

Diversity @ CERN

La diversité au CERN

Induction programme / programme d'induction

November 2015/ Novembre 2015



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

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... »



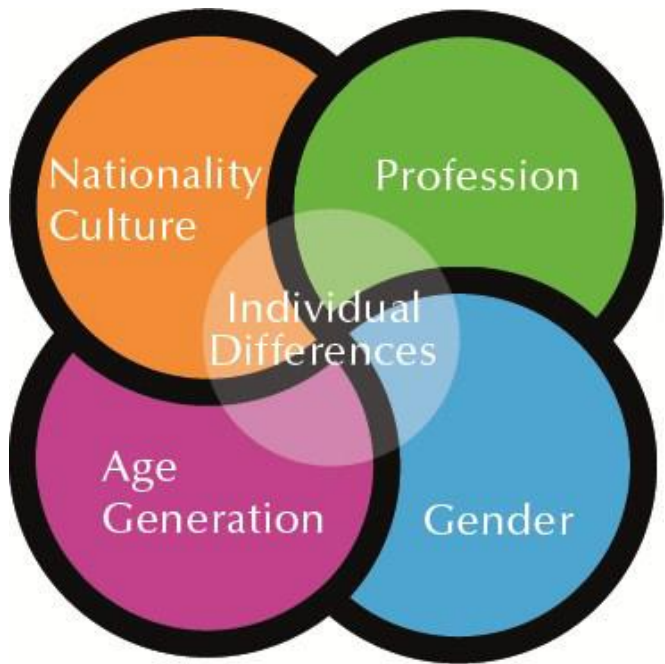
International Collaborations

- ~ 2500 Staff Members
- ~ 600 Fellows and Apprentices
- ~ 500 Students
- ~ 11000 other associated scientists
- ~ 2500 employees of contractors

Diversity of

- nationalities
- professions
- technologies
- statuses
- ages
- managerial frameworks





PRINCIPLES

- Appreciating differences
- Fostering equality
- Promoting collaboration

❑ RECRUITMENT

Improve distribution of under-represented nationalities through pro-active measures in sourcing and pre-selection

