





Diversity @ CERN

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Diversity Analyst
CERN

Diversity

What is it and why is it important?

Diversity (Biologie) = variation of life forms within a given ecosystem

People

Differences

Unique features

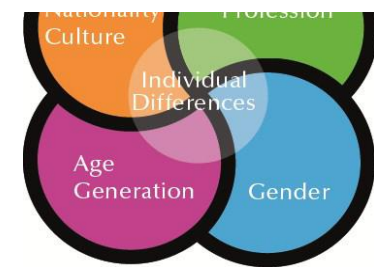
**Business Case
on Diversity**





SESAME Members

- professions
- technologies
- statuses
- ages
- managerial frameworks





Who are we?



Kristin Kaltenhäuser

Diversity Analyst

Geneviève Guinot

Diversity Programme Leader

Contact: hr-diversity@cern.ch
Web Site: <http://cern.ch/diversity>

What is Diversity at CERN?

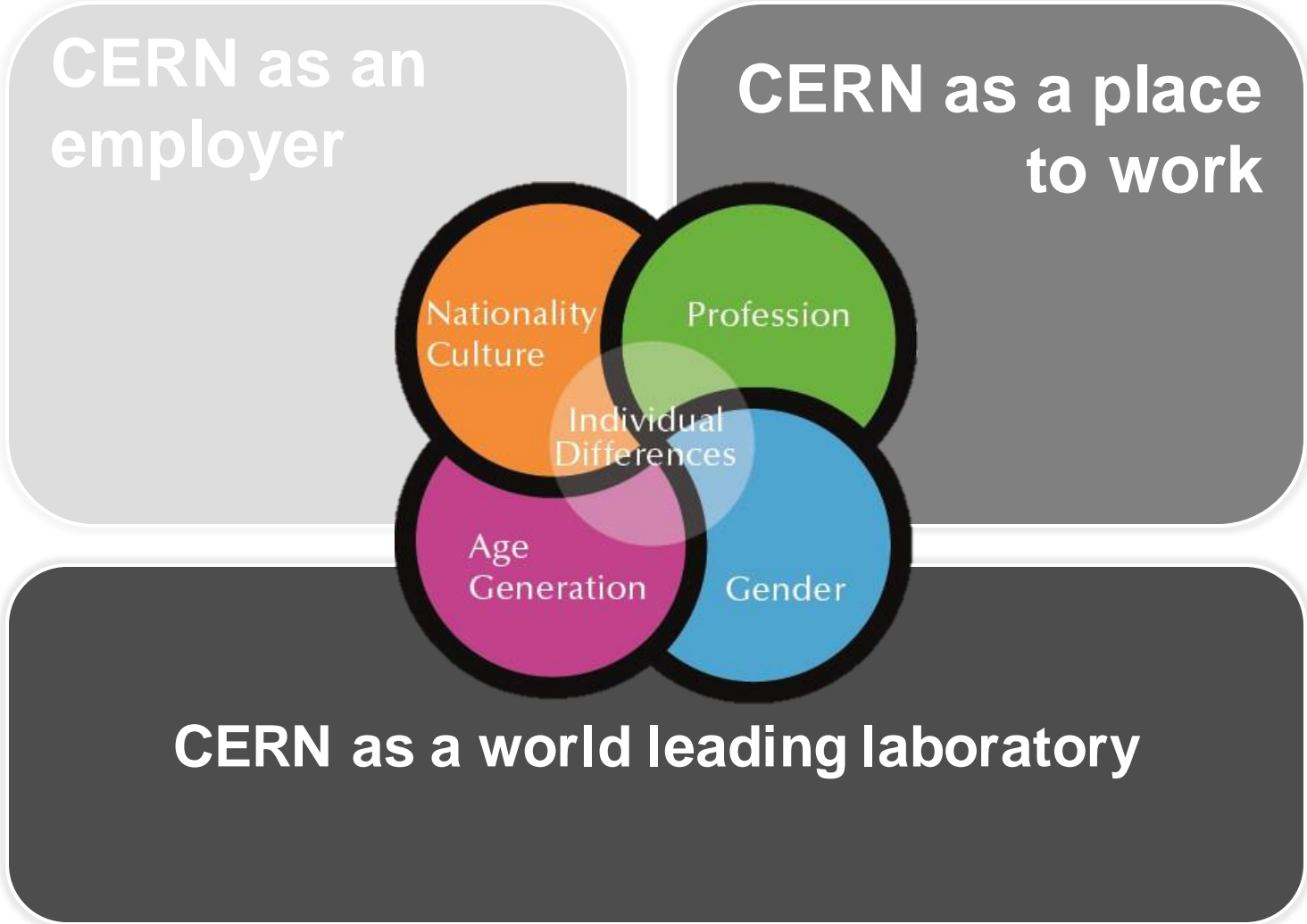


One of the 4 pillars of CERN's Mission

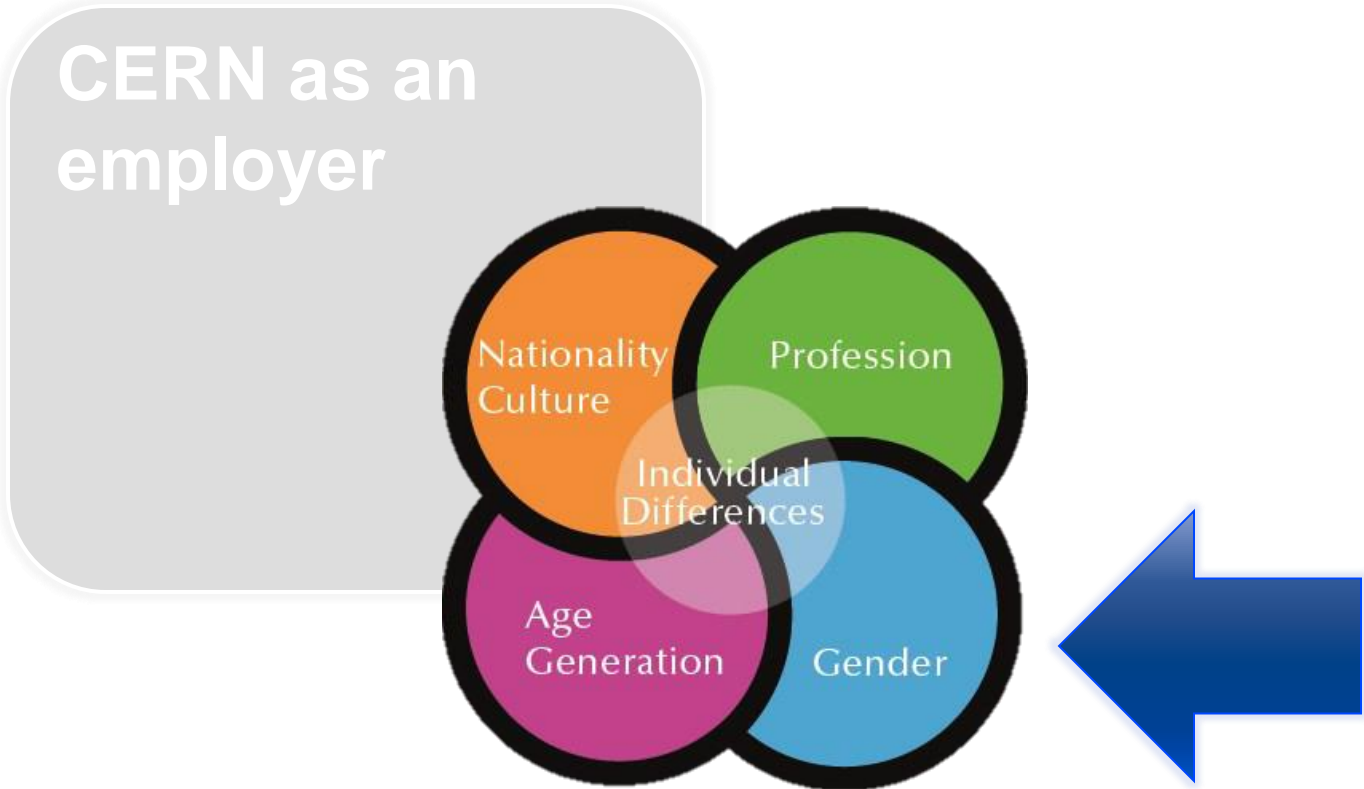


One of the 5 CERN values

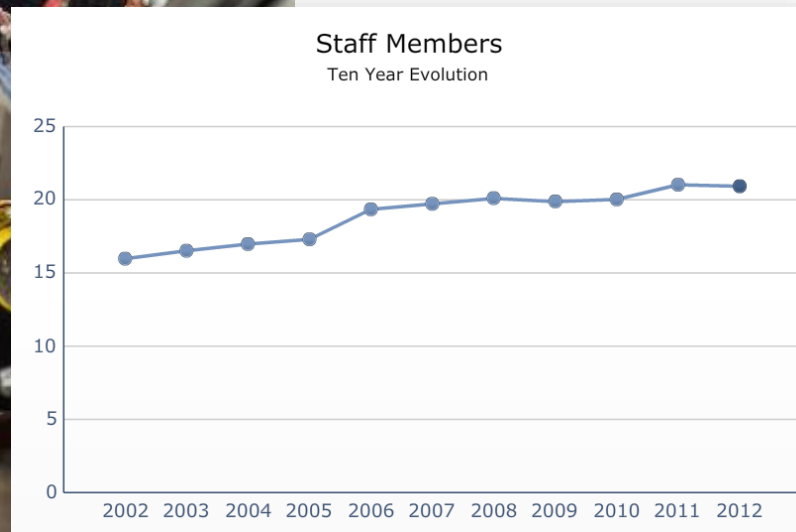
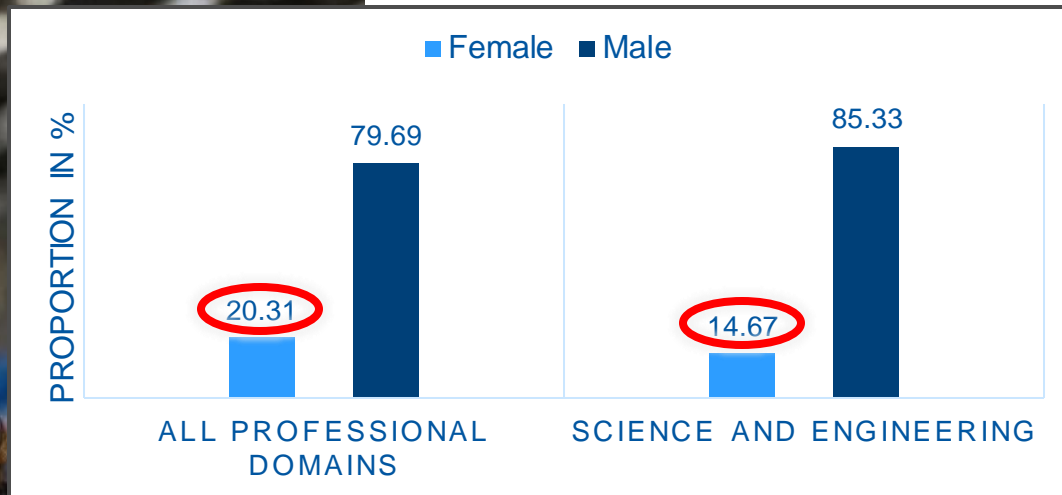
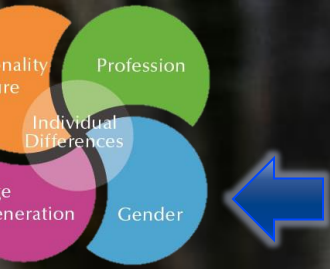
Diversity @ CERN – different roles and scopes



