



25 by '25

HR Public Presentation
April 2021

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D&I Programme Leader

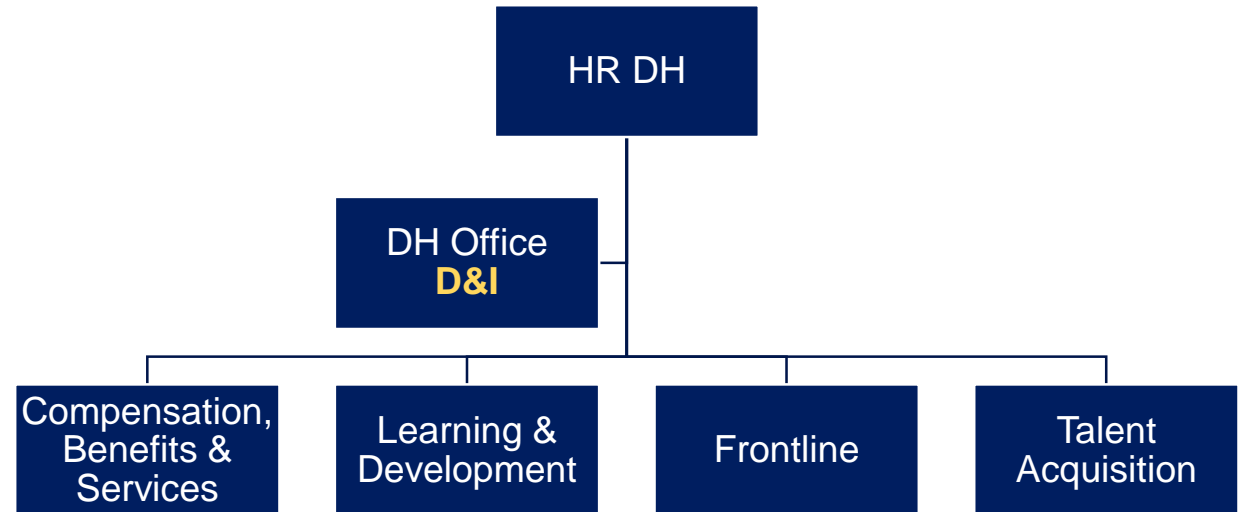
The Diversity & Inclusion Programme



Louise Carvalho
D&I Programme
Leader (50%)
Legal Adviser (50%)



Kristine Kotte-Eriksen
D&I Analyst (100%)



25 by '25 - Why now?

As an International Organisation, we need to reflect the diverse communities of our Member States

The context:

*“The particle physics community commits to placing the principles of **equality, diversity & inclusion** at the heart of all the physics community’s activities.”*

- ESPP 2020 update

Gender Equality Plans

EC requirement for Horizon Europe 2020

The business case:

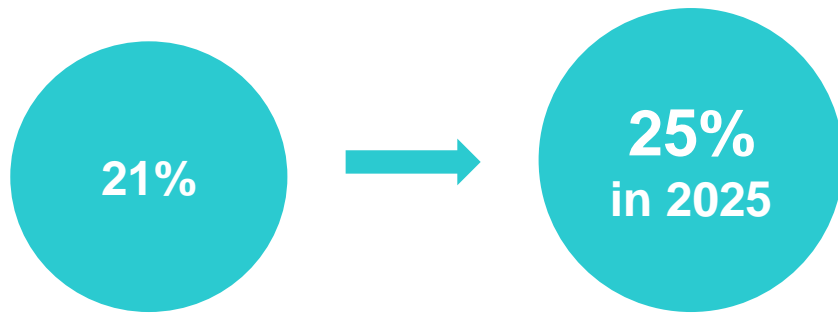
Companies with more diverse management teams have **19% higher revenues** due to innovation.

- BCG 2018

25 by '25 strategy

GENDER target

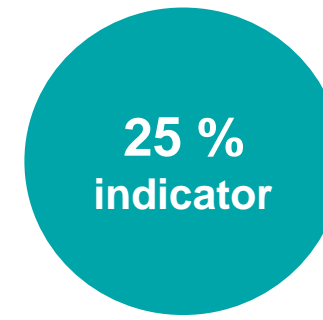
Goal: 25% women MPEs by 2025



With particular focus on women in STEM

NATIONALITY indicator

Goal: more balanced MS return



Identify nationality clusters above 25%

With particular focus on under-represented MS

25 by '25: a SMART target



25 by '25: Sample Actions Menu

Sample implementation actions

Include diversity-positive actions in MERIT & promotion exercises

Retain the diversity ratio from the longlist to the shortlist

Mandatory learning: harassment prevention

Expand spouse / family integration measures

“Aide Memoire” - tips for inclusive hiring

Re-launch “blind recruitment” pilot

Embed inclusive language in VNs and job titles

~ Evaluate not only a diverse candidate's potential for excellence, but the potential for excellence of a diverse team ~

25 by '25 Next Steps

2021 →

1. ED **Endorsement** and Commitment

Q1, March 2021

2. DH to designate diverse **focal point(s)**

Q2

3. Department - tailored “**Fitness plans**” ready

Q2 – Q3

4. IR & HR: 25 by '25 **Comms** Strategy

Q2 - Q3

5. Regular **reporting**, adjusting, & engage the
Experiments

2021 to 2025

→ 2025

DH Kick-off meetings:

- 3 completed
- 5 scheduled April/May
- TBA

25 by '25



Thank you!