

Diversity at CERN

Geneviève Guinot, Diversity Programme Leader, Human Resources

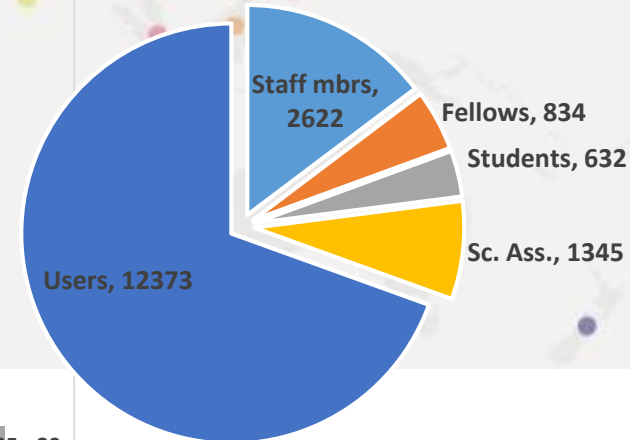
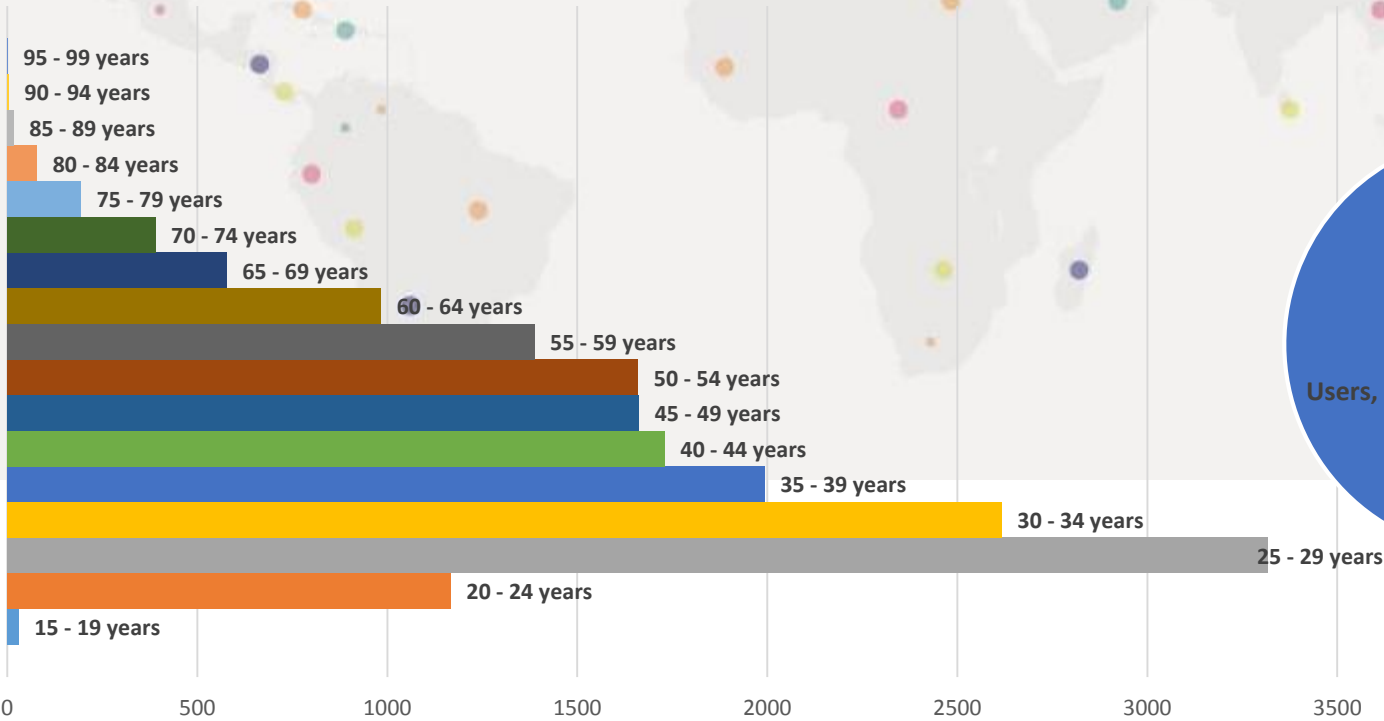
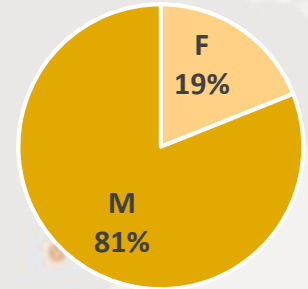
WIT Lecture, April 2018