Diversity @ CERN – different roles and scopes

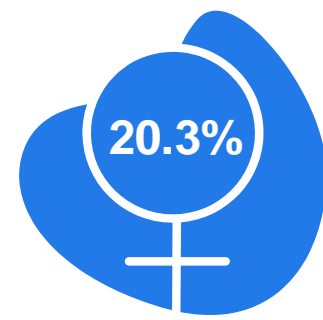


Women @ CERN

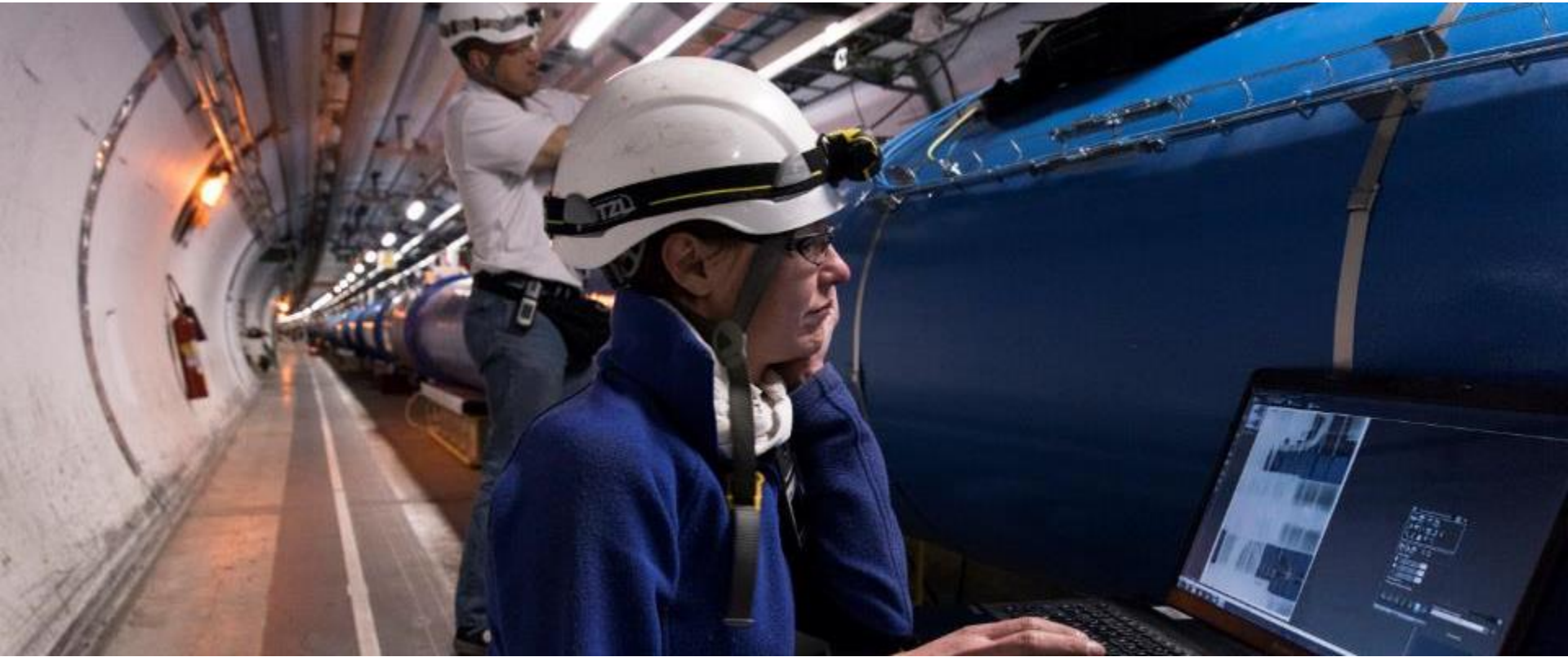


Women at CERN

Encouraging girls and women to take up careers in science...



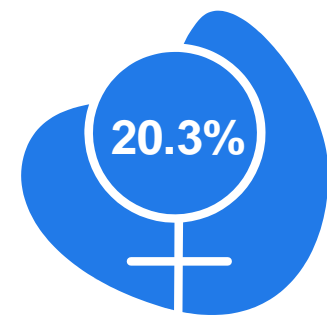
...**E**mploying them...



...**E**nabling them.



Women at CERN

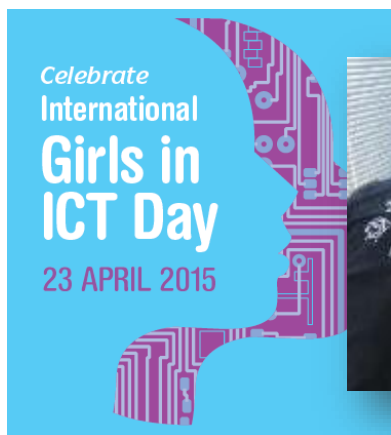


Encouraging girls and women to take up careers in science...