Achieve optimal gender distribution in recruitment for all categories

❑ CAREER DEVELOPMENT

More gender role models

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

❑ WORK ENVIRONMENT

Promote exchange of ideas & understanding between generations & professions

Explore ways to improve work/life balance

Promote a work environment based on mutual respect and inclusiveness



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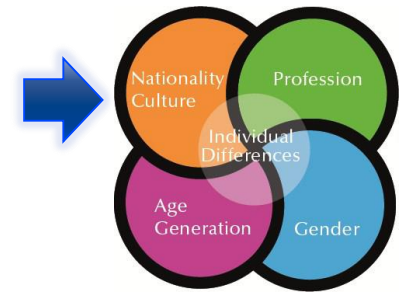
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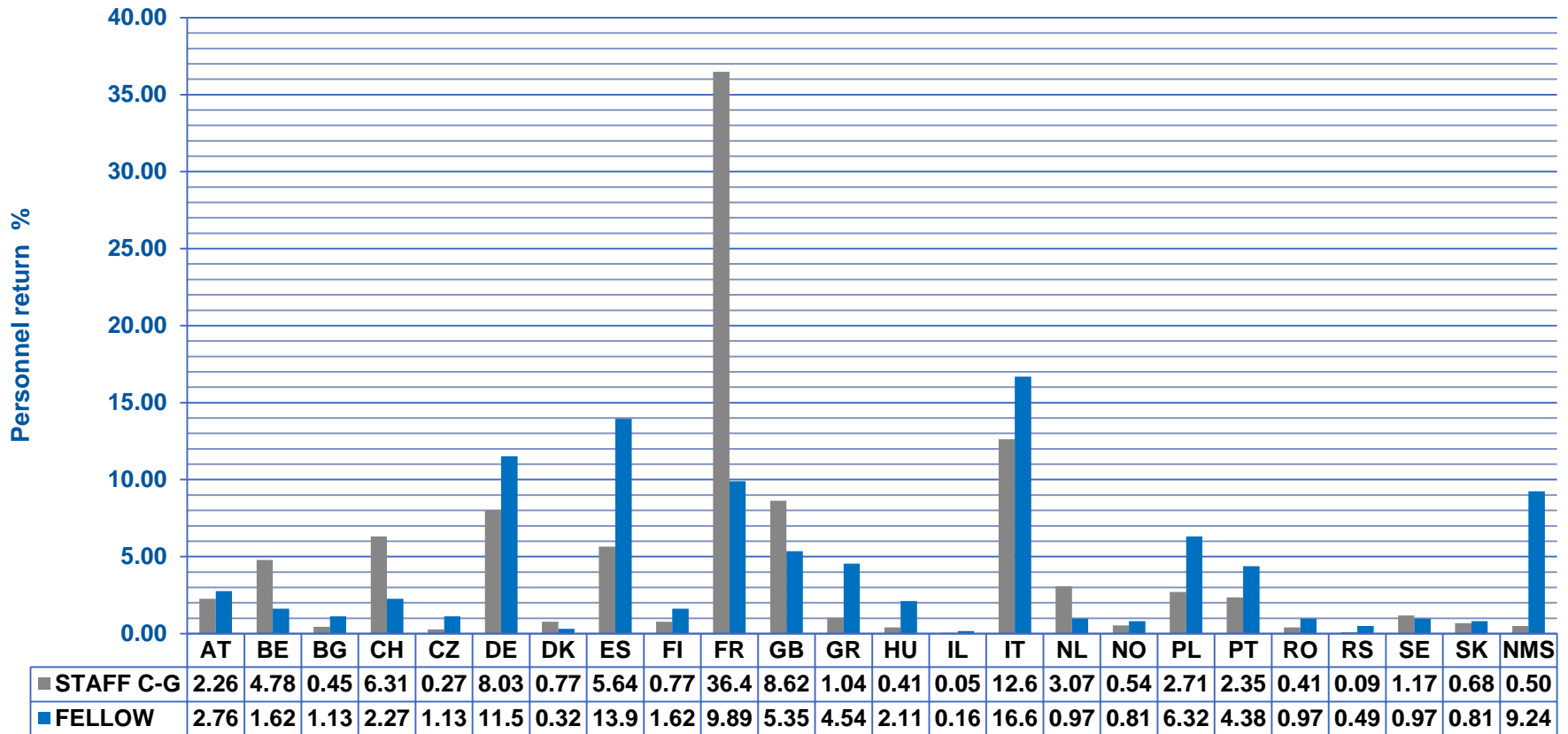
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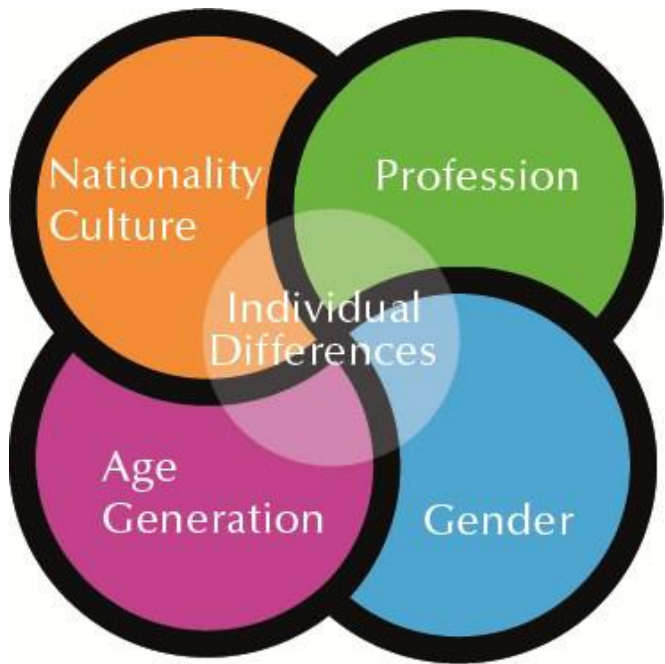
Monitoring numbers

