

Diversity at CERN

The Diversity Office

Ioanna Koutava, Human Resources department

Induction programme, September 2017

cern.ch/diversity



Human Resources
Diversity Office

Diversity at CERN – the population

12,372

International
Collaborators

2,560

Staff Members

Total of

16,868

750
Fellows

552
Students

634
Scientists in
Exchange

CERN Annual Personnel Statistics 2016
Members of Personnel



Diversity at CERN – The professions



Image: J.Wiener/CERN

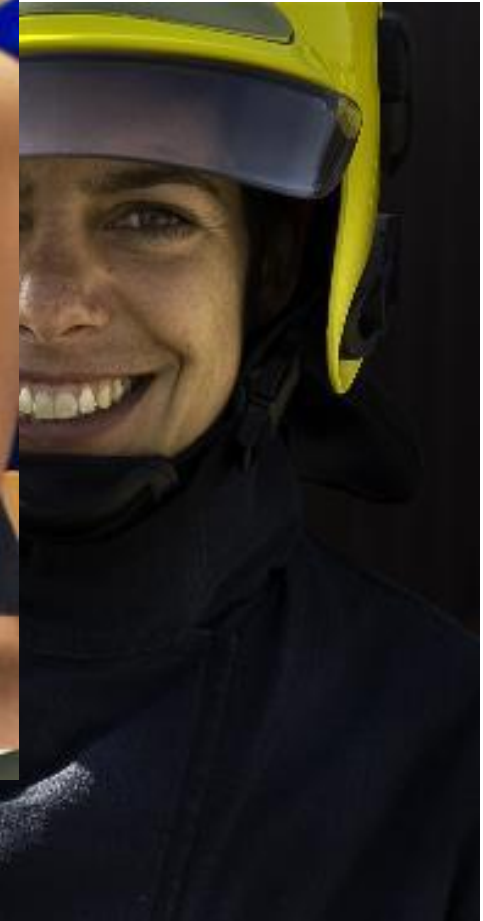


Image: M.Brice/CERN



Diversity at CERN – the dimensions

- Nationalities / cultures
- Age and generation
- Gender
- Professions
- Individual differences such as sexual orientation, belief, physical ability



Image: R. Hradil/CERN



Image: M. Brice/CERN

Equal opportunities



“Inclusion starts with I”

Video from Accenture



Human Resources
Diversity Office

What do we do at the Diversity Office?

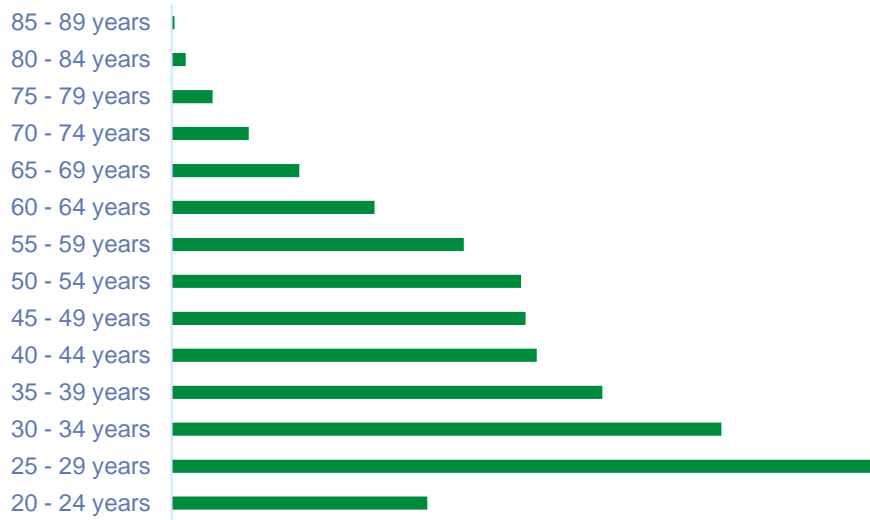
Visit cern.ch/diversity
Contact: hr-diversity-info@cern.ch