...**E**mploying them...



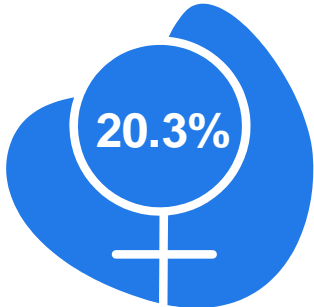
Outreach activities



From left to right: Joao Antunes Pequeno, Stella Christodoulaki, Eva Tolosa, Denise Heagerty, Valentina Mancinelli, Catharine Noble, Ksenja Kusmin, Jenny Rompa, Kristin Kattenhauser, Laurianne Noemie Trimoulla, Francois Briard

...**E**nabling them.

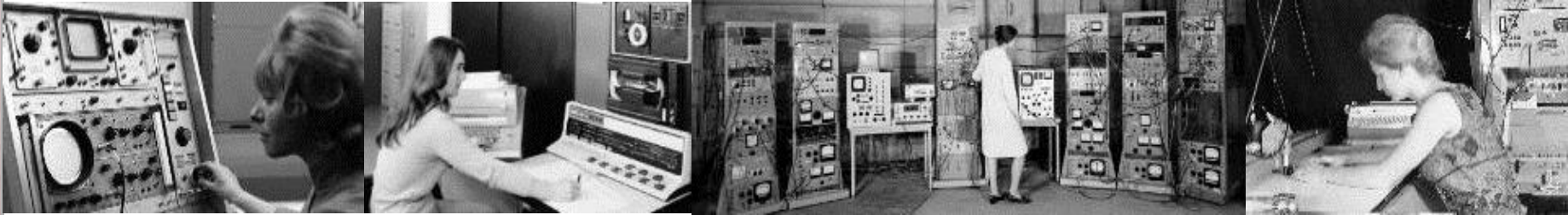
Women at CERN



Encouraging young girls and women to take up careers in science...

...Employing them...

Ensure fair Human Resources processes

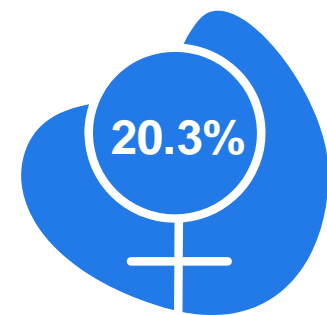


...Enabling them.



Women at CERN

Encouraging girls and women to take up careers in science...



...Employing them...



Creating an inclusive work environment
- Work-life balance



... Enabling them.

Establishing support structures for dual career couples



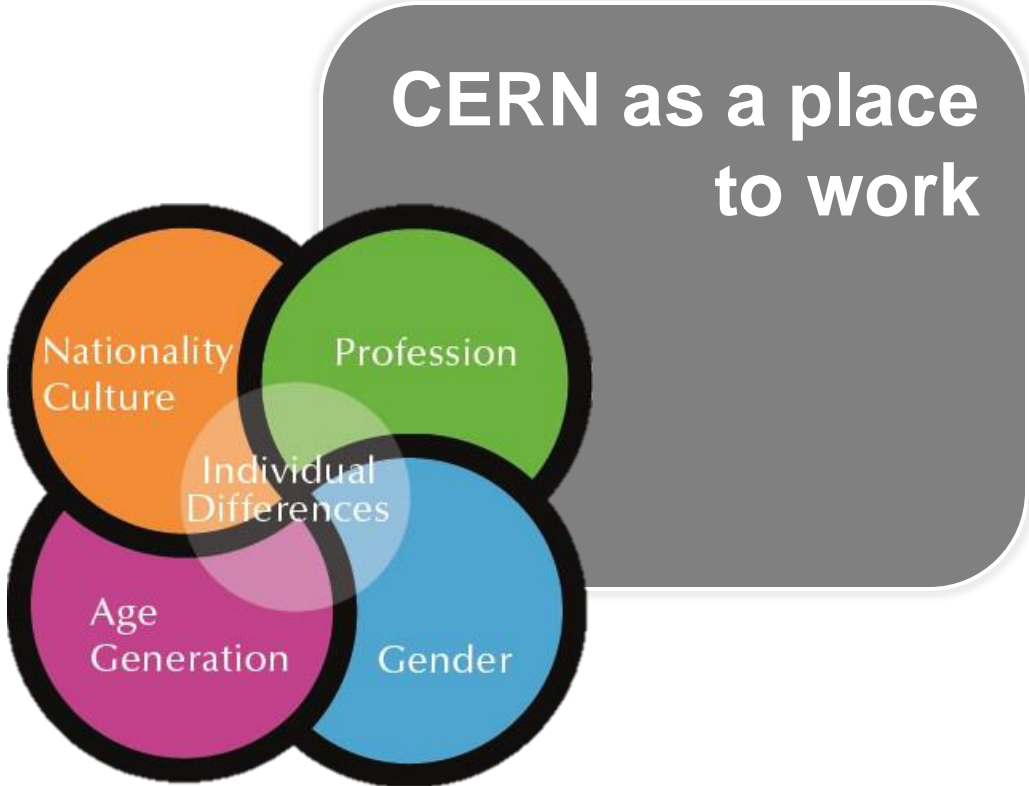
Maria & Giuseppe Fidecaro, at CERN since 1956