cern.ch/diversity

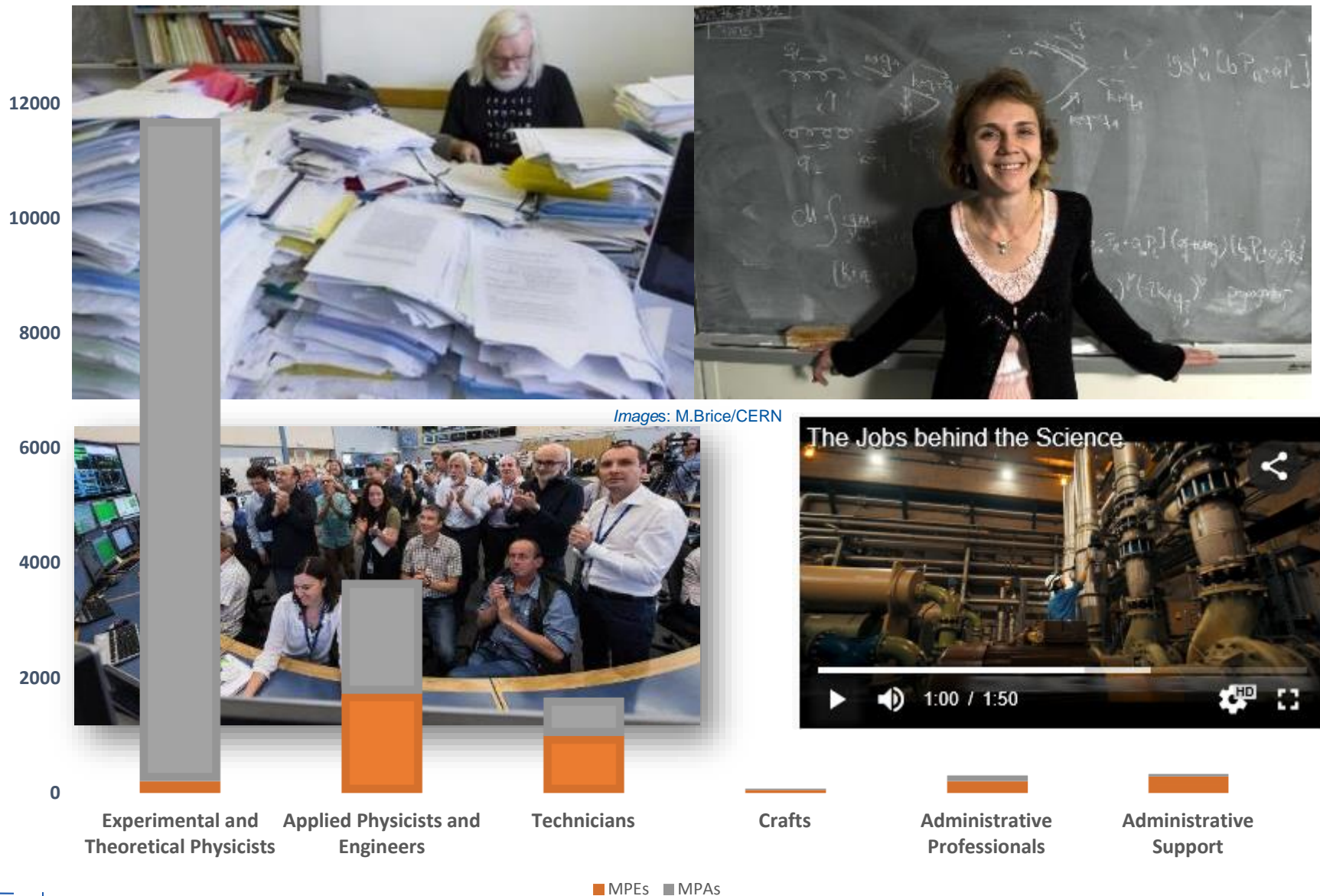


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