



# Diversity @ CERN

## La diversité au CERN

Induction programme / programme d'induction

September 2014 / Septembre 2014



CERN's excellence derives from an environment in which the knowledge and perspectives of a diverse workforce are valued and dialogue is encouraged at all levels.

*CERN Code of Conduct*

L'excellence du CERN s'appuie sur un environnement où les connaissances et les points de vue de personnes très diverses sont valorisés et où le dialogue est encouragé à tous les niveaux.

*Code de Conduite du CERN*



# 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)**

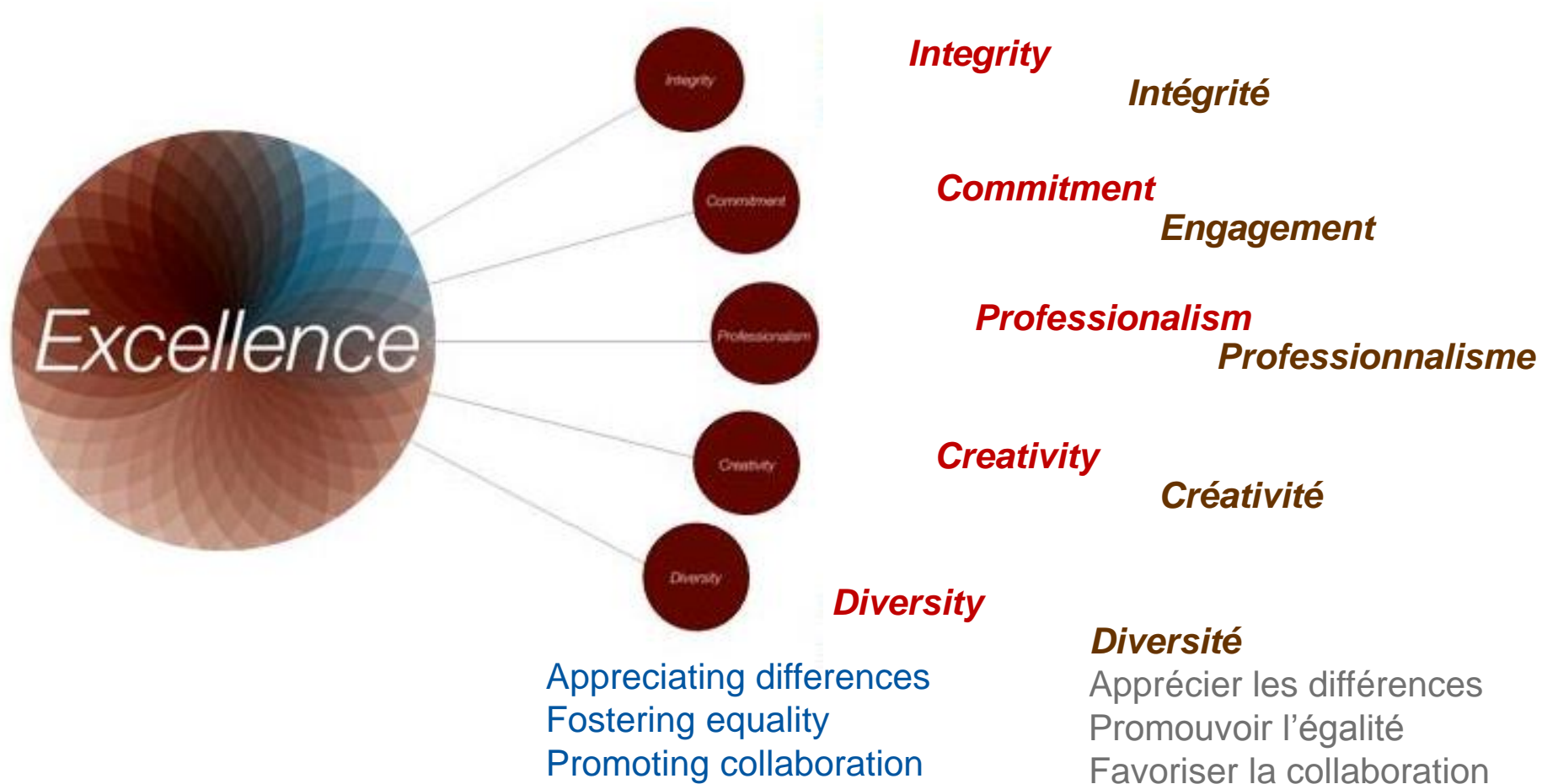
*“It’s about working in a spirit of mutual respect & inclusiveness...”*

