



Diversity & Inclusion

# enGENDERing progress at CERN

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SRitp workshop | Weizmann Institute, November 2019

[cern.ch/diversity-and-inclusion](https://cern.ch/diversity-and-inclusion)

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# Overview

**I. Introduction to CERN**

**II. Facts & figures**

**III. Gender inclusive initiatives**



# CERN

The European Organization for Particle Physics

An intergovernmental organisation with 23 Member States

## Mission:



**Discovery through  
science**



**Technological  
innovation**



**Diversity and bringing  
nations together**



**Inspiration and  
Education**





Then...



...Now (2019)

# History of D&I at CERN

1983

REPORT ON WOMEN IN SCIENTIFIC CAREERS AT CERN

Mary K. Gaillard  
LAPP, Annecy, France  
and  
CERN, Geneva, Switzerland

1992

RAPPORT DU  
GROUPE CONSULTATIF DE REFLEXION  
SUR LA  
SITUATION DES FEMMES

1996

Equal Opportunity (EO) Office  
First E.O. and non-discrimination statement

2010

Code of Conduct

2012

Ombuds  
Harassment Investigation legal framework  
Diversity Office + diversity policy

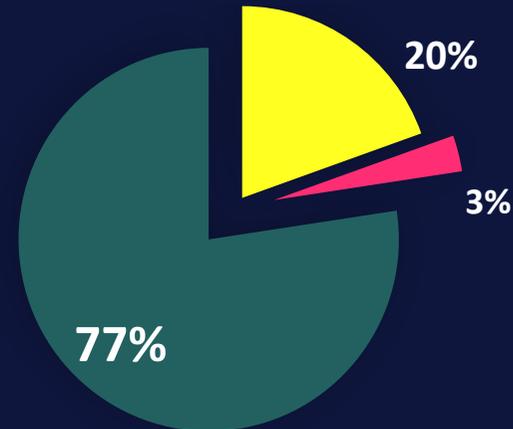
2019

Diversity Office renamed: "Diversity & Inclusion Programme"

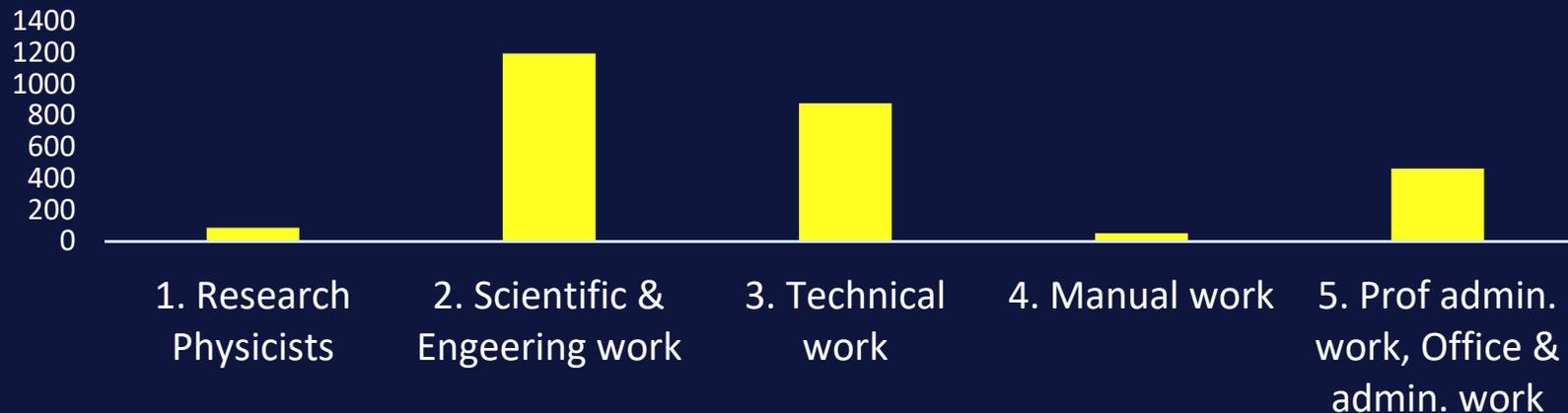
# CERN personnel

## CERN population

- Employed (Staff & Fellows)
- Students in training
- Associate members of personnel