 International
Dual Career Network

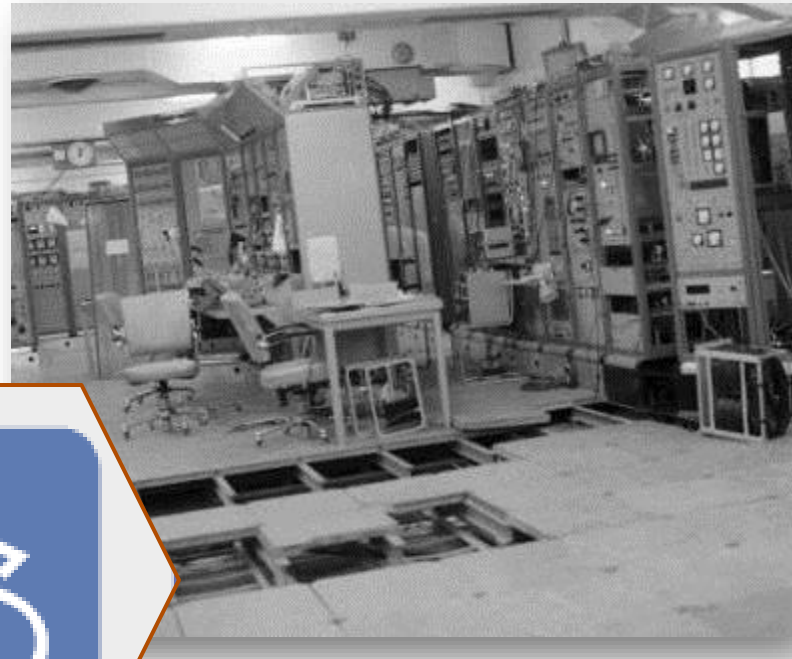
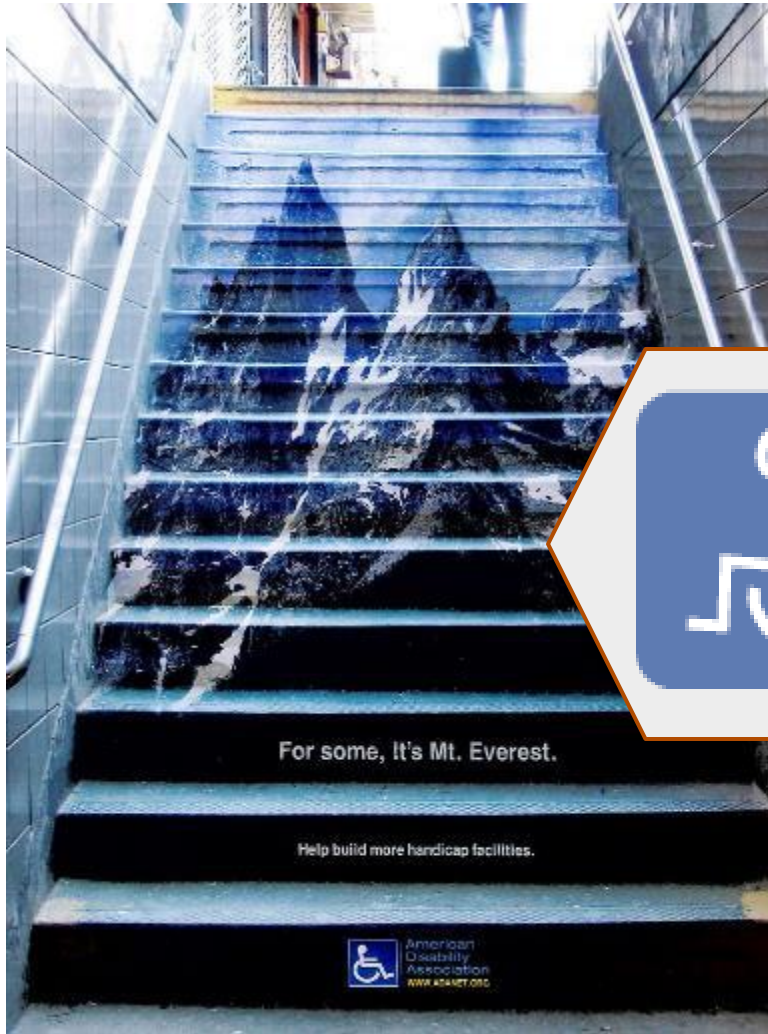


