH COMPUTING INFRASTRUCTURES"

(Image: CERN)

With security threats on the constant rise and scientific computing increasingly federated and interconnected, the **CERN School of Computing** has created a new Thematic School focused on the **security of research computing infrastructures**. The programme covers various topics grouped in three tracks: protection and prevention, detection, and response.

The school is designed for **service managers and security professionals** working in academia and research institutes, who, as part of their job, need to ensure the security and resilience of the computing resources they manage, and want to be prepared to detect and handle possible security incidents.

Provided that the health situation allows it, the school will take place on **19–25 June 2022 in Split, Croatia**. If travelling or physical attendance is not possible, the school will be moved to an online format.

Applications are open until Sunday, 13 March.

For more information and to apply, please visit the Indico page of the event (*https://indico.cern.ch/e/tCSC-Security-2022*).

Sebastian Lopienski

SHARE YOUR TEAM'S LATEST ACHIEVEMENTS WITH CERN ALUMNI

(Image: CERN)

Would you like to share your team's latest news, exciting discoveries or surprising challenges with the alumni community?

Then consider participating in the CERN Alumni News from the Lab series.

In this recently launched initiative designed to showcase the amazing work carried out at the Lab, CERN colleagues are invited to share their work with CERN alumni to help them reconnect with the Organization and its collaborations and keep up to date with the latest news from CERN. In turn, this enables alumni to become CERN ambassadors in their own networks.

The online events are held once a month, on **Thursdays from 6.00 p.m. to 7.00 p.m.,** and consist of a **30-minute talk** followed by a **30-minute Q&A session**.

Whether you are a physicist, engineer, technician, science communicator or any other professional, your work is of great interest to our alumni, so please do not hesitate to share it with them.

If you would like to be featured and present the work of your group or section, or your project or initiative, please get in touch with alumni.relations@cern.ch

CERN Alumni programme

TEMPORARY REORGANISATION OF RESTAURANT 1

(Image: CERN)

Taking advantage of the fact that the Laboratory is currently quieter than usual, refurbishment work is taking place in Restaurant 1, beginning on Monday, 7 February 2022 and lasting for a month.

The self-service stations in the middle of Restaurant 1 have been temporarily removed.

To ensure continuity of service without too much disruption and to maintain a varied menu, various temporary changes have been made: the pizza oven has been relocated to the former Post Office, the Grab 'n' Go service has extended both its opening times and its selection, which will now include hot meals, and Restaurant 2 has reopened.

Click & Collect is another choice that remains open to you. You can use the MyNovae application to order your meal and choose when and where to collect it.

As the work does not affect the restaurant's seating area, the number of places available remains unchanged.

As a reminder, the opening times and hours of service are currently as follows (from Monday to Friday).

- **Restaurant 1: 7.00 a.m. to 4.00 p.m.**

Lunch service: 11.30 a.m. to 2.00 p.m.

- **Grab 'n' Go (R1): 7.00 a.m. to 4.00 p.m.**

Lunch service: 11.30 a.m. to 2.00 p.m.

Click & Collect: 11.00 a.m. to 2.00 p.m.

- **Pizzas (R1)**

Lunch service (former Post Office): 11.30 a.m. to 2.00 p.m.

- **Restaurant 2: 7.30 a.m. to 2.30 p.m.**

Lunch service (ground floor): 11.30 a.m. to 2.00 p.m.

SCE department

A NEW SYSTEM TO MEASURE THE NUMBER OF PEOPLE ENTERING RESTAURANT 3

The SSC (Services and Supply Chain) group in the SCE department is developing new solutions to allow on-site facilities to function well despite COVID restrictions: a series of initiatives concerning the restaurants, hostels, the shipping service and shops, to name but a few, have been introduced to make sure that the standard of service provided is as close as possible to normal.

One of these initiatives – still in the pilot stage – is designed to measure the number of people entering Restaurant 3 on the Prévessin site in order to improve the flow of traffic. This innovative new system, which has been running since 15 December, allows everyone on site to check the number of seats available in the restaurant in real time and helps ensure that diners can enjoy their lunch while observing the applicable health rules.

The people counter can be checked at any time at this link (*http://172.26.31.207/a3dpc/index.html#/occupancy-operator-view*) (link only accessible from the CERN site).

(Image: CERN)

SCE department

Ombud’s corner

BE AN ACTIVE BYSTANDER – THE FOUR DS

One really important aspect of the Ombud's role is to stay abreast of the messages that are being passed to members of personnel in internal communications and, in particular, via the Learning & Development portfolio.

I recently took part in a training session, on Zoom – where else these days? – that I found extremely useful and recommend that you all attend as soon as you can.

This course is the Active Bystander programme, available in the CERN Learning Hub.

It is all about strategies for intervening when you witness any kind of misconduct that is not directly targeted at you but at (a) colleague(s). Such violations of the code of conduct, even minor ones, contribute to creating a hostile work environment. And this is especially true if no one reacts. In fact, the absence of reaction gives the perpetrator implicit permission to misbehave again and, for the target, the feeling of isolation and the absence of support strengthens the impact of the blow.

The key messages of this extremely useful course, on top on practical advice on how to react, are twofold:

- Despite the inner voice telling you that it's not your problem, that you may be wrong, that this misconduct was perhaps unintentional or that intervening may bring you problems, trust your intuition that something is not acceptable.
- Do something about it, don't just let it slide.

The course describes four ways of reacting to misconduct, known as the four Ds. I won't enter into too many details here – I'll let you sign up for the course to learn these simple, easy to use strategies – but I can say that the one you decide to apply depends on a number of factors, including:

- The type of misconduct that you witness and how you see the target affected
- The context in which the misconduct happens (i.e. email, during a meeting, etc.)
- The potential power imbalance between you and the perpetrator
- How comfortable you are with intervening at this particular time

Whichever strategy you decide to use, the trainer gives you practical tips to ensure that your intervention is as effective as possible. For example, if you opt for direct action, the trainer gives you a tip on the suitable body language and tone of voice to adopt.

The 90 minutes of this Active Bystander training session will equip you with the practical tools you need to address misconduct and provide support to the targeted colleague(s). Go for it!

Laure Esteveny

I want to hear from you – feel free to email 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 *.*