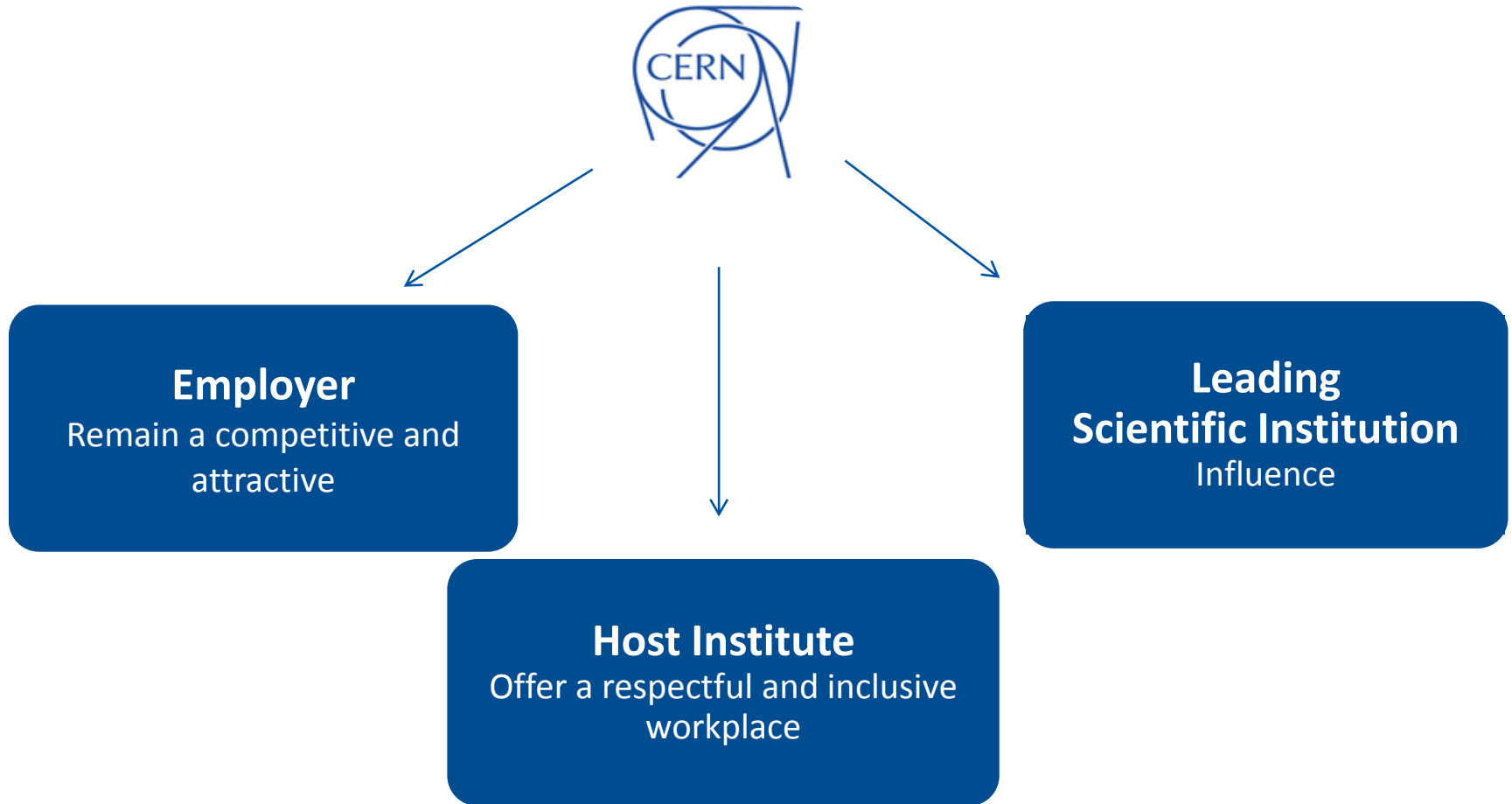
Diversity at CERN - demographics