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



# CERN Values

## Les valeurs du CERN



# Diversity

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

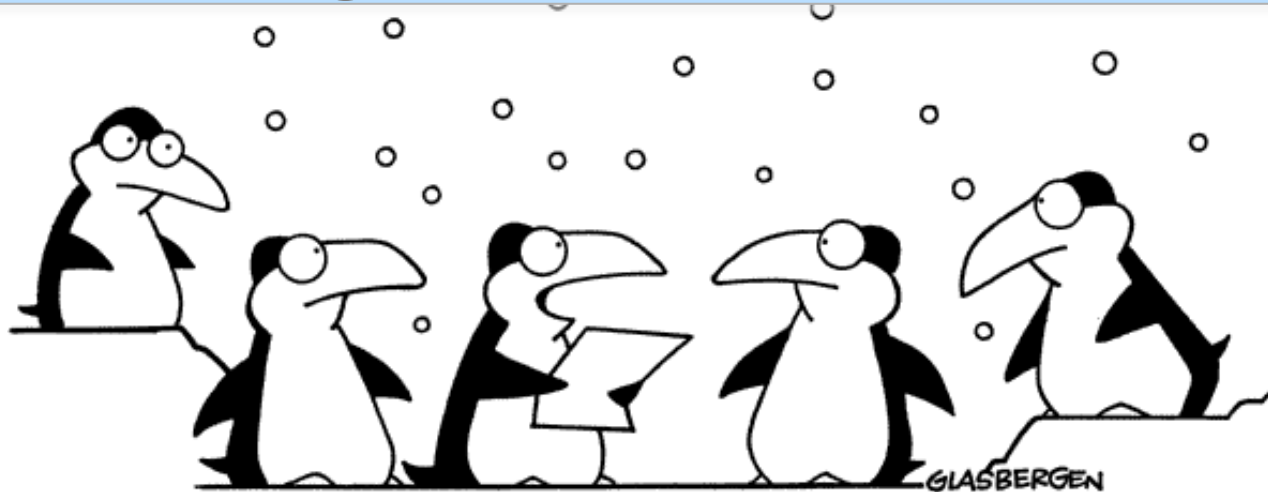
## La Diversité

**“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."**

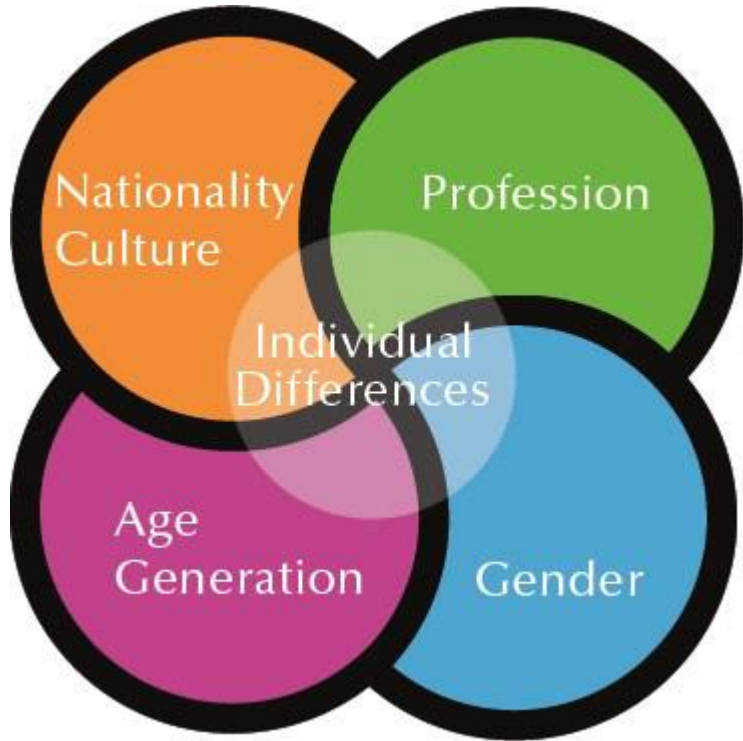
**Mais cet aspect reste une priorité...**

