

Diversity at CERN

The Diversity Office

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ONBOARDING, March 2018

visit cern.ch/diversity
contact: hr-diversity-info@cern.ch



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Diversity at CERN – the population

14,092

International
Collaborators

2,663

Staff Members

Total of

17,532

807
Fellows

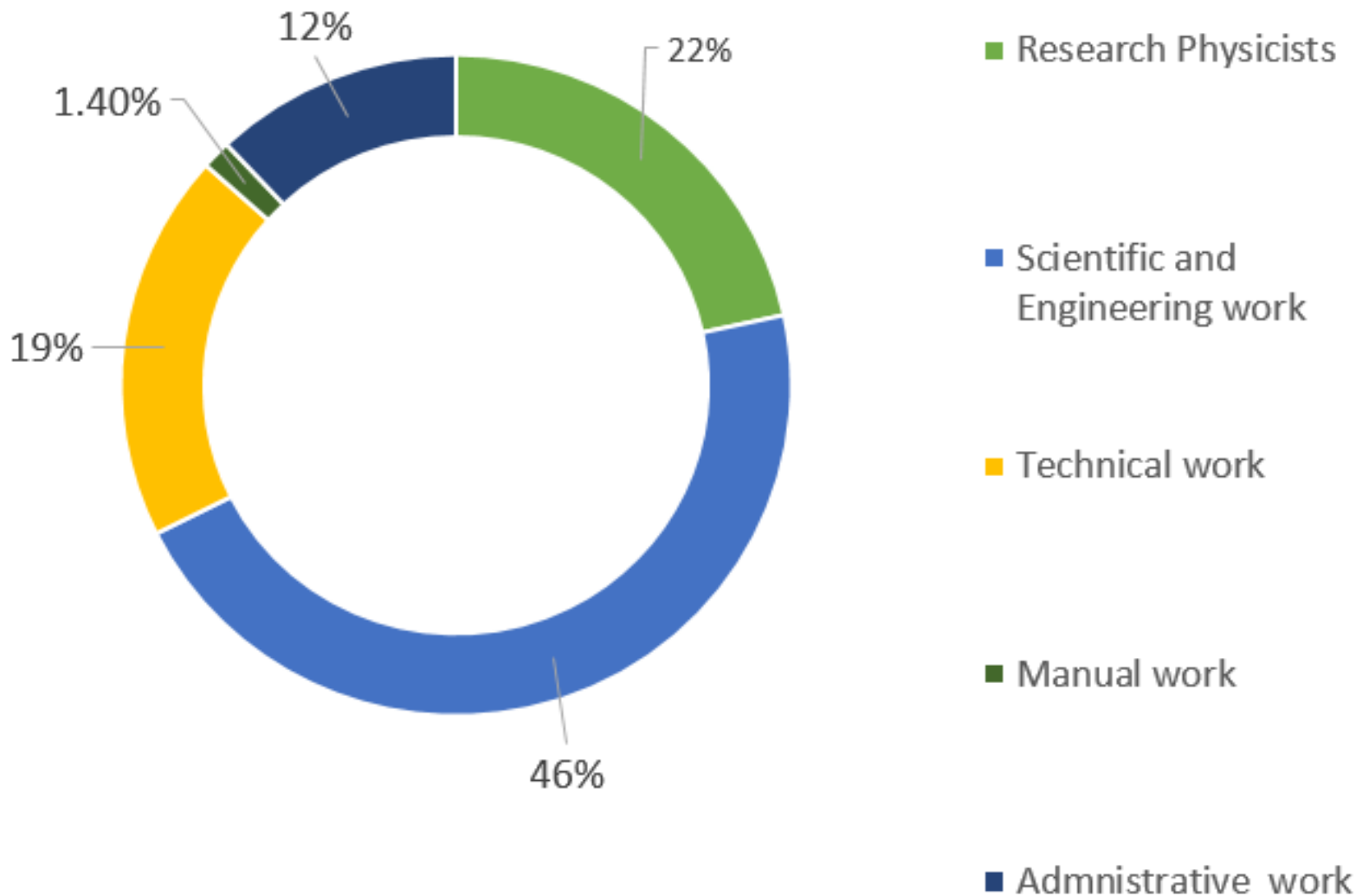
579
Students

698
Scientists in
Exchange

CERN Annual Personnel Statistics 2017
Members of Personnel



Diversity at CERN – The professions



Diversity at CERN – The professions



Image: M.Brice/CERN

Image: J.Wiener/CERN



