

Diversity at CERN

Genevieve Guinot, Human Resources department – Diversity Office

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cern.ch/diversity

hr-diversity-info@cern.ch



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

A framework for an inclusive and respectful workplace

Principles of equal opportunities and non discrimination in our texts since 1996.

Since 2011, a Code of Conduct based on 5 values, one of them being diversity, and respect as the underlying notion.

Since 2012:

The Ombud's Office to help in the resolution of interpersonal situations in confidentiality, impartiality and independence; and reporting to Management on systemic issues.

The Diversity office to build policies and raise awareness; also reporting to Management.

A framework to handle harassment situations.

A range of support structures, networks, communities and clubs for a smooth integration



AS CERN CONTRIBUTORS, WE:

- Respect and value differences.
- Promote inclusiveness in the workplace in terms of both personal characteristics and professional abilities.
- Demonstrate team spirit and invest in team building.
- Treat others with tact, courtesy and respect.
- Abstain from and actively discourage discrimination in all forms.
- Avoid offending others by exercising restraint, and are aware that statements or actions not intended to be offensive to another person may be perceived as such.
- Refrain from unpleasant or disparaging remarks or actions, in particular on the basis of sex, age, religion, beliefs, nationality, culture, ethnicity, race, sexual orientation, status at CERN, disability, or family situation.



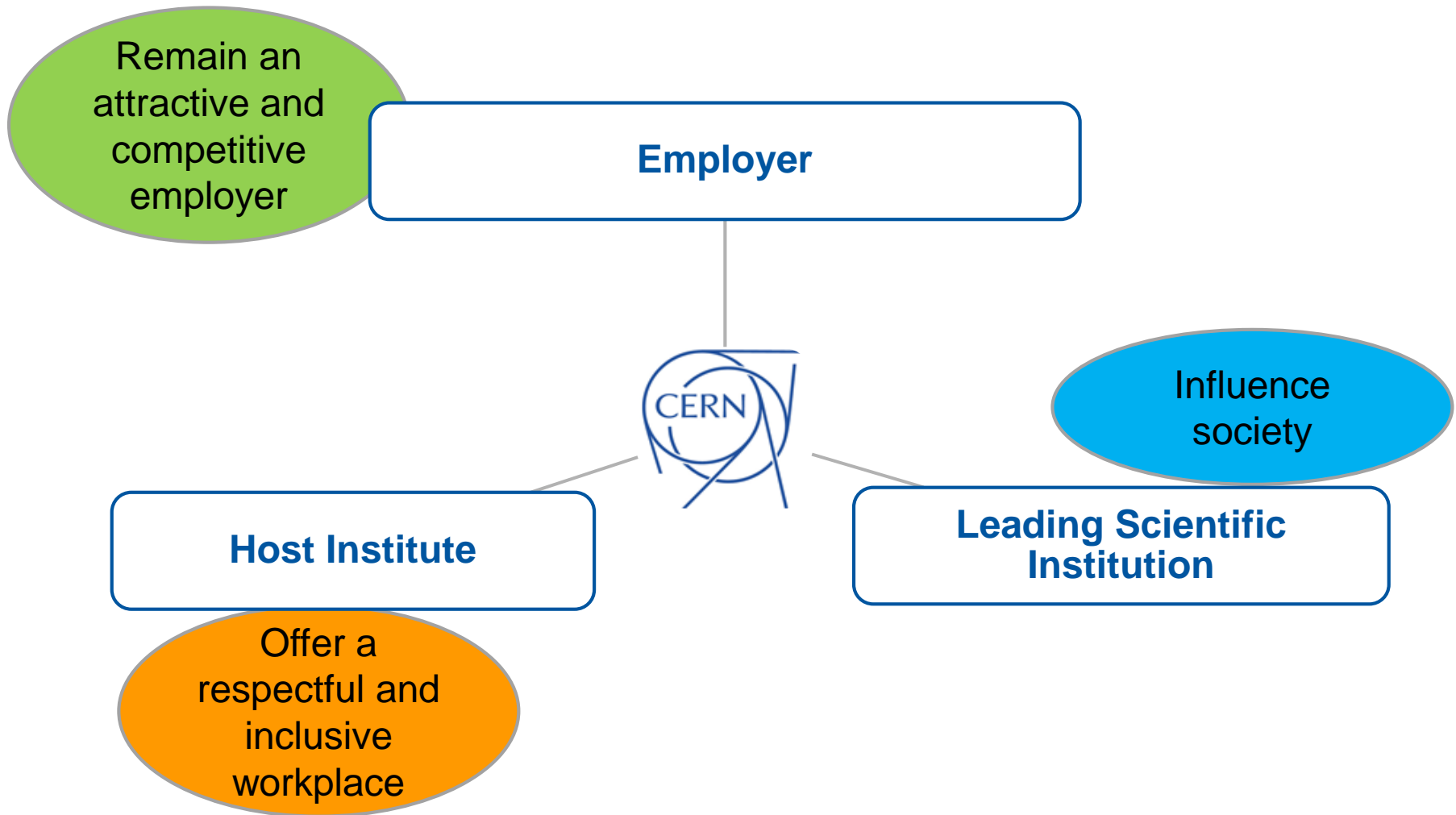
CERN-Brochure-2016-006-Eng December 2016

Communities

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



Scope of action



An emphasis on gender equality

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 women, by creating an inclusive work environment



... **E**mploying women and ensuring equitable HR processes

SIX WOMEN SHARE THEIR EXPERIENCE WORKING AT CERN

Diversity at CERN FCC - Movie



Human Resources
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Programmes and networks

- **The Post Career-Break Fellowship**
- **Advancing STEM students with disabilities / special needs in HEP**
- **Gender Inclusive Teaching workshop for highschool teachers**
- **The Diversity & Inclusion Network within the EIROForum**

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”*

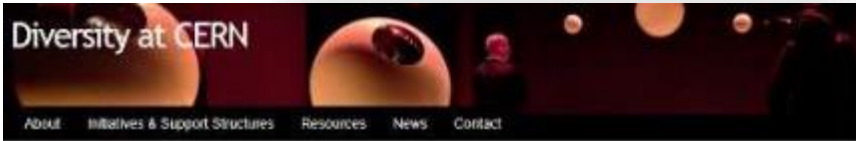


GVA GenderChamps @GVAGenderChamps · Sep 13

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



Take part and follow Diversity at CERN



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.

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 and Managing Diversity*. New Jersey: Pearson Education.

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



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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