**Gender remains a priority...**



# Les dimensions de la diversité

## Diversity Dimensions



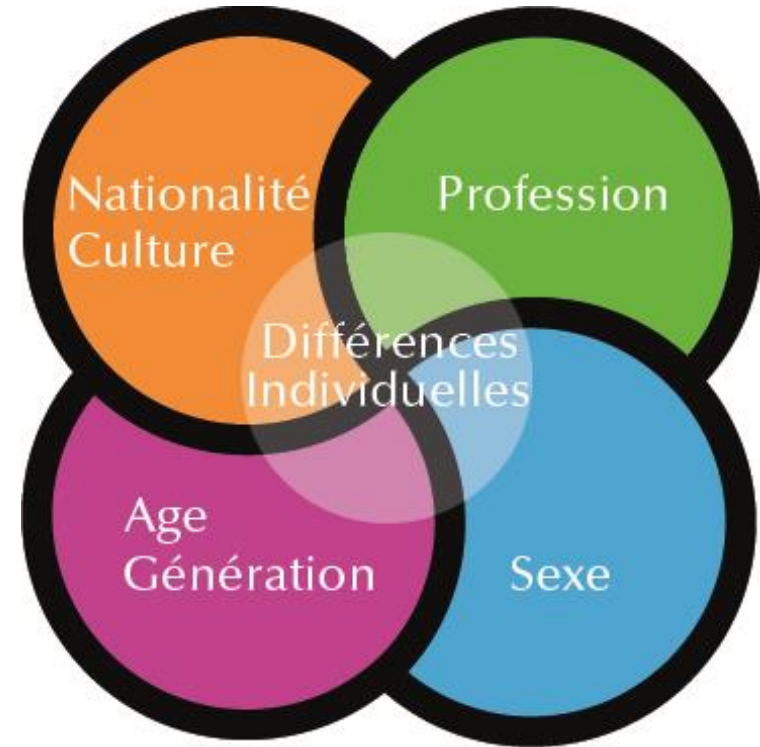
positive action

≠

positive discrimination



'enable all – favour none'