Human Resources
Diversity Office

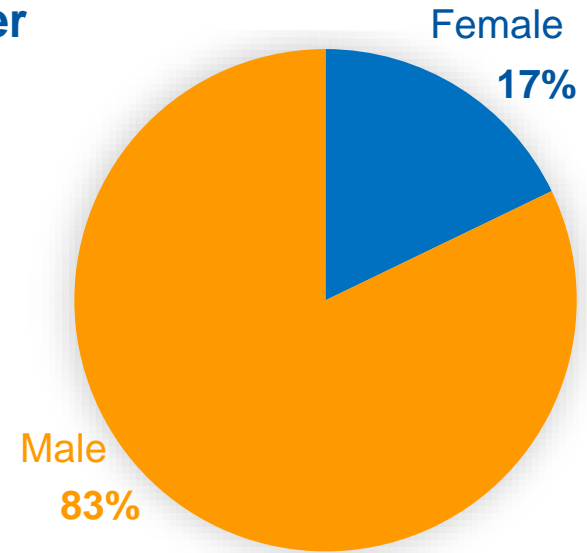
Monitoring numbers

Age distribution



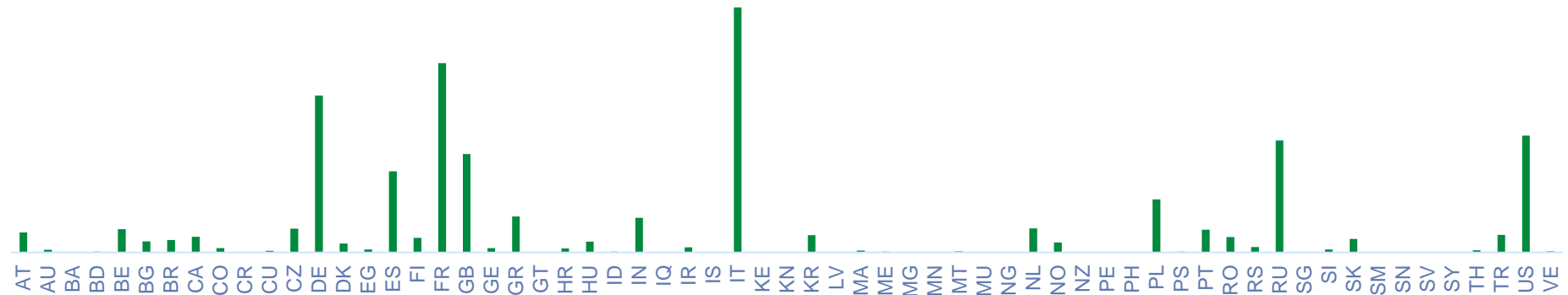
CERN HR database - September 2017

Gender



CERN Annual personnel statistics 2016
Members of Personnel

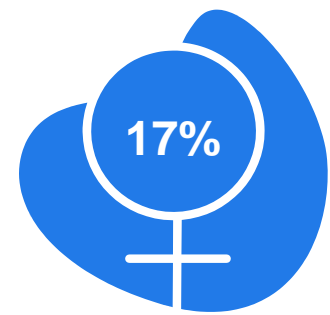
Nationalities



CERN HR database - September 2017



An emphasis on gender equality



CERN Annual personnel statistics 2016
Members of Personnel

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

Fabiola Gianotti

Director-General | European Organization for Nuclear Research

I, Fabiola Gianotti, support the GGC Panel Parity Pledge.

As the Director-General for the European Organization for Nuclear Research (CERN), we also commit to undertake the following:

- The Organization will undertake actions to encourage school girls to take science and technology subjects.
- The VIP Visit Service will ensure to reach out to competent women as potential CERN representatives each time a VIP visit is organised.



INTERNATIONAL
GENEVA
GENDER
CHAMPIONS

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



A FAMILY-FRIENDLY WORK ENVIRONMENT

AN INCLUSIVE AND RESPECTFUL WORKPLACE

A PROFESSIONAL-PERSONAL BALANCE

YOUR LIFE@CERN

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



Human Resources
Diversity Office

Diversity at CERN – Accessibility



“Could you contribute?”



Human Resources
Diversity Office

Support structures for spouses / partners



Maria & Giuseppe Fidecaro at CERN since 1956
(Image: CERN/A.Pantelia)



Welcome Drink for spouses / partners

International Dual Career Network



- language courses
- access to the CERN facilities
- workshops
- access to the CERN Clubs

Discover more at

cern.ch/diversity/spousesupport



Human Resources
Diversity Office

Programmes and networks

- The Post Career-Break Fellowship
- Gender Inclusive Teaching workshop for highschool teachers
- The International Gender Champion Network
- The Gender Equality Network in the European Research area

A way back in: the CERN Post-Career Break Fellowship

You were taking off...