Diversity at CERN – the professions

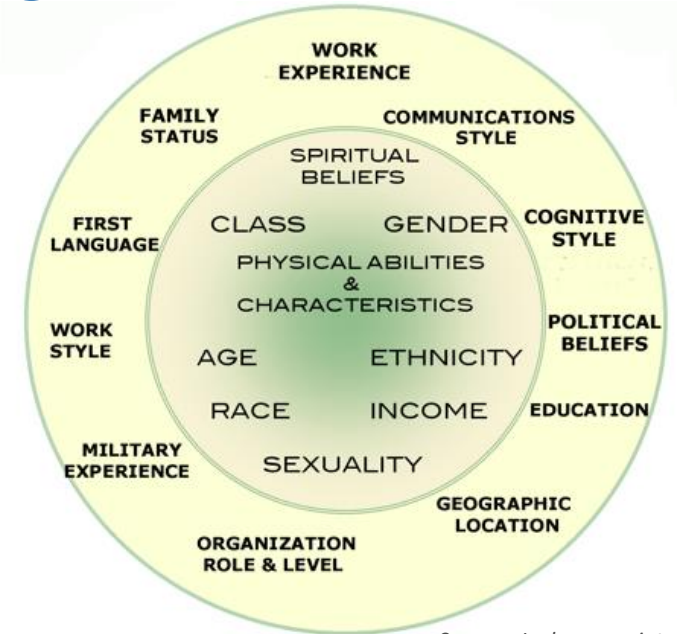


Scope of action - impact



Diversity mgt at CERN – working on inclusion

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



Source : Loden associates inc



Source : Dutch Anti-Discrimination Campaign Asks: Should You Have To Hide The Real You To Be Accepted? 2009



Source : Inclusion starts with I - Accenture



CERN Journey in Diversity – developing a framework for an inclusive and respectful workplace

1983

REPORT ON WOMEN IN SCIENTIFIC CAREERS AT CERN

Mary K. Gaillard
LAPP, Annecy, France
and
CERN, Geneva, Switzerland



1992

RAPPORT DU
GROUPE CONSULTATIF DE REFLEXION
SUR LA
SITUATION DES FEMMES

1996

Creation of an Equal Opportunity Office
First E.O and non discrimination statement published

2010

Values (5)
Code of Conduct

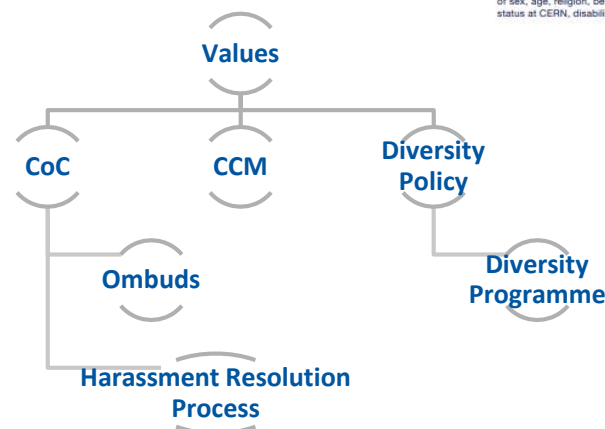
2012

Diversity Policy signed
Diversity Programme launched



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 2016-008-Eng December 2016



Areas of actions



- Build a collective diversity competency
 - Understand the Organization and mechanisms to act
 - Raise awareness

- Weave diversity standards into the practices, processes, and policies
 - Develop and improve programmes and policies
 - Provide advice at all levels, to all services and individuals

Promoting sustainable excellence through diversity in research careers



- Respond to external stakeholders' expectations
 - Report
 - Promote the Organization's vision

An emphasis on gender equality

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

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

...Employing them fairly...