action positive

≠

discrimination positive



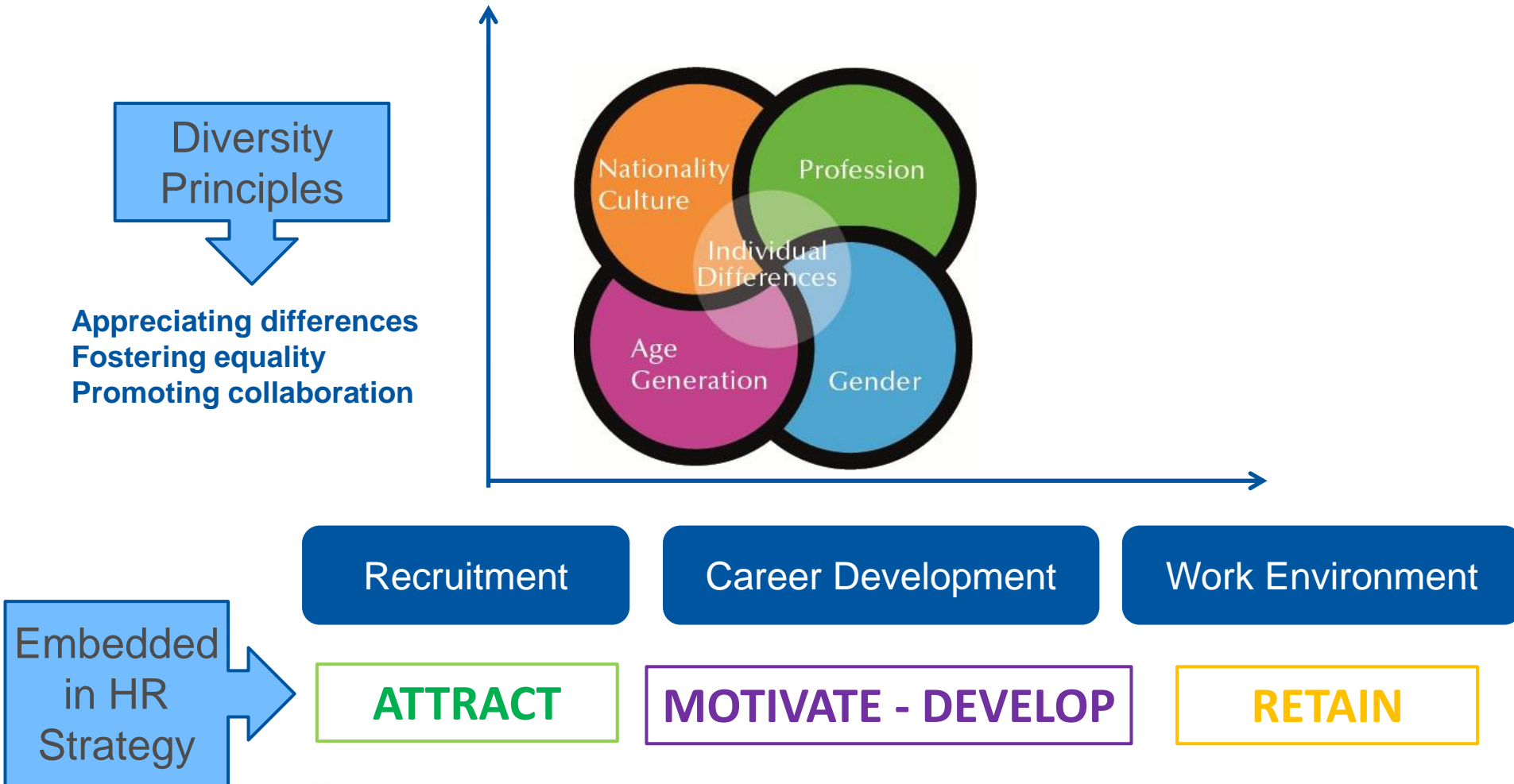
permettre à chacun  
de jouer un rôle

...sans favoriser personne



# Diversity embedded in HR Strategy

## La diversité intégrée à la stratégie HR



# Resources on Diversity / Ressources sur la diversité

## - Website(s) - Site(s) web

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

### Diversity at CERN

- About
- Scope
- Framework
- References
- Contact

### References

#### Events & conferences

- January 2014 [WAVE conference: Closing the gender gap](#) - Geneva
- November 2013 [CERN took part in "Expanding Your Horizons" event on 16th November 2013 - read more here!](#)
- November 2013 **Diversity Conference** - "Women in science, technology, engineering and maths (STEM). Where are we now and how can we move?" by Dr Jocelyn Bell Burnell  
**Related articles:**
  - CERN Bulletin article
- September 2013 **Diversity in Action** - Interactive workshop in French
- July 2013 **Diversity in Action** - Interactive workshop (CERN Bulletin article)
- June 2013 [WIN Meets CERN - 21.06.2013](#)

#### Related links & videos

##### Videos

- [Disability at work - a perspective \(franch\)](#)
- [Un salaire handicapé, c'est assés](#)
- [Diversity - a CERN secret!](#)

### CERN pages

#### 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 reflects the diversity of applicants. It's an approach that is having the desired effect. Overall, the percentage of female staff members

has risen from 17% to 20% over the last decade, with parity being achieved among professional administrators and 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 brings us to 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. And while this has not yet manifested itself significantly in the form of female role models in hierarchical positions, progress to date shows that we're getting there: we're starting to breach the infamous glass ceiling.