Suivi des chiffres



→ Nationality distribution for Staff and Fellows





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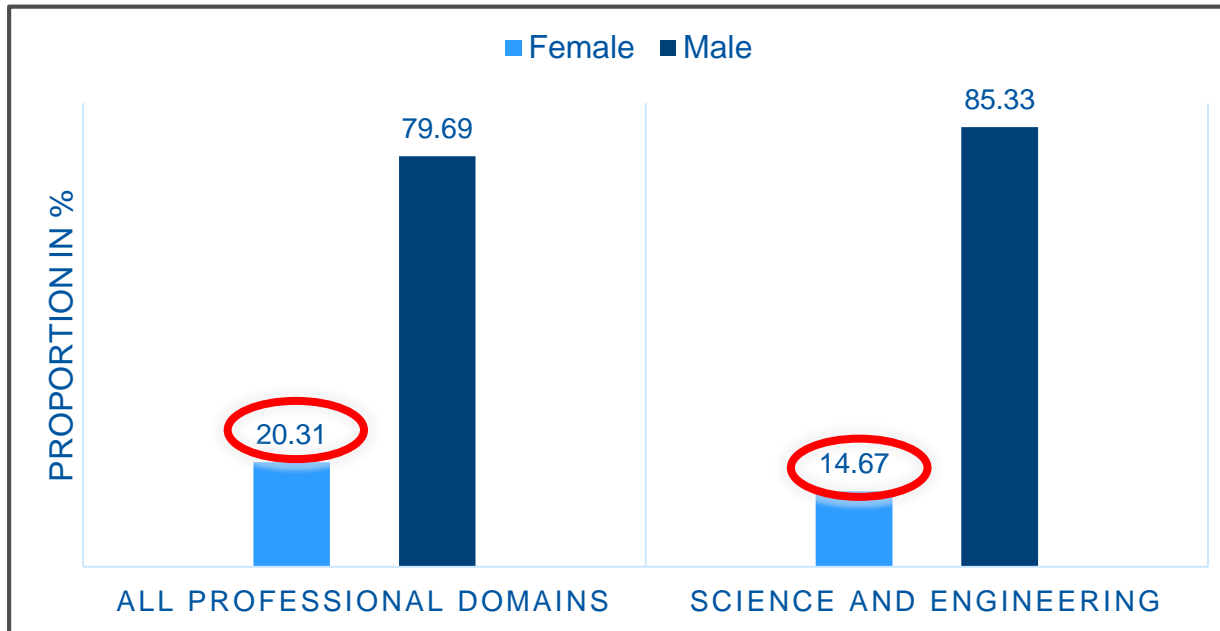
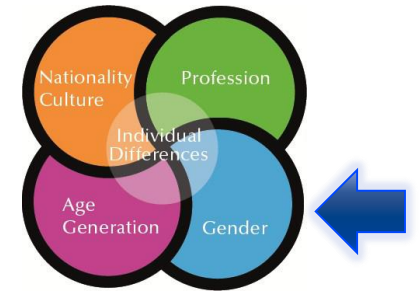
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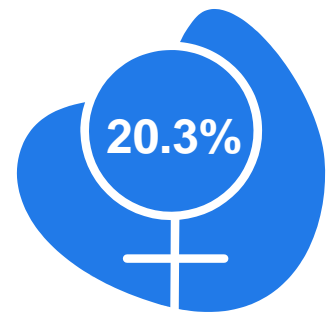


Source: 2014 CERN Personnel Statistics



Women at CERN

Les femmes au CERN



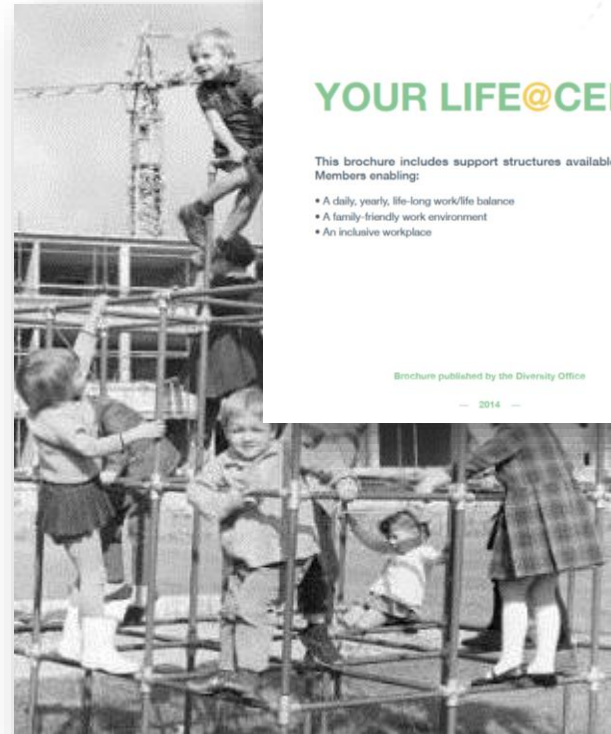
Encouraging young girls and women to take up careers in science...



... **E**nabling them i.e. creating an inclusive work environment



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



Making CERN accessible

Rendre le CERN accessible

CERN Service Portal

easy access to services at CERN

Home News Service Information Navigate Catalogue

Knowledge Base Article: KB0002868

This page shows the contents of a Knowledge Base Article. These articles might help you when trying to find a solution to your problem.

