



Diversity & Inclusion

enGENDERing progress at CERN

Louise Carvalho, Diversity & Inclusion Programme Leader

SRitp workshop | Weizmann Institute, November 2019

cern.ch/diversity-and-inclusion

diversity.inclusion@cern.ch

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

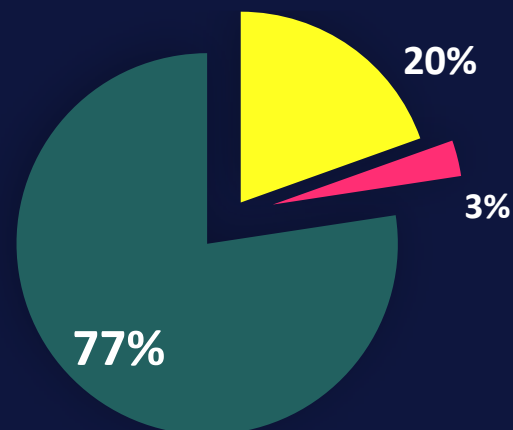
2019

Diversity Office renamed: "Diversity & Inclusion Programme"

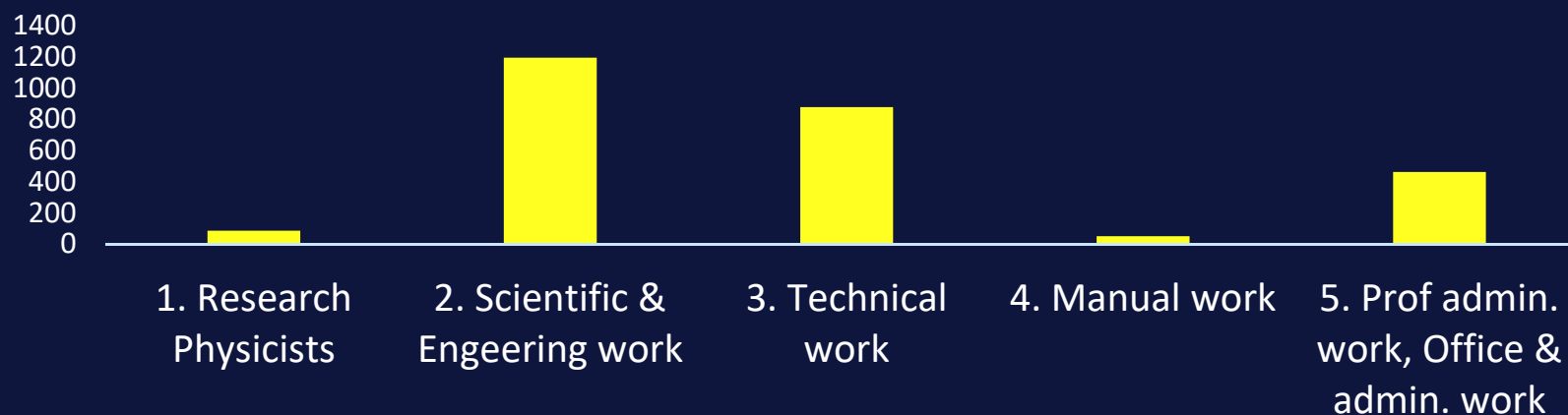