Inclusiveness goes beyond gender equality, and CERN has also taken important steps over recent years to provide a diversity-friendly environment. We have created an employment opportunity specifically tailored to the needs of people returning to the work place after a career break. The Staff Association has established an on-site crèche to help ensure fairness. A celebration of diversity is held each year to celebrate diversity in science, engineering and technology. My own experience of diversity. 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.

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

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 Zaleska outlines about collaboration at the laboratory. CERN's Life Sciences advisor Manjit Dosanjh gives a personal view of how mothers can guide their daughters to a positive view of science and technology, and Giulia Fornaro, a postdoctoral student at CERN, gives her account of an inspirational female role model in physics. In addition, the Diversity Programme has 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)

### posters / flyers





# Resources on Diversity

- Events / workshops / presentations

Événements / ateliers / présentations




**International Women's Day**

**CERN - GOOGLE NETWORKING EVENT**  
Friday 7th March 2014 — 11.30am - 3.30pm

Round-table discussions  
on  
**'Women in Science, Technology & Engineering'**




followed by  
**Networking lunch in Restaurant 2**

&

**Expert talks on Computing for Physics  
& the Challenges of Google scale**

Event organised by  
CERN Diversity Programme  
Places limited - registration mandatory  
through [www.cern.ch/diversity](http://www.cern.ch/diversity)



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

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

Registration mandatory through [www.cern.ch/diversity](http://www.cern.ch/diversity)

Everyone working on the CERN site is welcome!

Workshop facilitated by Alan Richter, Ph. D., Head of OED consulting  
and Genevieve Guinet, CERN Diversity Programme Leader.

For more information on Alan visit his website

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 française / anglaise

**Mardi 18 septembre 2014 | 8h30 à 12h30**  
Business Center Technoparc - Saint-Genis-Pouilly

Inscription obligatoire sur [www.cern.ch/diversity](http://www.cern.ch/diversity)

Ouverte à toute personne travaillant sur le site du CERN

Atelier facilité par Alan Richter, Ph. D., Directeur de OED consulting  
et Genevieve Guinet Responsable du Programme Diversité.

Pour plus d'information sur Alan visitez son site



## FORUM FOR DISCUSSION: MAKING A CAREER IN SCIENCE

Tuesday 15th July 2014 - 2.30pm to 5pm  
Registration mandatory through [www.cern.ch/diversity](http://www.cern.ch/diversity)

Are you a young student/researcher with questions about your future?  
Are you an experienced scientist willing to share your experience?

Join us at this forum for discussion

Sabine Lorenz Schmidt (Lund University) on Listening to postdoctoral scientists: narratives of mobility, gender and social life

Sharing experience with panel speakers and audience

Networking for mingling

Anyone working on the CERN site is welcome!

Uncomfortable speaking in public? Send us your questions beforehand at [diversity@cern.ch](mailto:diversity@cern.ch)



Final words...

Un dernier mot...

The screenshot shows the 'Diversity at CERN' webpage. At the top, there's a navigation bar with 'About', 'Scope', 'Framework', 'References', and 'Contact'. A search bar is visible with the text 'The CERN Directory'. The main heading is 'A word from the DG' with a sub-heading 'Celebrating diversity at CERN'. A magnifying glass is positioned over a quote in French: '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.' The quote is attributed to Rolf Heuer. The background text on the page discusses CERN's commitment to diversity, mentioning that the best teams are those with the greatest diversity and that creativity lies there. It also mentions international women's day on 8 March.

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.

Rolf Heuer

(source CERN Bulletin Issue No. 10-11/2014)

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 Kaltenhauser**

*Diversity Analyst*



**Catherine Barker-Pythoud**

*Diversity Support Assistant*



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

“As nationalities mingle and visitors come and go, the exchange of ideas and the circulation of people is the life-blood that keeps CERN alive.”

<http://public.web.cern.ch/public/en/People/People-en.html>



« Grâce aux échanges entre chercheurs de toutes nationalités et aux visiteurs, les idées circulent et forment la sève du CERN. »

<http://public.web.cern.ch/public/fr/People/People-fr.html>