SIX WOMEN SHARE THEIR EXPERIENCE WORKING AT CERN

Diversity at CERN FCC - Movie



- Monitoring of all HR processes
- Collegiality of all HR committees

... Enabling them i.e. creating an inclusive work environment



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A FAMILY-FRIENDLY WORK ENVIRONMENT

- Child care facilities
 - Support to dual careers
 - Leave for new parents
 - Family-related leave
- Inclusive definition of the family = 72% of staff members are parents, 4% of them are single parents ; 70% are married or with a civil partnership
 - Maternity leave: duration 16 - 23 weeks
 - Paternity leave: 10-15 working days
 - Parental leave: max 4 months



AN INCLUSIVE AND RESPECTFUL WORKPLACE

- Networks : LGBTQ+, Disability, Nationalities
 - Communities: WIT, Lunch Collider
 - Social Affairs Service, Psychologist, Occupational doctors, Ombuds
- Accessibility
 - A return-to-work policy
 - Informal networks
 - Language courses
 - Support Services

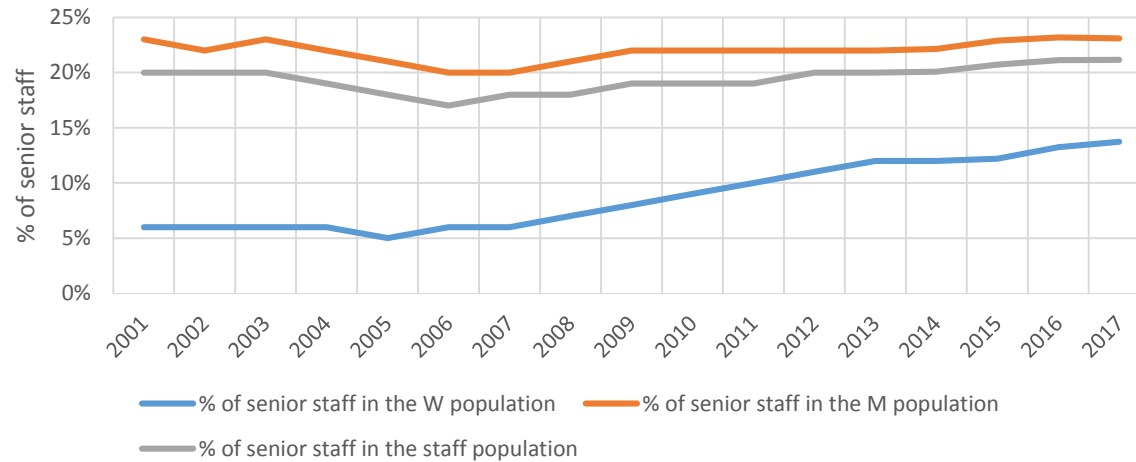


A PROFESSIONAL - PERSONAL BALANCE

- Guaranteed access to part-time work for new parents
 - Dynamic leave scheme taking into account the work life integration needs at different stages of the career / age
- Part-time work
 - Telework
 - Dynamic leave scheme
 - Pre-retirement programmes
 - A Campus with services and clubs

