

# La diversité au CERN

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Programme d'induction, Décembre 2017

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# La diversité au CERN – la population

**12,372**

Scientifiques  
internationaux

**2,560**

Titulaires

Total de

**16,868**

**750**

Boursiers et  
boursières

**552**

Etudiants et  
étudiantes

**634**

Autres  
scientifiques

Statistiques annuelles du personnel 2016  
Membres du personnel seulement



# La diversité au CERN – Les professions



Image: J.Wiener/CERN



Image: M.Brice/CERN



# La diversité au CERN – Les dimensions

- **Nationalités / cultures**
- **Age and génération**
- **Genre**
- **Professions**
- **Différences individuelles telles que l'orientation sexuelle, les croyances, les besoins spécifiques ou handicap**



*Image: R. Hradil/CERN*



*Image: M. Brice/CERN*

# Un cadre pour un environnement respectueux et inclusif

Principe d'égalité des chances et de non-discrimination inscrit depuis 1996 dans les textes.

Depuis 2011, un Code de Conduite fondé sur 5 valeurs, dont la diversité, et sous tendu par la notion de respect.

Depuis 2012:

Un *Ombud* pour aider à la résolution de situations interpersonnelles en toute confidentialité, impartialité, indépendance; rapportant au Management.

Un bureau de la diversité pour proposer des politiques et sensibiliser ; rapportant au Management.

Un cadre pour la résolution de situations de harcèlement.

Un ensemble de structures de soutien, de réseau, de groupes et de clubs pour une meilleure intégration.



## EN TANT QUE COLLABORATEURS DU CERN, NOUS :

- Respectons et valorisons les différences.
- Promouvons l'intégration de tous sur le lieu de travail, compte tenu tant des caractéristiques personnelles que des aptitudes professionnelles.
- Faisons preuve d'esprit d'équipe et nous investissons dans la cohésion de l'équipe.
- Traitons les autres avec tact, courtoisie et respect.
- Nous abstenons de toute forme de discrimination et décourageons activement ce type de comportement.
- Faisons preuve de retenue pour éviter de blesser autrui, et sommes conscients que des propos ou des actes peuvent être perçus comme blessants alors que telle n'était pas l'intention de leur auteur.
- Évitions les propos ou actes désagréables ou désobligeants, en particulier fondés sur le sexe, l'âge, la religion, les croyances, la nationalité, la culture, l'appartenance ethnique, la race, l'orientation sexuelle, le statut au CERN, le handicap ou la situation familiale.

Welcome to LGBTQ CERN



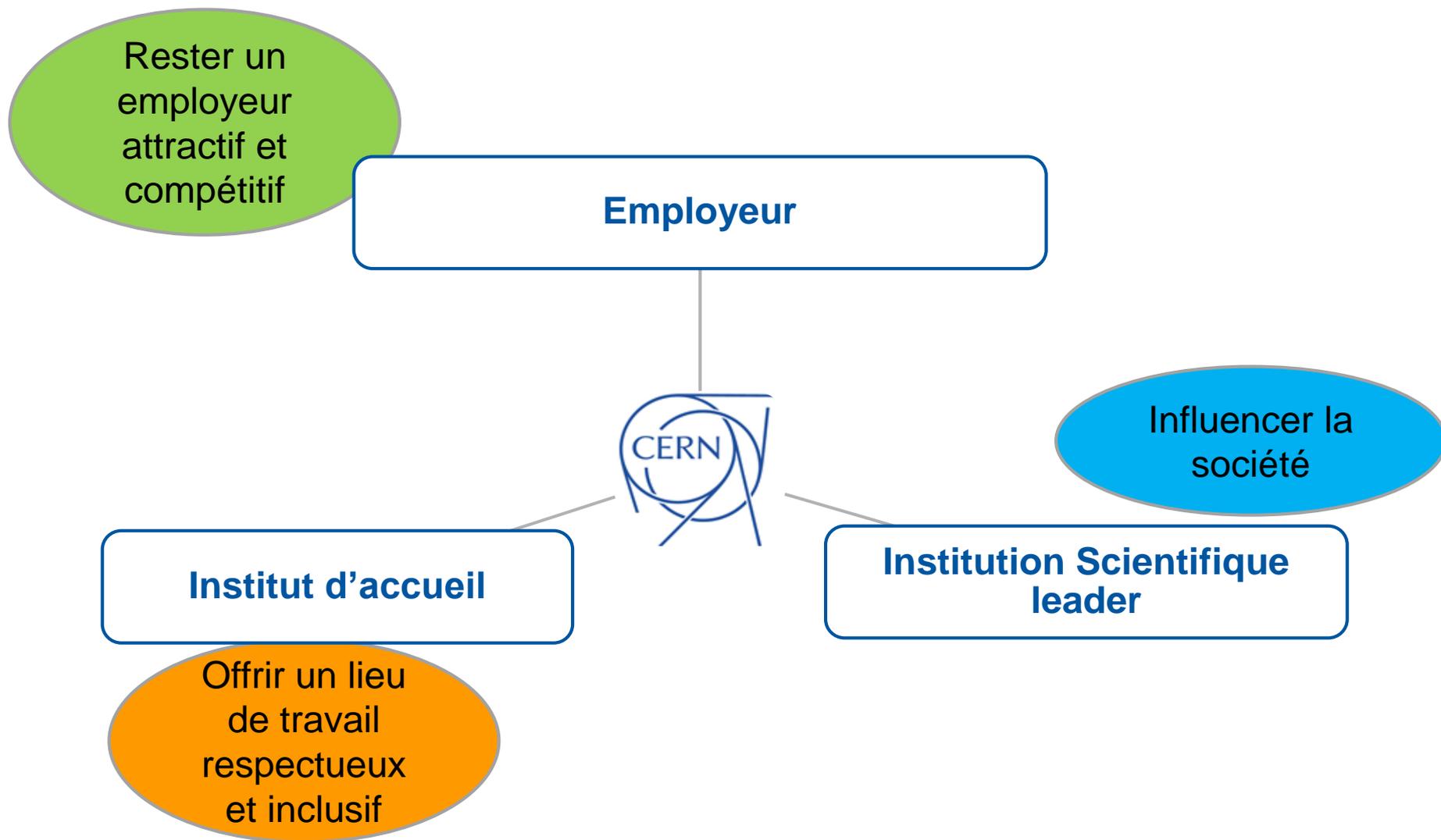
CERN-Grochure-2016-006-Fra Décembre 2016

