Diversity @ CERN

ACCU
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Agenda

VALUES

Code of Conduct

Competency Model

Diversity Programme

Ombuds

Harassment Investigation Panel
CERN Values

Behaving ethically, with intellectual honesty and being accountable for one’s own actions

Demonstrating a high level of motivation and dedication to the Organization

Producing a high level of results within resource and time constraints and fostering mutual understanding

Being at the forefront of one’s professional field, furthering innovation and organizational development

Appreciating differences, fostering equality, and promoting collaboration
Furthering Excellence at CERN through Integrity, Commitment, Professionalism, Creativity and Diversity
Applicable from 1 July 2010
Ombuds key roles:

- Provide impartial advice and guidance
- Help resolve interpersonal disputes
- Listen, share and examine preoccupations or problems
- Guide people at CERN in applying the CERN Code of Conduct

Actions 2011 – 2012

104 cases in total: 77% CERN staff, 12% Users, 6% Fellows. (82 cases in 2010-2011)

Profile: more male “visitors” in total - but relative to staff member population, twice more women no difference between LD and IC contract holders; slight increase in the Users

Main issues: hierarchical relationships, career development, communication, stress
Harassment Investigation Panel

- Established to conduct the formal investigation process defined in Operational Circular 9
- Composed of nine staff members designated jointly by the Director-General and the President of the Staff Association.

Actions 2011–2012
- Investigation skills training for panel members
- One formal complaint in 2012
CERN Competency Model

«…it’s not just what we do that counts but also how we do it.»
Rolf Heuer, Director General

Actions 2012:
• Initial and long-term recruitment
• Training Programme
• Performance appraisal
CERN Diversity Programme

Appreciating differences
leveraging the added value that comes from bringing together people of different nationalities, genders, professions, ages, skills, backgrounds, perspectives … and enabling them all to contribute to their full potential

Fostering equality
optimising talent & performance through a leadership culture that focuses on fair treatment and rules out all forms of discrimination and bias

Promoting collaboration
creating an inclusive work environment based on mutual respect & exchange where individuals feel encouraged to participate actively without the need for groupings or associations that foster separateness
Diversity Programme
AIMS

- Optimally diversified workforce to achieve the goals of a world laboratory

- Creativity & Innovation through the ‘collision’ of diverse ideas, perspectives, approaches – at the heart of the scientific method

- Work environment & behaviour that reflects the Organization’s value of diversity in all its policies, procedures & practice
Diversity Programme
SCOPE

Principles

Nationality Culture

Profession

Individual Differences

Age Generation

Gender

Recruitment – Career Development – Work Environment

Pro-active measures ≠ Positive discrimination

‘enable all – favour none’

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Agreement with local ‘crèches’ to reserve places for CERN

CERN Kindergarten

4 places have been earmarked to address the specific needs of associate members of the personnel who come to CERN for short periods of time

Improve disability access in new and renovated buildings
1. Improve distribution of under-represented nationalities through pro-active measures in sourcing and pre-selection – “excellence” remaining over-arching criterion

2. Achieve optimal gender distribution in recruitment for all categories – “excellence” remaining over-arching criterion

3. More gender role models

4. Propose parallel career development (technical & managerial paths in parallel)

5. Promote exchange of ideas & understanding between generations & professions

6. Explore ways to improve work/life balance

7. Promote a work environment based on mutual respect and inclusiveness

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I encourage you all to take part and to celebrate the diversity that is our strength.