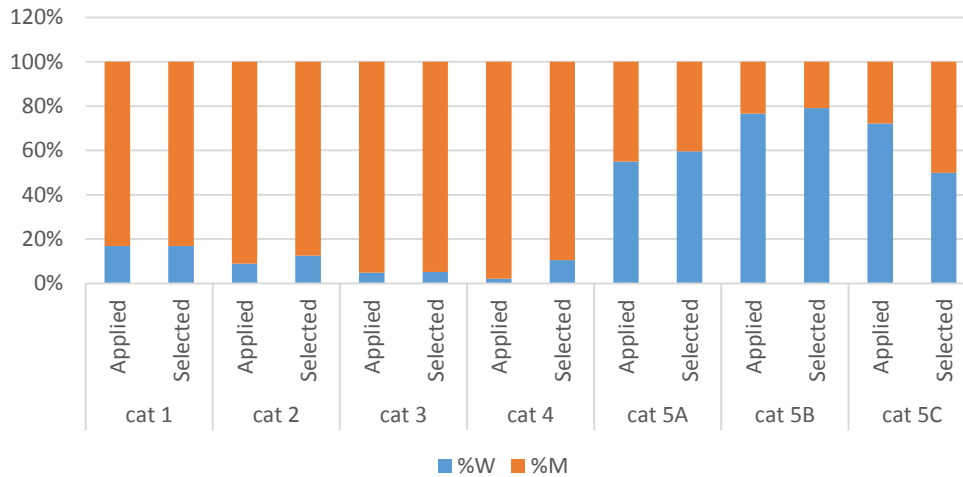
Gender balance

Evolution of the proportion of senior staff in the population by gender



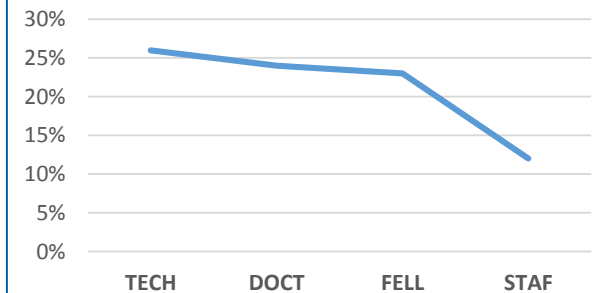
Source Pentaho – 31 December 2018

Applicants and selected candidates by gender - 2012-2017



Source Pentaho – 31 December 2018

Female leaky pipeline in categories 1 and 2



Source HRT – extracted 04-2018

Girls and Women in Science

CERN develops and participates in various activities to encourage female school-age students to take up science subjects and women to enter in the field of STEM.



CERN contributed to Girls in ICT Day for the second time in 2017, by hosting a free programming workshop for female students and young women. In the photo, the participants present the workshop's outcome. (Image: ITU)



On International Day of Girls and Women in Science 2017, CERN launched the “Naturally I’m a scientist” campaign, promoting role model women engineers, physicists and computer scientists.

Gender Inclusive Teaching

CERN's Diversity Office is joining efforts with science teachers

16 Aug 2017 -- Ioanna Koutava

For the third consecutive year, the CERN Diversity Office facilitated a work group with science teachers on the topic inclusive teaching in the framework of the CERN International Teacher Programme.

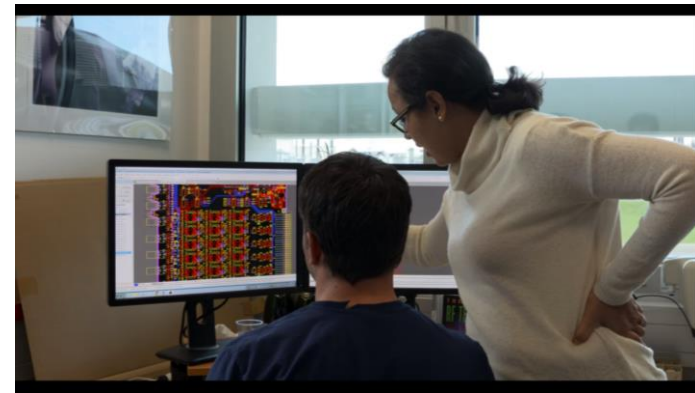


The CERN International Teacher Programme welcomes science teachers from around the world who would like to share their knowledge of particle physics, learn more about educational resources available, and collaborate with fellow science teachers of various nationalities. During the three weeks' programme, all teachers participate in work groups on various topics: "Gender Inclusive Teaching".

- Annual workshop with teachers on the topic of Gender Inclusive Teaching, since 2015
- **The aim?** To encourage teachers to re-think their teaching methods and build an inclusive classroom

The Post-Career Break Fellowship

An opportunity for scientists and engineers returning to work after a career break



- 2-year Fellowship at CERN for scientists or engineers
- For graduates who have been on a career break for at least 2 years
- The Fellows had career breaks due to personal reasons such as family or caring responsibilities

Sharing vision



Gender Equality Network in the European Research Area

GENERA carries out activities dedicated in gender equality in the Research area.