## Groupes

- [LunchCollider](#)
- [Women In Technology](#)



# Cadre d'action



# Un sujet central: l'égalité femme-homme

**E**ncourager les filles et les femmes a entrer dans les sciences...

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.



... **E**nabling women; accompagner les femmes en créant un environnement de travail inclusif

... **E**mployer des femmes et s'assurer que les processus RH sont équitables

SIX WOMEN SHARE THEIR EXPERIENCE WORKING AT CERN

Diversity at CERN FCC - Movie



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# Programmes et réseaux

- Etre boursier ou boursière après avoir arrêté sa carrière scientifique : the Post Career-Break Fellowship
- Encourager les étudiants en sciences en situation de handicap a entrer dans le champ de la physique des hautes énergies.
- Un atelier sur l'enseignement inclusive d'un point de vue du genre pour des professeurs de lycée.
- Un réseau Diversité et Inclusion au sein de l'EIRO Forum.

*“Apprécier les différences,  
Favoriser l'égalité et  
promouvoir la collaboration”*

## 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.



GVA GenderChamps @GVA GenderChamps · Sep 13

Great initiative! Last month, @CERN facilitated a work group on #gender inclusive teaching. [bit.ly/2cnTO1W](https://bit.ly/2cnTO1W)



# Participez et suivez la diversité au CERN



## Diversity books at the CERN Library

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

Allard M. J. and Harvey C. P. (2015): *Understanding an Managing Diversity*. New Jersey: Pearson Education.

Guénette, A. M. et al. (2014): *Management interculturel, altérité, et identités*. Paris : L'Hamattan.

## The CERN Diversity Office

### Diversity? It's an issue for the majority

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.



President of CERN Council, Sjbrand de Jong  
(image: M Brose/CERN)

On both of these occasions, however, one thing was very evident: most of the participants were women. It's true that after CERN Director-General Fabrice Gianotti's opening speech, in which she discussed her commitment to diversity in all its facets and described the actions CERN is taking to promote diversity, we heard from ESO Director-General Tim de Zeeuw, but overall only about 20% of the speakers were men, and as a man in the audience I was very much in the minority. This, I think, is where the challenge lies.

Whenever we look at diversity issues, it is far too easy for those in the majority to think 'this is not for me', whereas actually it very much is. Diversity is always an issue for the majority, and in science, where there are still many more men than women, it is just as important for the men to enable women to progress as it is for the women to make their way.



Find out more about support structures to enhance your working life at CERN >>>

#### GENERA

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](#).

### K Gaillard: "Asingularly unfeminine profession"



Watch the interview with CERN's  
video



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