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PLENARY: Women and diversity in Physics

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Why is there so little diversity in physics? I will examine the situation at CERN, the European Laboratory for Particle Physics as well as use data from a large international study. While CERN is becoming a truly international laboratory where people of 102 nationalities conduct research, 80% of its scientists are still white males. I examine why this is so by reviewing many contributing factors and suggest easily applicable measures that could greatly improve the situation. These measures would make the field more welcoming to all people and benefit all scientists, regardless of their gender, race, sexual orientation, physical ability or religion. Science can greatly benefit from more diversity since it translates into increased creativity potential, the key ingredient to scientific progress.

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