CERN personnel

CERN population

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



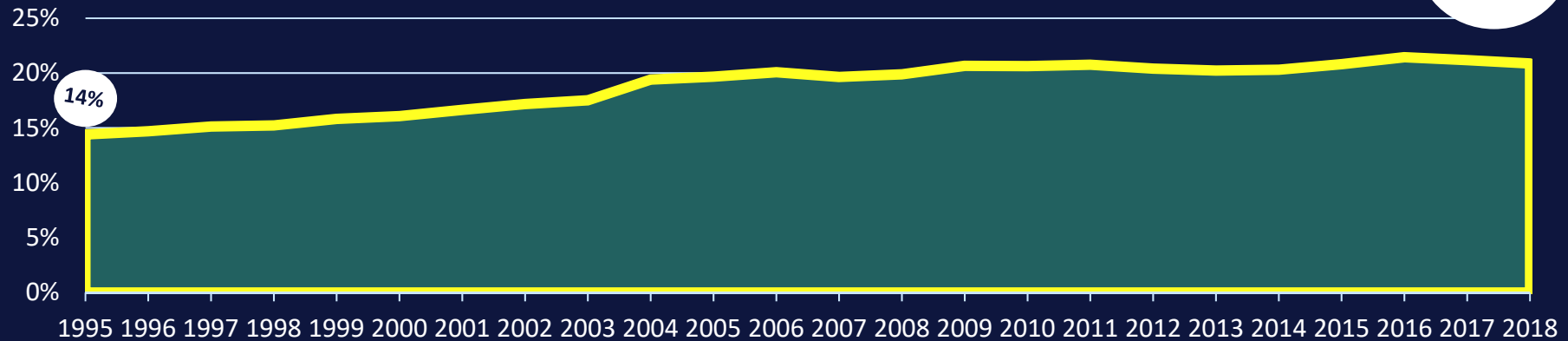
Categories of Employed Members of the Personnel (Staff)



Gender distribution at CERN

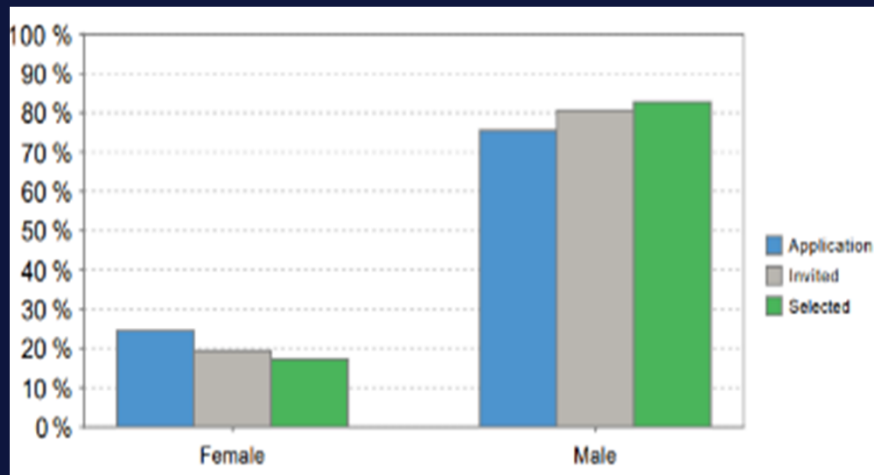
Evolution of employed members of personnel (female)

21%



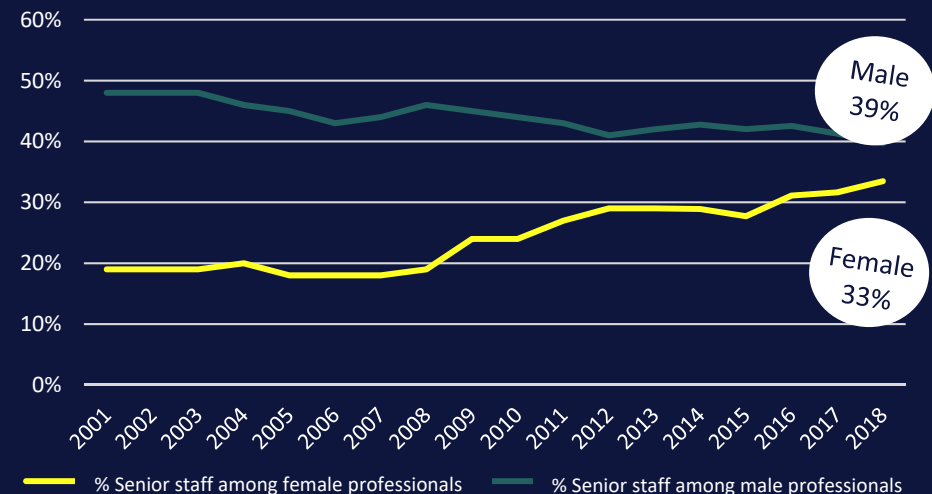
Staff & Fellows, CERN personnel statistics 2018