Working Group on Diversity and Inclusion



Fabiola Gianotti

Director-General, European Organization for Nuclear Research



“The International Gender Champions – Geneva provides an innovative platform for showing how very practical actions can have a direct impact on working conditions and perceptions. We need personal commitments to close gaps where they exist, to counter bias and to give everybody equal opportunities at all levels. It is a privilege to be part of the network and to help move forward the same opportunities for all.”

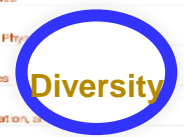
I support the IGC Panel Parity Pledge.

<https://www.generachampions.com/>



European Physical Society
(2017 Conference)

- Scientific Programme
- Accelerators for HEP
- Astroparticle Physics
- Cosmology, Dark Energy, Gravitational Waves
- Dark Matter
- Detector R&D and Data Handling
- Favour Physics and Fundamental Symmetries
- Heavy Ion Physics
- Higgs and New Physics
- Neutrino Physics
- Outreach, Education, and Public Engagement



Human Resources
Diversity Office

Raising awareness

Promoting sustainable excellence through diversity in research careers



Gender Inclusive Language

To ensure we use gender inclusive language, CERN established:

- A **2-hour workshop** on Gender Inclusive writing in French
- **Guidelines** for gender inclusive language in both English and French.



Film Screening: CODE - Debugging the Gender Gap

Monday 11 Sep 2017, 12:00 → 14:00 Europe/Zurich

503-1-001 - Council Chamber (CERN)

WIT Steering Committee

Description

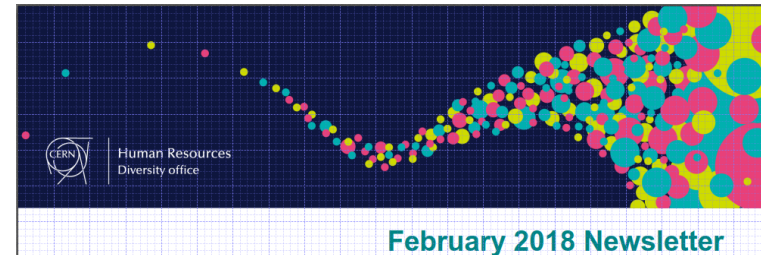


The CODE documentary exposes the dearth of female and minority software engineers and explores the reasons for this gender gap. CODE raises the question: what would work places and society gain from having more women and minorities code?

Join us for a screening of the CODE documentary in the council chamber, sponsored by the Diversity Office, followed by a light lunch, sponsored by the IT Department. The film will be in English with French subtitles.

The film is centred on the US but its messages and research are relevant for many countries, particularly Europe. Come along to continue the discussion!

Everyone is welcome, regardless of your coding experience, nationality or gender.



February 2018 Newsletter

➔ **Forthcoming: Event on Gender Equality in Education on 5 June 2018**



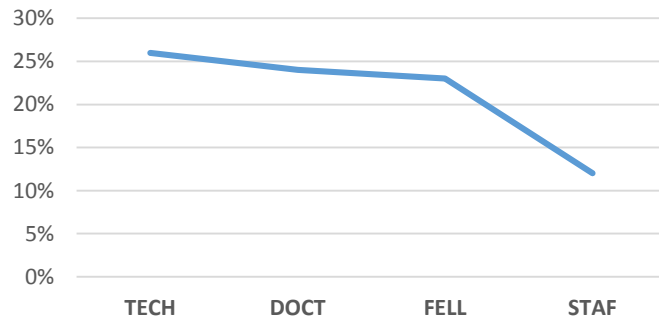
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Ongoing Work

The Leaky Pipeline

Gender imbalance in research:
72% - 28%

Female leaky pipeline in categories 1 and 2



Establish **interviews** of early career female employees. The aim?