You were in the early days of a profession in science or engineering, or perhaps already steeped in and building up expertise. You were in and you were making it, contributing to your field with passion. But then...



You had to take some time...

Perhaps you started a family, perhaps someone in your family needed looking after. Either way, a personal situation called upon you with its responsibilities, and for the time being, you had to step aside. But now...



You're ready to take the leap again.

Your situation has evolved, we hope for the best. You're considering returning, more likely you never quite stopped thinking about it. But the way back is a steep climb and we at CERN know that.

That's why we've developed [an opportunity](#) to help you on your way.



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



GVA GenderChamps @GVA GenderChamps · Sep 13

Great initiative! Last month, @CERN facilitated a work group on #gender inclusive teaching. bit.ly/2cnTO1W



Diversity Office

Take part !

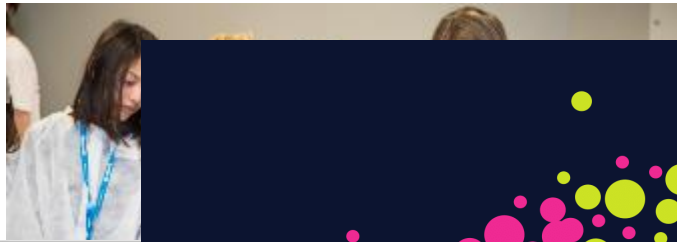
Visit cern.ch/diversity
Contact: hr-diversity-info@cern.ch



Human Resources
Diversity Office

Diversity at CERN – The events

Book Presentation: "Only the Longest Threads" by Tasneem Zehra Husain



...t and the first Pakistani woman to obtain a PhD in this field. ...n in Pakistan: she helped setting up a Science and Engineering ...ts educational workshops for science teachers, and also ...ting for adults and kids.

...er with the CERN Diversity Office invited Tasneem Husain to ...round science at CERN during the first week of October ...sion-science-and-fiction). One event during this week will ...CERN Library and Diversity Office where Ms Husain will give ...her favourite passages and a Q&A session with the audience



...threads" reimagines the stories of great ...from Newton's classical mechanics to the ...nal characters. These tales promise to be great ...who have a more advanced understanding of

...ent or at the CERN Library (bldg. 52, 1st floor)

...y in research careers

Genevieve Guinot (CERN)



Human Resources
Diversity Office

Diversity Office – Informal networks

“Supporting a work environment based on mutual respect”

Informal Networks

- Nationality networks
- Disability Network
- LGBTQ Network



Communities

- *LunchCollider*
- *Women In Technology*



Follow Diversity at CERN

cern.ch/diversity

Diversity books at the CERN Library

There are several books available at the CERN Library related to the topic of Diversity.

by: Pearson Education.

L'Harmattan.

The screenshot displays the CERN Diversity website. At the top, there is a navigation bar with 'Diversity at CERN' and links for 'About', 'Initiatives & Support Structures', 'Resources', 'News', and 'Contact'. The main content area features a news article titled 'The CERN Diversity Office Diversity? It's an issue for the majority' dated 30 May 2016. The article text includes: 'On 27 January, I spent much of the day in the Globe, where I took part in the Gender in Physics day organised as part of the EU's Gender Equality Network in the European Research Area (GENERA). Two weeks later, it was a pleasure to see some of the many events organised around the world as part of UNESCO's International Day of Women and Girls in Science.' Below the text is a photo of a man in a suit, identified as 'President of CERN Council, Sjoerd de Jong (image: M Brees/CERN)'. To the right of the article is a video player for 'Your Life@CERN' with the title 'The Your Life@CERN Brochure'. Below the video player, there is a link 'Find out more about support structures to enhance your working life at CERN >>' and a section for 'GENERA' which states 'CERN is an observer partner of GENERA, the Gender Equality Network in the European Research Area, find out more about the Horizon2020 funded project, here.'

profession"



[Subscribe to the Diversity newsletter!](#)



Human Resources
Diversity Office

