The Diversity & Inclusion ("D&I") Programme

Louise Carvalho
D&I Programme Leader

Melania Coletta
D&I Senior Fellow

CERN population
- ~3500 Employed (Staff & Fellows)
- ~550 Students in Training
- ~14000 Associate personnel members
Diversity & Inclusion: for scientific excellence

Diversity & Inclusion at CERN is based on the three principles of:

- appreciating differences,
- fostering equality,
- promoting collaboration

CERN's Diversity value

It’s all about respect
Diversity = No.1 most appreciated workplace attribute
History of D&I at CERN

1983
Creation of an Equal Opportunity Office
First E.O and non discrimination statement published

1992
Introduction of Code of Conduct

1996
Creation of the Ombuds role
Professionalization of the Harassment resolution process
Diversity Office and Policy created

2010
Diversity & Inclusion Programme

2012
ED endorses first Nationality & Gender Strategy

2019

2021

25 by '25
Diversity & Inclusion at work – what do You say?

**YES!**

« We need to reflect the diverse communities whom our Science serves »

« We need to reflect the diverse communities whom our Science serves »

« More diverse management = leading by example »

« Diverse teams get better results »

« This is the reason I joined an International Organization »

« Gender Equity Plan is required for EC grants in 2022 »

**But...**

« When I bring my full self to work, I work at my full potential »

« Women don’t even like STEM jobs! »

« CERN is doing very well as it is. Why change? »

« If I take a longer Paternity Leave, I risk being left out of cool projects. »

« Isn’t this positive discrimination? »

« My co-workers see neurodiversity as a disability. But it’s an asset! »

« My team prefers to speak in French »

« More diverse management = leading by example »

« Diverse teams get better results »

« This is the reason I joined an International Organization »

« Gender Equity Plan is required for EC grants in 2022 »

« When I bring my full self to work, I work at my full potential »

« Women don’t even like STEM jobs! »

« CERN is doing very well as it is. Why change? »

« If I take a longer Paternity Leave, I risk being left out of cool projects. »

« Isn’t this positive discrimination? »

« My co-workers see neurodiversity as a disability. But it’s an asset! »

« My team prefers to speak in French »

« More diverse management = leading by example »

« Diverse teams get better results »

« This is the reason I joined an International Organization »

« Gender Equity Plan is required for EC grants in 2022 »

« When I bring my full self to work, I work at my full potential »

« Women don’t even like STEM jobs! »

« CERN is doing very well as it is. Why change? »

« If I take a longer Paternity Leave, I risk being left out of cool projects. »

« Isn’t this positive discrimination? »

« My co-workers see neurodiversity as a disability. But it’s an asset! »

« My team prefers to speak in French »

« More diverse management = leading by example »

« Diverse teams get better results »

« This is the reason I joined an International Organization »

« Gender Equity Plan is required for EC grants in 2022 »

« When I bring my full self to work, I work at my full potential »

« Women don’t even like STEM jobs! »

« CERN is doing very well as it is. Why change? »

« If I take a longer Paternity Leave, I risk being left out of cool projects. »

« Isn’t this positive discrimination? »

« My co-workers see neurodiversity as a disability. But it’s an asset! »

« My team prefers to speak in French »

« More diverse management = leading by example »

« Diverse teams get better results »

« This is the reason I joined an International Organization »

« Gender Equity Plan is required for EC grants in 2022 »
Diversity & Inclusion: the basics

**Diversity** celebrates differences between **individuals** and **groups**:
- values
- nationality
- gender
- education
- social background

**Inclusive cultures** make people feel respected and valued for who they are as an individual or group:
- equal opportunities
- fair treatment
- collaborative work environment
- embracing differences
- diverse voices sought and heard

To read: "Why Diverse Teams are Smarter" - HBR

To watch: **Inclusion Starts With "I"** and: **A Pixar animated short** on fitting in

**Ongoing objective:** embed D&I in processes & workplace culture
Diversity & Inclusion: the business case

Gender Equality Plans in place by 2022

= New EC requirement for all public research organisations seeking funding under Horizon Europe.

“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

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

- BCG 2018

As an International Organisation, we need to reflect the diverse communities of our Member States
**OUR VISION**
scientific excellence through diversity and inclusion

**OUR GOAL**
to increase the nationality and gender diversity of Staff & Fellows (MPE) population by 2025

**25 by ’25**
Accelerating diversity at CERN

**GENDER target**
(aspirational)

GOAL:
With a particular focus on women in STEM:

- from 21% in 2020
- to 25% in 2025

**The STRATEGY**

- Leadership-led
- Leverage existing progress: gender balance increased in Senior Management
- 25% as an average across MPE population (not per Department)
- Diversity & inclusion in recruitment (and talent pipelines), promotion, training, communications
- Sustainable actions toward long-term gender parity

**NATIONALITY indicator**
(not a cap, not a quota)

GOAL:
With a particular focus on under-represented MS and a more balanced return by 2025:

- address nationality clusters > 25%
- and increase our conscious efforts toward nationality diversity in recruitment & retention

“We commit to placing the principles of equality, diversity & inclusion at the heart of all the physics community’s activities.”

- ESPP 2020 update

---

Diversity & Inclusion
The Diversity Roundtable

Diversity Roundtable Recommendations “wholeheartedly” approved by the DG 2020

1. Making CERN’s Science Gateway accessible and inclusive.
2. Gender-inclusive language for Staff Rules and Regulations.
3. Extension of Fellow’s employment contract following maternity leave.

- ATLAS, ALICE, CMS, LHCb, Alpha and co.
- LGBTQ Network
- Women in Technology Network
- Disability Network
- TH Diversity & gender representative
- International Relations taskforce
- Staff Association
- Chaired by D&I Programme
Disability inclusion

Short-term internship for STEM students with disabilities

“This was an excellent experience. We have benefited not only from a smart and very productive student but also from integrating a co-worker with special needs into the team. It was a good change for the team (even though they might not have noticed) and definitely a good challenge for me.”

- Supervisor, Experimental Physics
Additional Resources

- D&I Programme homepage
- HR Key Contacts
- Ombuds Office
- Integrity / Conduct
- Medical Service
- Psychologist
- LGBTQ CERN
- Disability Network
- Staff Association