To understand why women abandon the field, in order to attract and retain more women in science, engineering and computing.

Unconscious Bias in evaluation

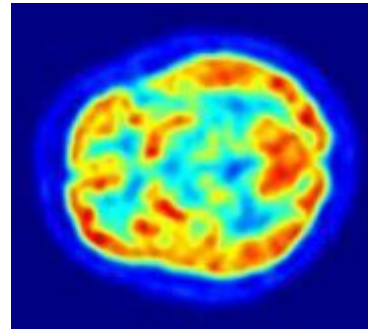


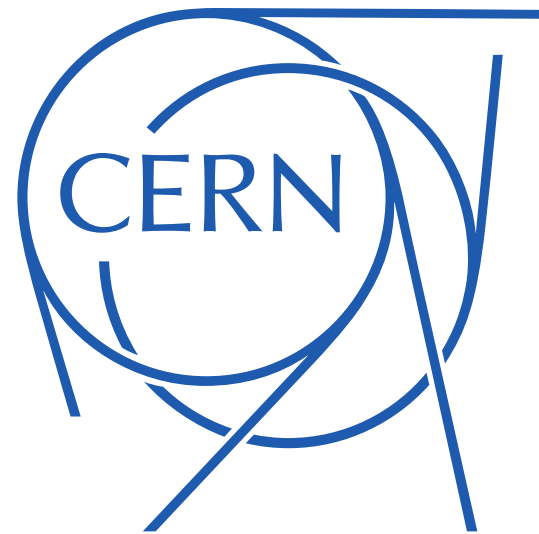
Image: Jens Maus, Wikimedia Commons)

Strengthen the already-existing training offered to the personnel.

Advancing the inclusion of STEM Students with disability / SEN in HEP and related fields



*“Diversity is, first of all, **giving everyone the same opportunity** and I don’t think today everyone on earth has the same opportunity”.*



Seniority

Table 22. Staff Members by Nationality, Grade and Gender - 31.12.2016

Nat.	Grade																		Grand Total					
	1		2		3		4		5		6		7		8		9		10		All	F		
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F		
AT					1	1	1		2	1	12	2	10	1	18	4	6					50	9	
BE							11	4	34	5	10	3	20	4	21		10		2			108	16	
BG					2	1	1		1		4	1	2	2	3							13	4	
CH					22	15	46	19	48	10	17	2	21	4	16	3	11	1	3			184	54	
CY																	1					1	0	
CZ					1		1	1		1		4	1	1		1						9	2	
DE					1	1	8	3	22	2	38	4	27	4	41	1	34	2	8	1		179	18	
DK					1	1	1	1	6		2		5		2		1		1	1		19	3	
ES					4	1	10	4	11	3	21	2	56	11	30	12	19	5	5	1	1	157	39	
FI					1		5	1	2		7	4	5	1	2		4		2			28	6	
FR					18	1	151	41	386	88	180	34	102	22	69	23	65	15	19	5	7	1	997	230
GB					5	2	10	5	32	12	33	9	33	9	37	7	25	3	27	3	5	207	50	
GR					2	2			4		13	2	2		5		3	1				29	5	
HU					2	1	1	1	2		6	2	2		1	1						14	5	
IL											1											1	0	
IT					1		8	5	24	3	25	3	81	12	53	10	62	8	34	5	9	1	297	47
NL					1		1		4	1	15	1	9	1	10	1	16		10	1		66	5	
NO								3	1	3	1			1		3		1				11	2	
PL					1	1	6	2	4		31	4	15	2	6	1				1		64	10	
PT					2		1		7		9	1	21	1	7	1	9	2	1	1		57	6	
RO							2	2	2	2	1		9	1								14	5	
RS											3	1										3	1	
SE					1		2	1	4	3	2		2	1	2	1	11	1	3			27	7	
SK									1	1			3		5	1	4		1			14	2	
NMS											4	1	4		2	1	1	1	1			11	3	
Total	0	0	34	4	223	83	551	144	420	73	466	82	325	73	334	45	170	21	37	4	2,560	529		

Still under representation at lower grades