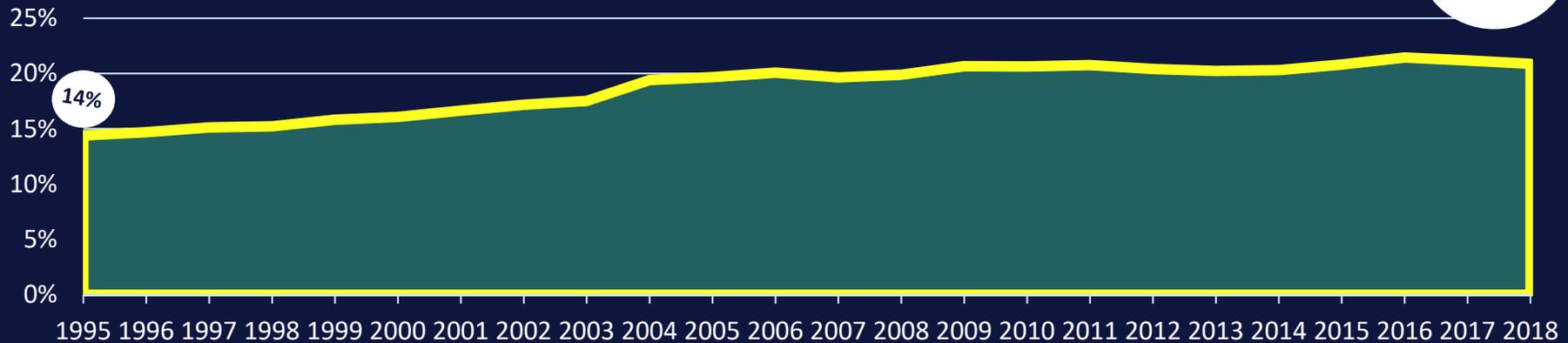
## Categories of Employed Members of the Personnel (Staff)



# Gender distribution at CERN

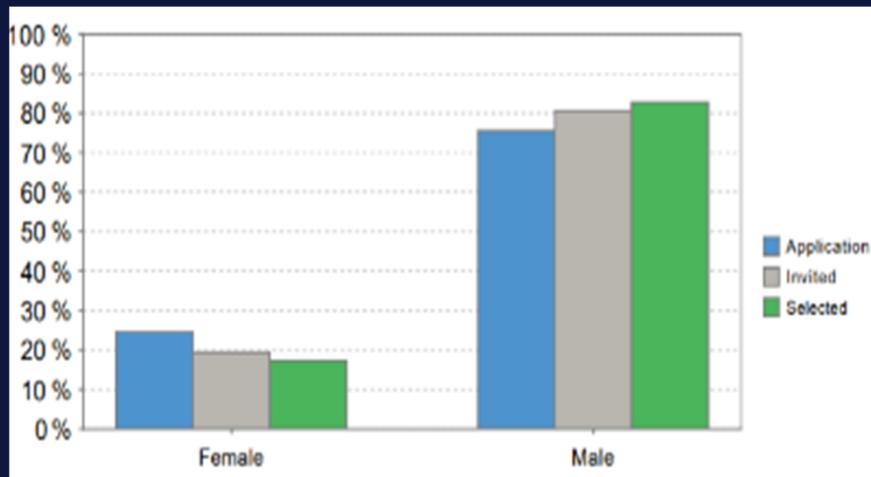
## Evolution of employed members of personnel (female)

21%



Staff & Fellows, CERN personnel statistics 2018

## Candidates: applied & selected (staff)



CERN personnel statistics 2018

## Evolution of the proportion of senior staff by gender



Prof Cat 1, 2 & 5A, CERN HR Database April 2019

# Inclusive policies

## New parents and Dual career

- Maternity (16 (+4) weeks), paternity (10 days), parental leave (4 months, unpaid)
- Flexibility for new parents – automatic authorization for part-time work
- Dual career support measures (next slide)
- On-site crèche

## Flexible work arrangements

- Teleworking: regular and ad hoc
- Part-time work
- Saved Leave scheme for caring responsibilities or learning opportunities

## Fostering respect

- Code of Conduct
- Harassment complaint procedure
- Ombuds function; Diversity & Inclusion Programme



# Dual Career support

- **Onboarding event** for spouses/partners
- **Social Affairs Service:** advising MPs and spouses on childcare, job-search, accomodation
- CERN's membership in «**IDCN**» **Network:** facilitating spouses' professional integration



# Inclusive HR processes

- **Direct sourcing** of female candidates through platforms, ie **LinkedIn**
- **D&I info card** for hiring managers on avoiding bias
- Monitoring and reporting gender disaggregated **data**
- **Workshops** for Recruiters: inclusive language & bias
- Mandatory **training** for managers: embedding D&I themes

