

# Diversity @ CERN

## La diversité au CERN

Induction programme / programme d'induction

December 2014 / Decembre 2014



# Diversity - La diversité

## What does it mean at CERN?

### Qu'est-ce que cela veut dire au CERN?

**“Es parte de nuestro ADN...” (Spanish)**

*“It’s part of our DNA...”*

« Ça fait partie de notre ADN... »

**«Είναι ένα από τα ισχυρά μας σημεία, αλλά χρειάζεται συνεχώς να καλλιεργείται...» (Greek)**

*“It’s one of our strengths but needs to be continually nurtured...”*

« C’est une de nos forces et nous devons constamment en prendre soin... »

**„Im Herzen der wissenschaftlichen Methode...” (German)**

*“It’s at the heart of the scientific method...”*

« C’est au cœur de la démarche scientifique... »

**«Temos que responder às expectativas de nosso mundo em mudança...» (Portuguese)**

*“We need to respond to the expectations of our changing world...”*

« Nous devons répondre aux attentes d’un monde en constante évolution... »

**«Sprawiedliwe traktowanie wobec wszystkich - prowadzi do motywacji i wydajności...» (Polish)**

*“Fair treatment for all – leads to motivation & performance...”*

« Un traitement équitable pour tous est synonyme de motivation et de performance... »

**“Lavorare in un ambiente di rispetto reciproco valorizzando “l’inclusività”...” (Italian)**

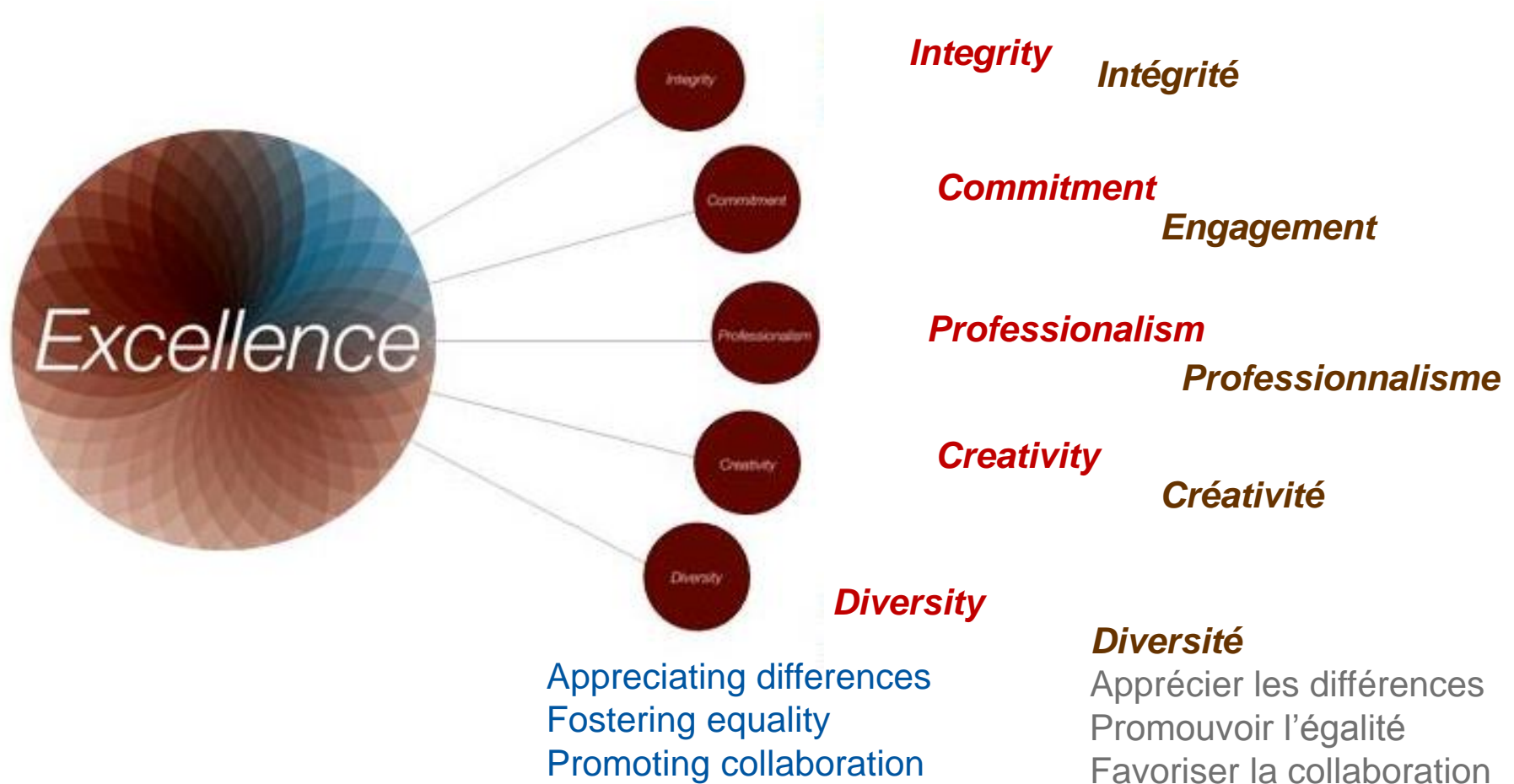
*“It’s about working in a spirit of mutual respect & inclusiveness...”*