Diversity at CERN – the dimensions

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

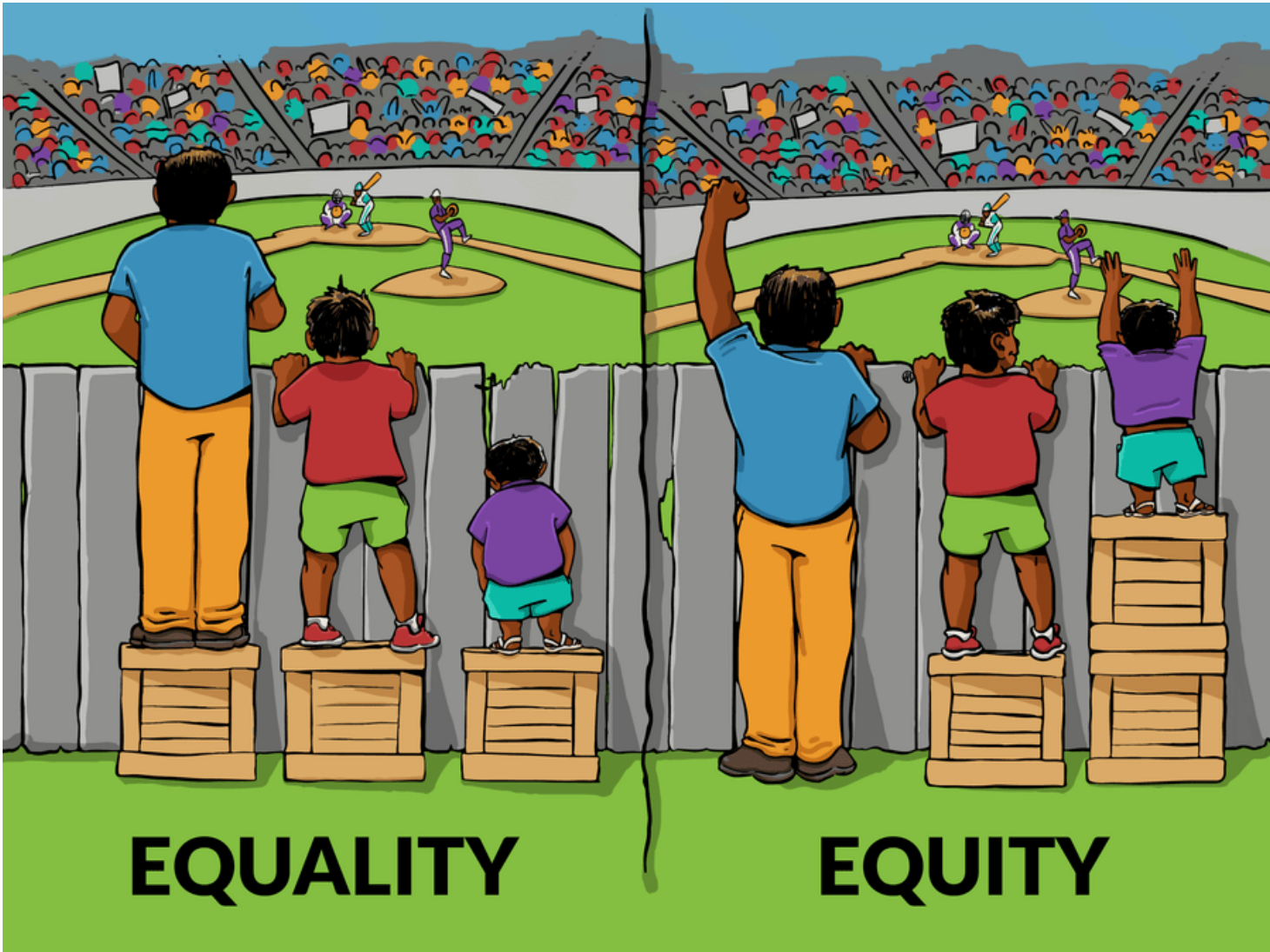


Image: R. Hradil/CERN



Image: M. Brice/CERN

Equal opportunities



EQUALITY

EQUITY

Equal opportunities



Your Life @ CERN



ÉQUILIBRE VIE
PROFESSIONNELLE-
VIE PRIVÉE

UN
ENVIRONNEMENT
DE TRAVAIL
ACCUEILLANT
POUR LES
FAMILLES

UN ENVIRONNEMENT
PROFESSIONNEL
INCLUSIF ET
RESPECTUEUX

- Part-time work
- Telework
- Dynamic leave scheme
- Pre-retirement programmes

- Childcare facilities
- Support to dual careers
- Leave for new parents
- Other family-related leave

