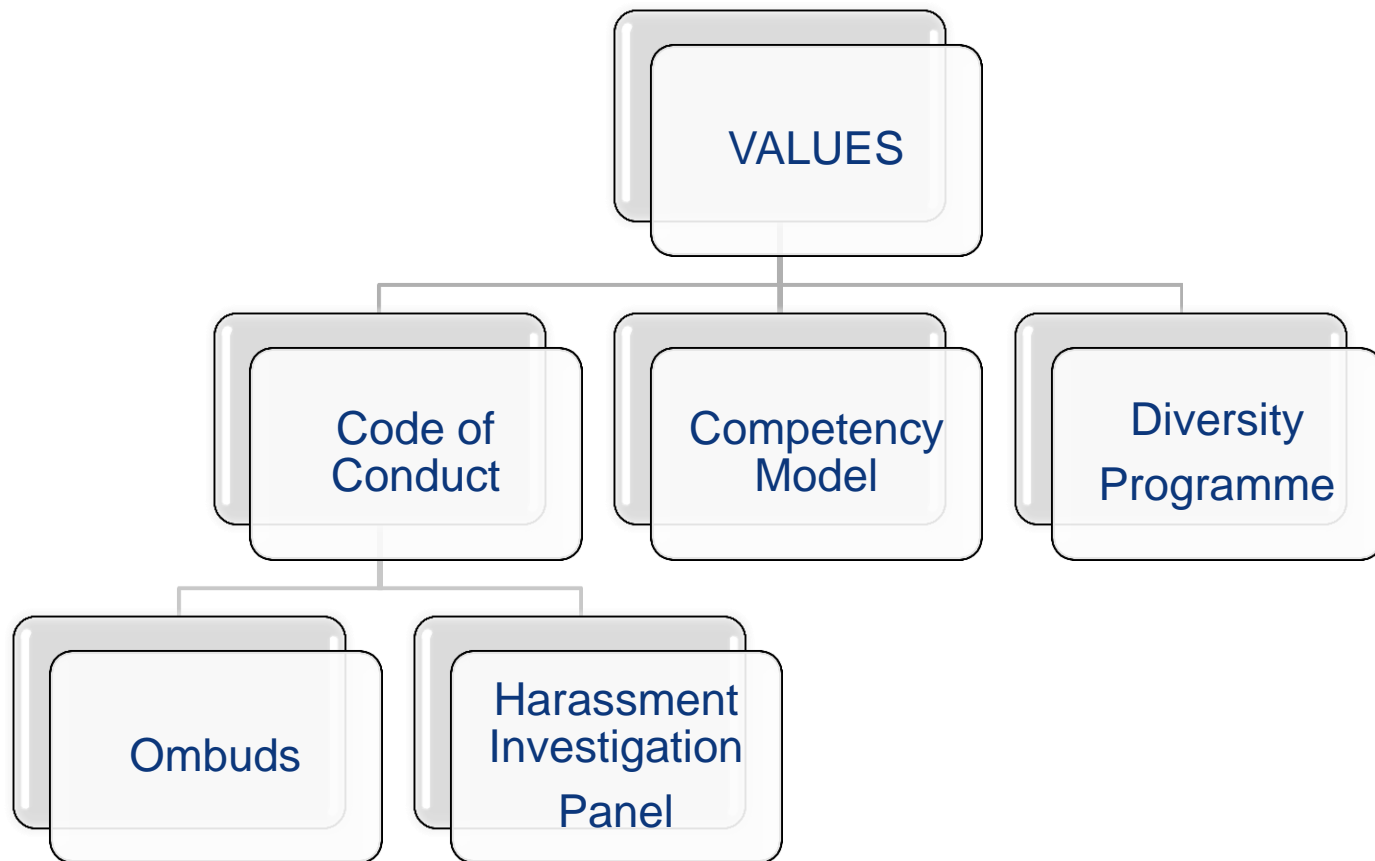


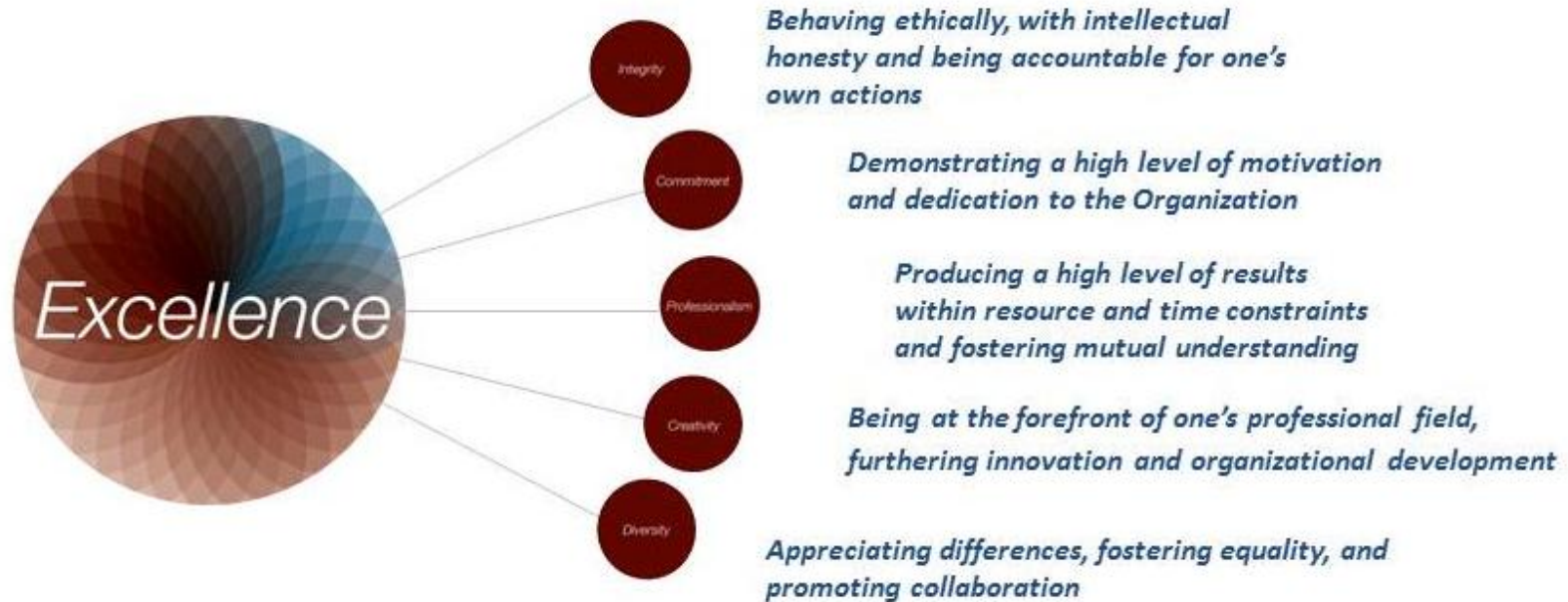
Diversity @ CERN

Anne-Sylvie Catherin

Agenda



CERN Values





Code of Conduct

***Furthering Excellence at CERN through
Integrity, Commitment, Professionalism,
Creativity and Diversity
Applicable from 1 July 2010***

Common standards of behaviour for all CERN contributors
Aimed at enhancing transparency, objectivity and clarity
Preventive effect

Diversity @ CERN – Council – December 2012



Ombuds

Confidentiality
Independence
Impartiality

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

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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
- No formal complaints

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CERN Competency Model



Actions 2012:

- Initial and long-term recruitment
- Training Programme
- Performance appraisal

«...it's not just what we do that counts but also how we do it.»