« Travailler dans un esprit de respect mutuel en valorisant l’inclusivité... »



# CERN Values

## Les valeurs du CERN



# Diversity

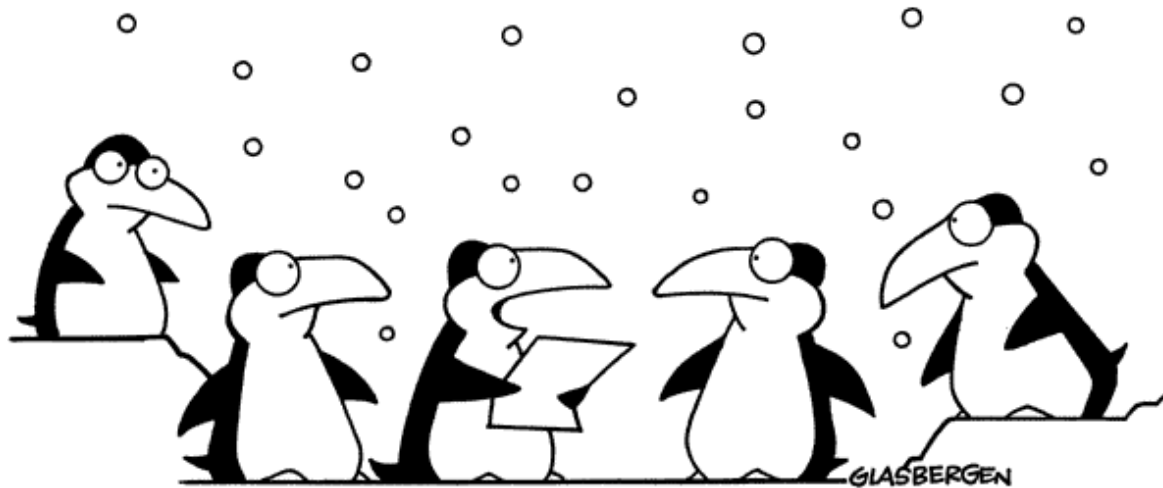
**“Appreciating differences,  
fostering equality &  
promoting collaboration”**

## La Diversité

**“Apprécier les différences,  
promouvoir l'égalité et  
favoriser la collaboration”**

# Diversity is more than gender...

La diversité c'est plus que la question de l'égalité homme / femme



**"They say we're not placing enough emphasis on diversity."**

## Gender remains a priority...

Mais cet aspect reste une priorité...