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

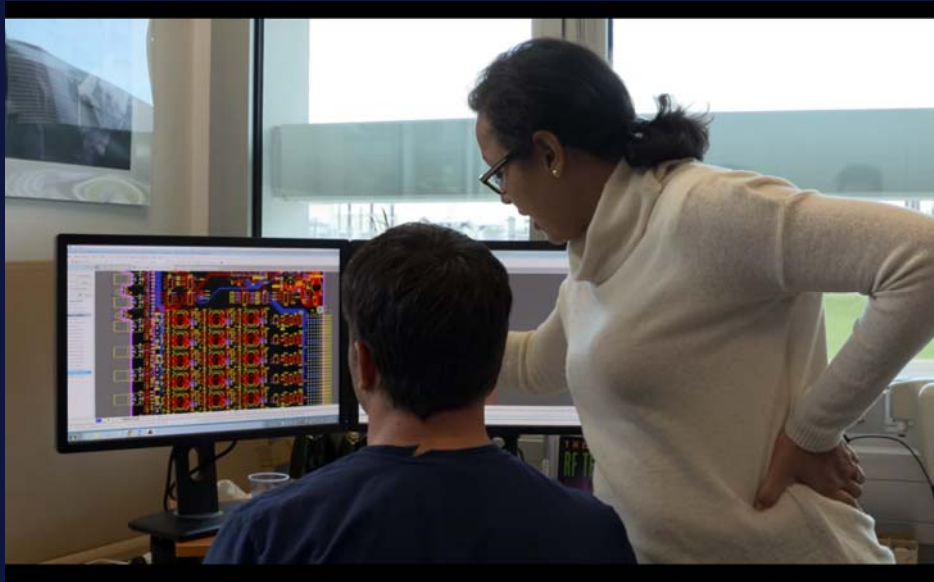
"When I got the LinkedIn message from the CERN Recruiter, I was so excited as I could have never believed I could have the opportunity to apply at CERN"

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

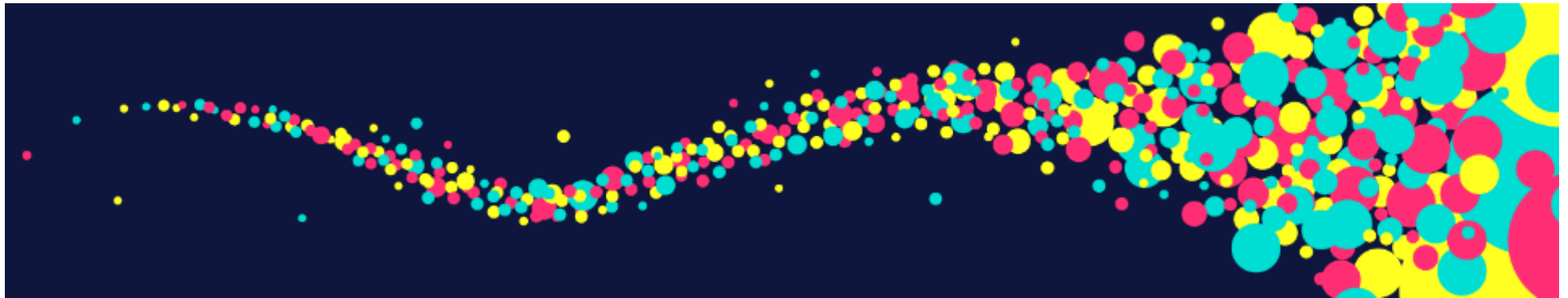


All members of
personnel (incl. Users)



Staff, Fellows,
Students*

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





Diversity & Inclusion

Thank you
for your attention

cern.ch/diversity-and-inclusion

diversity.inclusion@cern.ch