Rolf Heuer, Director General



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

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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

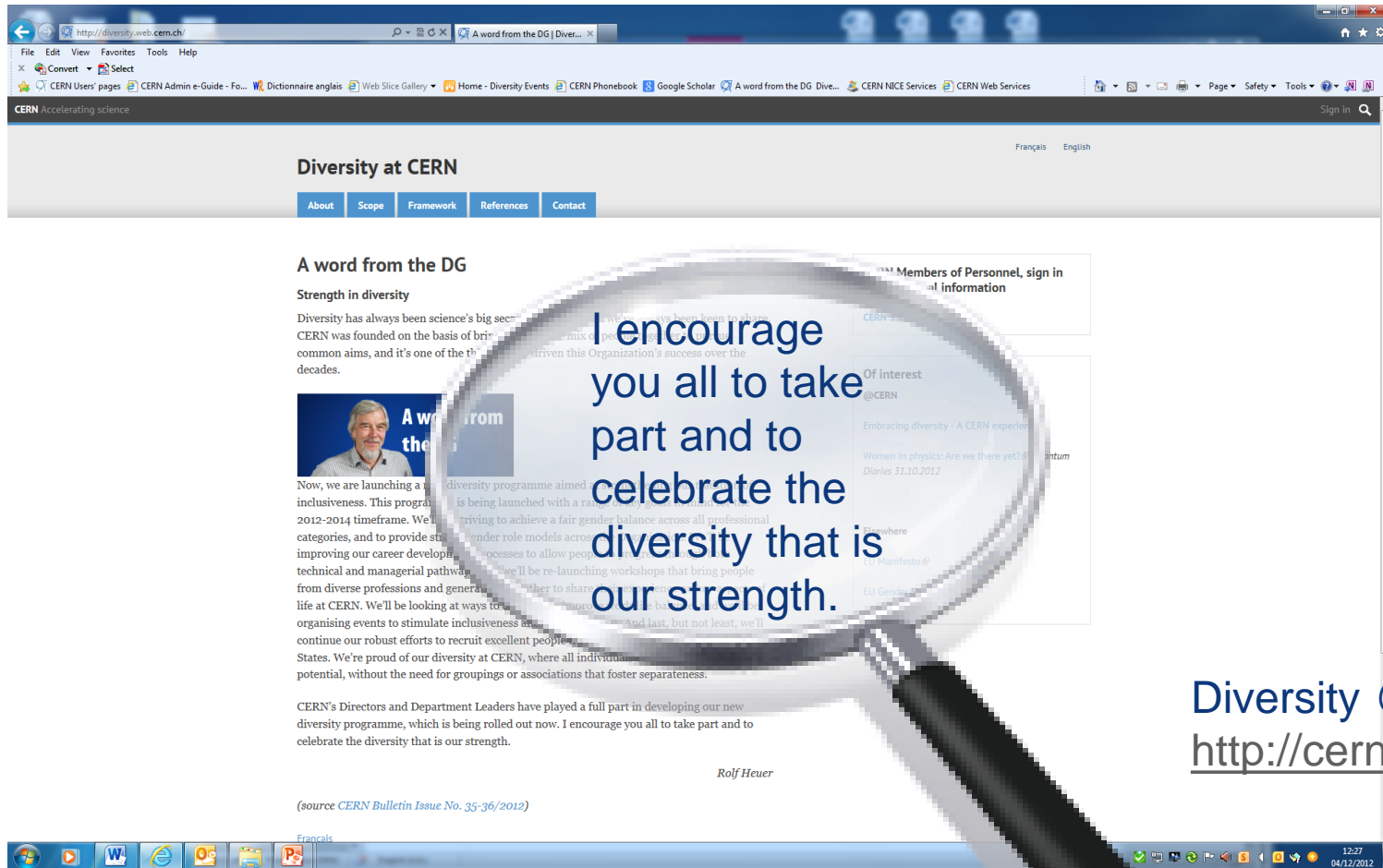


STRATEGIC OBJECTIVES - 2012-2014



1. Improve distribution of under-represented nationalities through proactive 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

Diversity Programme



Diversity @ CERN
<http://cern.ch/diversity>

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