Practical information for people with reduced mobility

KB0002868 - Published on 19 November 2014. Last updated on 22 January 2015
Service Element: Diversity at CERN
Functional Element: Diversity Office
Topic: None
[Back to KB articles](#)

Entrance Formalities for people with reduced mobility



Establishing support structures

Mettre en place des structures d'appui

→ Spouse employment /dual career issue



Maria & Giuseppe Fidecaro, at CERN since 1956



International
Dual Career Network



Welcome Center of the
University of Geneva

Upcoming Workshops 2015

November 26: Share the Funny Things that have happened to you on the way to integration in CH this year

This will be a very interactive session as we ask you to come prepared to share your stories with the group. We have a few of our own that we will be happy to share to get you started.

- Welcome: 9am
- Session: 9.30am to 11.30am
- French Without Tears conversation group: 11.30am to 12.30pm



EPFL Diversity Programme
Programme Diversité de CERN

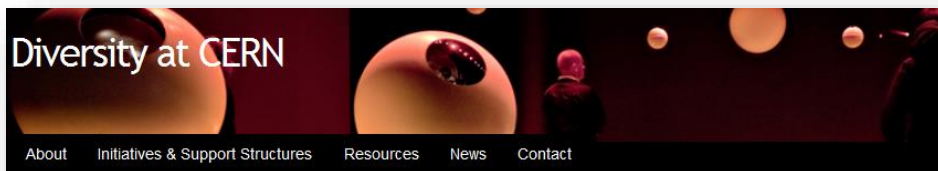
More information: <http://cern.ch/diversity>

Resources on Diversity

Ressources sur la diversité

Diversity Website – <http://cern.ch/diversity>

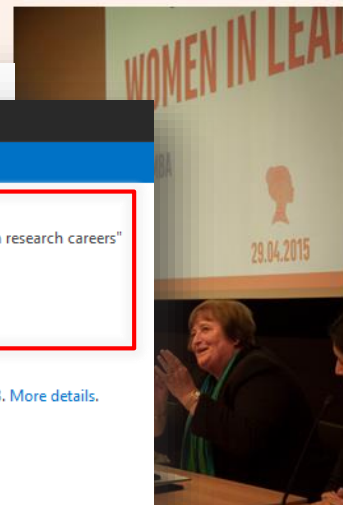
Diversity Newsletter - quarterly



News on Diversity at CERN

Diversity Highlights

The Diversity Office is offering a workshop on "Girls in the Physics Classroom" at this year's High School Teacher Programme. The activities



News

Post date CAPTCHA: no

- Any -

Apply

Expanding your technology

Diversity books at the CERN Library

CERN Accelerating science

There are several books

Allard M. J. and Harvey C

Guénette, A. M. et al. (2

21 Oct 2015

Expanding your horizons is a bi-annual "Science Day" for girls aged 11-15. The girls will have the opportunity to take part in hands-on science, mathematics, engineering and technology. For the fourth time

"Seeing the invisible – jump into the skin of a physicist for an hour and

"Any cooler and you freeze! Great cold fun and treats with liquid nitro

Update: Research survey on early

02 Oct 2015

Social

Kristin Kaltenhauser
Next #Diversity Event on "Promoting sustainable excellence through diversity in research careers" by Dr Claartje Vinkenburg from the VU Amsterdam. More information here.
👤 Genevieve Guinot and Tim Bell like this.
6 days ago Like Reply ...

Webcast Service
"1st Developers@CERN Forum" will be transmitted on Webcast on September 28. More details.
6 days ago Like Reply Follow Webcast Service ...

Iulia Pascu
Anybody feeling like having a chat and a snack with an Astronaut?
If yes, here is your chance but hurry up, there are only a few tickets left:
<https://gouterspatial.eventbrite.com>
👤 Tim Bell likes this.
6 days ago Like Reply Follow Iulia Pascu ...

Menu Restaurants CERN
Wednesday at #resto1
Menu 1: Shubling de Saint-Gall sauce diable
Menu 2: Poulet fermier de Bourgogne label rouge
Menu végétarien: Omelette maison au fromage
Spécialité du jour: Boeuf Charolais selection de la Boucherie Gesler
Le coin grillade: Choix de grillades
Le coin pâte: Lasagne de saumon et épinards
6 days ago Like Reply Follow Menu Restaurants CERN ...

oke at the IO-MBA Annual
ess story with the 270

esis on the topic:
n: the case of CERN". [Read](#)



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Who are we? Qui sommes-nous ?



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Diversity Analyst

Geneviève Guinot

Diversity Programme Leader



EPFL Diversity Programme
Programme Diversité de CERN

Contact: hr-diversity@cern.ch
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