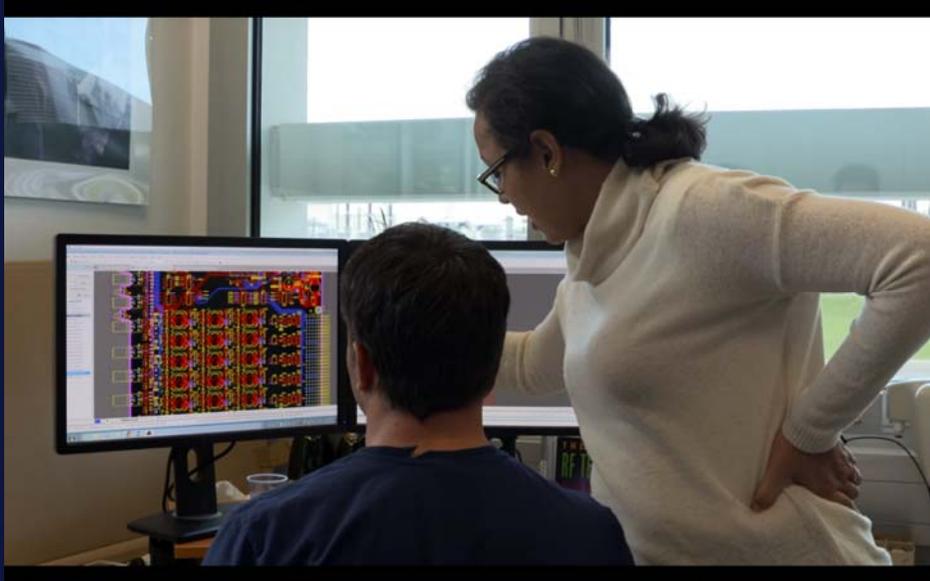
*"When I got the LinkedIn message from the CERN Recruiter, I was so excited as I could have never believed I could have the opportunity to apply at CERN"*

Female Candidate for Engineering position 2019



# “Post - Career Break” Fellowship

*“CERN gives you an opportunity for a second chance!”*



- **What:** 2-years’ Fellowship for scientists or engineers grads
- **When:** following a minimum 2 yrs’ career break
- **Why:** career breaks due to **personal reasons**, such as family or caring responsibilities
- **Who:** 8 Fellows hired since 2014



# Women in Science as role models



- ✓ CERN scientists in local schools: since 2017
- ✓ 2019: CERN + EPFL + UNIGE scientists visited **over 3100 students!**





Diversity & Inclusion

# Diversity Roundtable

## Common challenges, common solutions

- **LHC Experiments:** ATLAS, ALICE, CMS, LHCb
- **LGBTQ** Network
- **Women in Technology** Network
- **Disability** Network
- Th Dept, diversity & gender focal pt
- **International Relations** taskforce
- **Staff Association**

➤ Chaired by D&I Programme



# Leading from the Top



From left to right: **MADAME** Director-General, CERN (F. Gianotti); TREF Secretary (J.M. Saint-Viteux); **MADAME** Chair, TREF (Prof B. Asman); **MADAME** President, CERN Council (Dr. U. Bassler) Photo - 22 Oct 2019.



EIRO forum DG [Joint statement](#)  
11 Feb 2019: International Day  
of Women & Girls in Science.

## Celebrating women and girls in science



By **Fabiola Gianotti**  
Fabiola Gianotti is the  
Director-General of CERN.

February 11 was the International Day of Women and Girls in Science. This year, it was marked by a joint statement celebrating women's achievements in science from Europe's eight EIROforum laboratories.

12 FEBRUARY, 2019

Yesterday was the International Day of Women and Girls in Science, an annual event

# Inappropriate behaviour? Misconduct? Harassment?

## Response Channels

Handling your concern in <u>full confidentiality</u>	Contact Information	Listening	Mediation	Advice & Guidance	Receipt of formal complaint; Investigation; Disciplinary action
Ombuds Office	ombuds@cern.ch 500-1-04	✓	✓	✓	
Social Affairs Service	social.affairs@cern.ch 33-1-38	✓		✓	
Medical Services	medical.service@cern.ch 57-1	✓		✓	
HR Adviser, or HR Coordinator (Fellows, Students)	cern.ch/hr/hr-key-contacts 5-1	✓	✓	✓	
Staff Association	staff.association@cern.ch 64-R-010	✓		✓	
Your Department Head, or Head, Human Resources	(name)@cern.ch, or hr-dept.head@cern.ch	✓			✓
Harassment Investigation Panel (HIP)	Contact HIP Chair: cern.ch/hr/content/anti-harassment- policy	✓			✓



For further information on CERN's anti-harassment policy:  
[cern.ch/hr/content/anti-harassment-policy](https://cern.ch/hr/content/anti-harassment-policy)

 All members of  
 personnel (incl. Users)

 Staff, Fellows,  
 Students\*

\*Students: TECH, ADMIN, DOC, Short-Term Internship programmes coordinated by CERN HR





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**Thank you**  
for your attention

[cern.ch/diversity-and-inclusion](https://cern.ch/diversity-and-inclusion)

[diversity.inclusion@cern.ch](mailto:diversity.inclusion@cern.ch)