# Les dimensions de la diversité

## Diversity Dimensions

positive action  
≠  
positive  
discrimination  
↓  
'enable all –  
favour none'



action positive  
≠  
discrimination  
positive  
↓  
permettre à chacun  
de jouer un rôle  
...sans favoriser  
personne

# What do we do?

# Qu'est-ce que nous faisons?

**FORUM FOR DISCUSSION: MAKING A CAREER IN SCIENCE**

Tuesday 15th July 2014 - 2.30pm to 3.30pm  
Registration mandatory through [www.cern.ch](#)

**Are you a young student/researcher about your future?**  
**Are you an experienced scientist with experience?**

Join us at this forum for discussion!

Sabine Lorenz Schmidt (Lund University postdoctoral scientist: narratives of mobility)

Sharing experience with panel speakers

**Time for mingling**

Everyone working on the CERN site is welcome!  
Feel uncomfortable speaking in public? Send us your e-mail [hr-diversity@cern.ch](mailto:hr-diversity@cern.ch)



Get an insight into diversity, develop greater sensitivity to differences, acquire new tools to recognise and overcome unconscious biases.

Seize the opportunity to participate to the **Diversity in Action Workshop - 4th edition** Bilingual French and English

Thursday 18 September 2014 | 8.30am to 12.30pm  
Business Center Technoparc – Saint-Genis-Pouilly

Vous voulez mieux comprendre ce qu'est la diversité, vous sensibiliser aux différences, acquérir de nouveaux outils pour reconnaître et dépasser vos biais inconscients.

Participez à l'atelier **La Diversité en action - 4ème édition** Session bilingue français / anglais

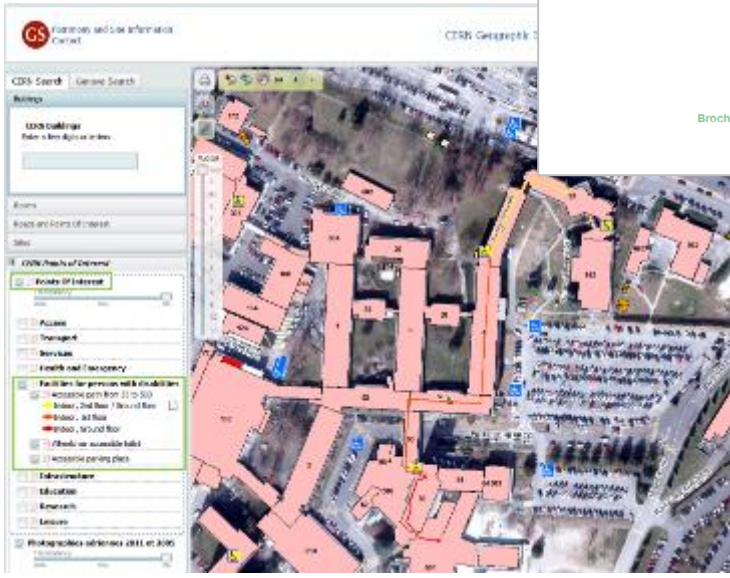
Judi 18 septembre 2014 | 8h30 à 12h30  
Business Center Technoparc – Saint-Genis-Pouilly



## YOUR LIFE@CERN

This brochure includes support structures available to Staff Members enabling:

- A daily, yearly, life-long work/life balance
- A family-friendly work environment
- An inclusive workplace



Brochure published by the Diversity Office

— 2014 —





# Resources on Diversity

# Ressources sur la diversité

Diversity Web site – <http://cern.ch/diversity>

CERN pages

## Diversity at CERN

- About
- Scope
- Framework
- References
- News
- Contact

### News

POST DATE

- Any -

#### CERN spoke at the UN Beijing + 20 Regional Review Meeting on Empowerment

Kristin Kaltenhauser on 07 Nov 2014

Laurette Ponce, an applied physicist and LHC engineer in charge in the Beams operation, spoke on 7<sup>th</sup> November at the Beijing +20 Regional Review Meeting taking place at the Palais des Nations in Geneva.

[Read more](#)

#### Improving accessibility of the CERN site

Kristin Kaltenhauser on 24 Oct 2014

The GS department implemented on CERN's GIS Portal information to improve mobility for people with disability, namely the location of reserved parking places, wheelchair accessible restrooms and the path from CERN entrance to the main building. A dedicated map of wheelchair accessible facilities you can find [here](#), or download as [pdf](#).