Welcome Center of the
University of Geneva

Diversity @ CERN – different roles and scopes



Inclusive work environment - Including people with a disability



Raising awareness on diversity - events

FORUM FOR DISCUSSION: MAKING A CAREER IN SCIENCE

Tuesday 15th July 2014 - 2.30pm to 5pm
Registration mandatory through www.cern.ch/dive

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

Join us at this forum for discussion!

Sabine Lorenz Schmidt (Lund University) on Listening to postdoctoral scientists: perspectives of mobility, gender and age



International Women's Day

Google

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*

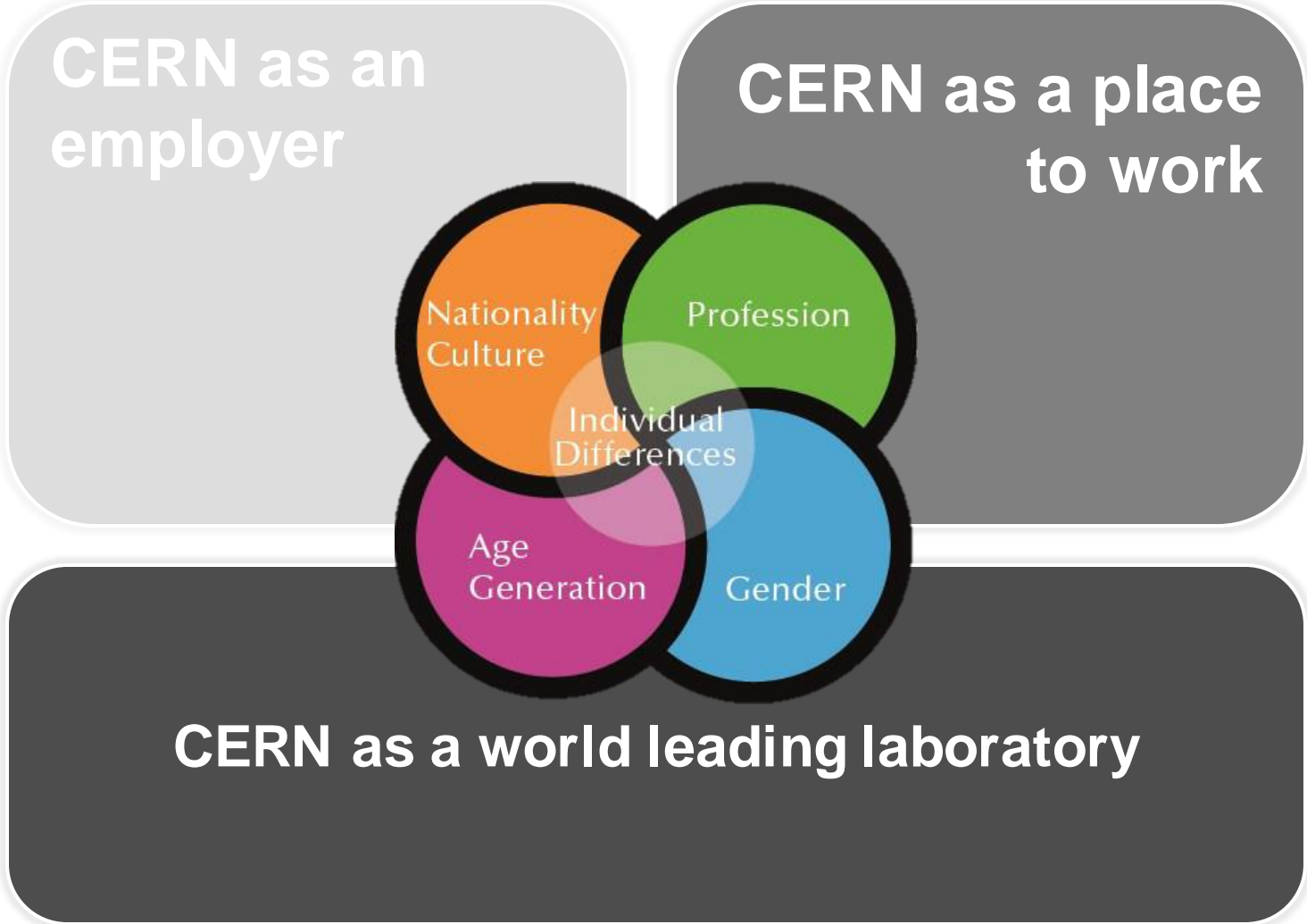


Diversity in Action Workshop 6th edition in English

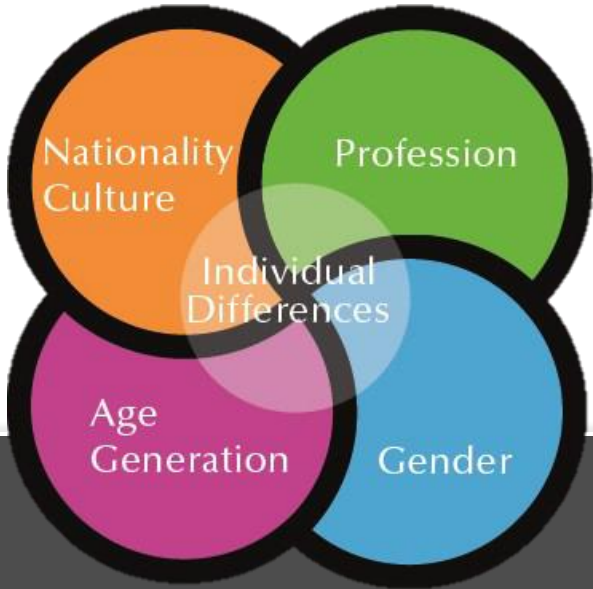
Friday 18 September 2015 | 8:30am to 12:30pm
Business Center Technoparc — Saint-Genis-Pouilly

After two years, five successful editions and plenty of positive feedback, we are happy to announce the 6th edition of our Diversity in Action workshop. Seize the opportunity and participate in this half-day interactive workshop designed to explore the meaning and importance of diversity at CERN. Using participative multi-media methods, this workshop will provide participants with insights into the different dimensions of diversity, help to develop greater sensitivity to differences, explore ways to recognise and overcome biases and thereby strengthen our tradition of inclusiveness at CERN.

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CERN as a world leading laboratory

CERN as a world leading laboratory – Spreading our message



 **UNECE** @UN_ECE · 20m
L. Ponce, Applied Physicist @CERN: It is essential to fight stereotypes to enable women to have careers in Science
pic.twitter.com/ATXQIAR297

   **U.S. DEPARTMENT OF ENERGY** Office of Science **FCC Week 2015**

Gender Equality Working Group –
Tuesday 24th March, 5.30 p.m. - 7 p.m.

Conveners: Frank Zimmermann and Geneviève Guinot – CERN



CERN as a world leading laboratory – Spreading our message



ROLE MODELS



- CERN High School Teacher Programme
Working group on „Girls in the Physics Classroom“

