Equal Opportunities at CERN

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Equal Opportunities at CERN

  - “The Organization reaffirms equality of treatment between people as one of the basic principles of its personnel policy and does not discriminate between members of its personnel, in particular on account of race, religion, sex or sexual orientation”

- 1996
  - Equal Opportunities Officer

- 1998
  - Equal Opportunities Advisory Panel (8 members)
EOAP in 2009

- Advise staff and management on all Equal Opportunities matters
- Conduct mediation and harassment investigations
- Monitor and report to Management
- Review CERN EO concept and implementation and propose any necessary revisions
Review Timeline

• First months of 2009; meeting with stakeholders
  – Director-General, Director of Administration
  – HR management (lawyers, monitoring service)
  – Medical Service
  – Social Services
  – Psychologist
  – Staff Association
  – Previous EOOs and EOAP members

• Presented initial findings to CCP, TREF in May

• Plan to present proposals to CCP, TREF in Oct
Evolution of the EO Concept

• EO at CERN is based on four main pillars:
  – in recruitment and career development, the Organization will not discriminate against any applicant or employee on the grounds of sex, ethnic origin, disability, sexual orientation, religion, nationality or age
  – respect and dignity for all in the workplace
  – support for working parents
  – work-life balance

• Diversity
  – Equal chances to everyone in the workplace
  – Recognize and value varied perspectives and approaches that members of different identity groups bring to the workplace
  – Draw the benefits from this diversity
Towards a Diversity Policy (I)

• **Commitment of the CERN Management to a Diversity Policy**
  – Message from the Director-General
    • We must all strive together to foster a working environment where respect for the individual is paramount and difference is considered an asset
    • We must see to it that these principles apply to all categories of personnel working on the CERN site
  – Introduce accountability
    • Code of conduct
  – Ensure checkpoints at appropriate stages in the procedures
  – Seek to ensure diversity in the composition of all boards
  – EOAP budget and specific training

• **Diversity Management as part of the working life at CERN**
  – Integrate diversity aspects in planning and implementation tools and procedures
  – Extend data and statistics about diversity (HR), analyze & follow up results by actions
  – Ensure communication and collaboration between services and administrative bodies at CERN in diversity matters
Towards a Diversity Policy (II)

- Improve diversity in applying the corresponding personnel policy
  - Introduce career mentoring and coaching
    - Find ways for attracting more females in hierarchical positions
    - Understand glass ceiling
  - Give all staff irrespective of age and irrespective of the hierarchical position equal chance for interesting projects and career
  - Continue developing HR policies towards a better work life balance
    - Avoid negative effects of indirectly rewarding overtime
  - Gender free documentation

- Awareness and Training
  - Induction programme, management and staff training
Towards Unified Conflict Resolution

- Consider all personnel – staff, users, contractors
- Promote emphasis on prevention
  - Code of Conduct > responsibility of all personnel
  - Competency Framework > for recognition and liability (staff and hierarchy)
  - Awareness program to hierarchy and staff to favor communication early
- Promote reference to confidential advice
  - Many actors - develop an integrated model
  - Include the functionality of an ombudsperson
  - Ensure training in conflict resolution and mediation
- Review the investigation procedure on harassment and its regulations (AC32)
  - Consider the help of an external investigator for complex cases
Conclusion

• Evolving the EO concept to a Diversity policy
• Awareness and engagement of all
  – Prevention
  – Communication
  – (Reduce the EOAP role!)
• Diversity culture
• Goal of a unified conflict resolution model
Evolution in % of female personnel

% of female MoP

Years


10 11 12 13 14 15 16 17 18 19 20 21 22 23

Tim Smith – 85th ACCU Meeting – Sept 2009