## CELEBRATING DIVERSITY AT CERN

With international women's day coming up on 8 March, along with the recent appointment of a new Diversity Programme Leader, it seems timely to take a look at how far we've come over recent years in promoting gender equality at CERN. In short, the news is good, but we still have some way to travel.



CERN does not have a policy of positive discrimination, but rather one of presenting a level playing field. We work to ensure, for example, that the diversity of candidates presented for interview

has risen from 17% to 20% over the years, and significant advances being made in other areas.

### CERN voices, for International Women's Day

Tomorrow, 8 March, is *International Women's Day*, an occasion that has been observed since the early 1900s to inspire change for the equal rights and treatment of women in society.

A statement on the International Women's Day website puts it thus:

"Women's equality has made positive gains but the world is still unequal. International Women's Day celebrates the social, political and economic achievements of women while focusing world attention on areas requiring further action."

One aim of the day is to draw attention to the struggle for equal rights and representation for women in the workforce. A part of this year's theme – *Inspiring change* – is to "inspire change for more women in science, engineering and technology". So to mark International Women's Day, we asked voices from the CERN community to express their opinions on gender, diversity and collaboration at CERN.

Director-General Rolf Heuer reflects on how far we've come over recent years in [promoting gender equality at CERN](#), and President of CERN Council Agnieszka Zabawska [enthuses about collaboration at the laboratory](#).

CERN's Life Sciences advisor Manjil Dasgupta gives a personal view of how [mothers can guide their daughters](#) to a positive view of science and technology, and Giulia Fornara, a postdoctoral student at CERN, [gives her account of an inspirational female role model in physics](#).

In addition, the Diversity Programme have organized a [networking event](#) to celebrate this year's International Women's Day, including round-table discussions on "Women in Science, Technology and Engineering".

For more about diversity at CERN, check out the [Diversity programme website](#), or take a look at the video below from CERN's Human Resources Department.



CERN voices speak about diversity at the laboratory (Video: CERN Human Resources Department)



Final words...

Un dernier mot...

CERN Accelerating science Sign in Directory

## Diversity at CERN

- English
- Français

About Scope Framework References News

### A word from the DG

Celebrating diversity at CERN

With international women's day coming up on 8th March, Edda Järnqvist, CERN Programme Leader, it seems time to take a look at the progress of equality at CERN. In short, the new year has brought good news.

**A word from the DG**

CERN does not have a policy of positive discrimination. We work to ensure, for example, that the diversity of candidate applicants. It's an approach that is having the desired effect. Over the last decade, the number of female staff members has risen from 17% to 20% over the last decade, with parity being achieved among professional administrative staff. Significant advances being made among research and applied physicists, engineers and technicians.

At recruitment, our approach is working: we're managing to attract growing numbers of women. This is the phenomenon known as the leaky pipeline. At CERN, as in other scientific organisations, the average representation of women drops as they progress in their career. Here too, however, we're on the right track. Monitoring of advancement and promotion over the last seven years shows no evidence of gender bias. As a result, this has not yet manifested itself significantly in the form of female role models in hierarchical positions, promotion to date shows that we're getting there: we're starting to breach the infamous glass ceiling.

**Mon expérience dans le monde de la physique m'a convaincu que les meilleures équipes pour travailler sont celles où il y a la plus grande diversité.**

CERN CONTRIBUTORS, SIGN IN FOR ADDITIONAL INFORMATION  
[CERN SSO Login](#)

DIVERSITY DOES MATTER  
Diversity does matter (8th March)  
  
Edda Järnqvist, Programme Leader

WHAT'S NEW?  
CERN spoke at UN Beijing +20 Regional Review Meeting on Gender equality and empowerment of women and girls for sustainable development in the ECE region  
[Find out more about the event](#)



Contact: [hr-diversity@cern.ch](mailto:hr-diversity@cern.ch)  
Web Site: <http://cern.ch/diversity>

# Who are we ?

## Qui sommes-nous ?



**Geneviève Guinot**

*Diversity Programme Leader*



**Kristin Kaltenhäuser**

*Diversity Analyst*



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