- Accessibility
- A return-to-work policy
- Informal Networks: LGBTQ, Disability, Nationalities
- Language courses
- Social Affairs Service, Ombuds, Medical Service, Psychologist



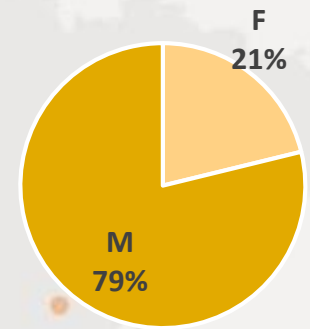
What do we do at the Diversity Office?

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



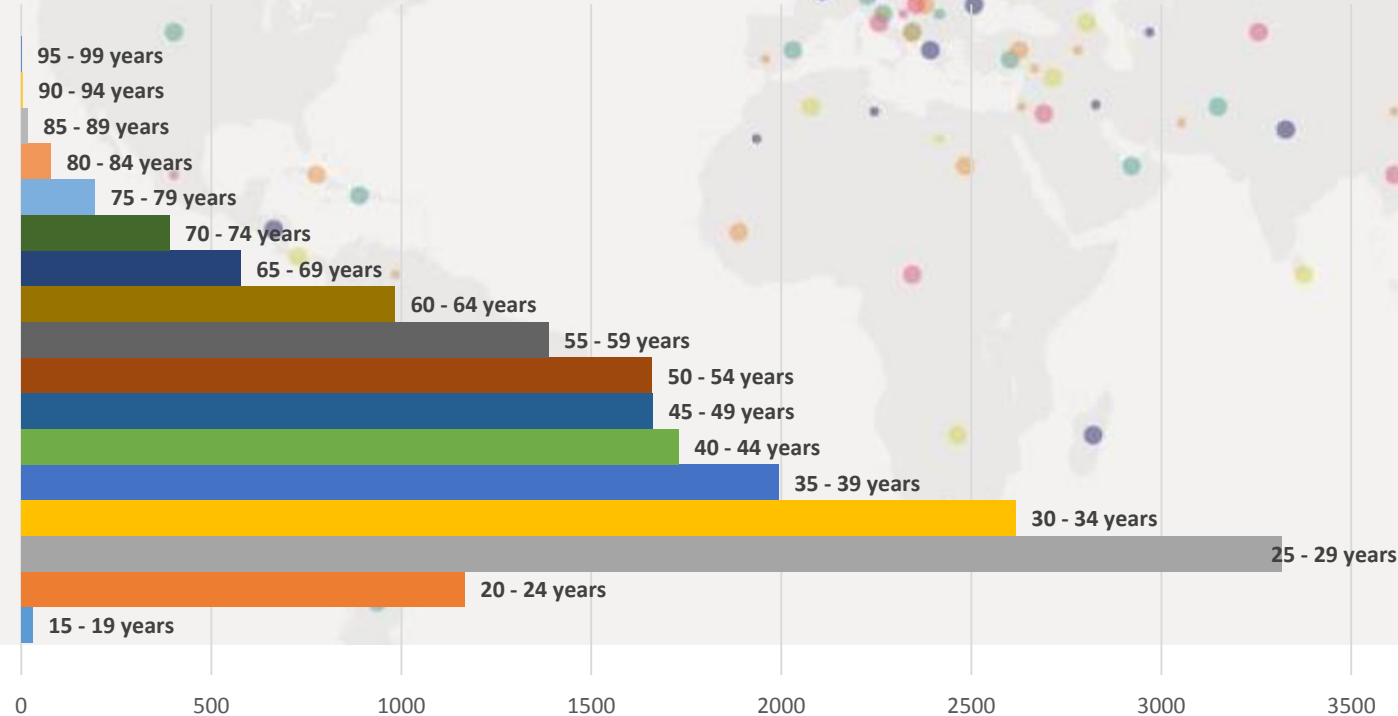
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Diversity at CERN - demographics



CERN Annual personnel statistics 2017
Employed members of personnel

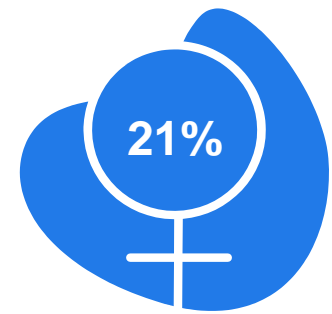
Age distribution



Source HRT : all members of personnel – extracted 04-2018



An emphasis on gender equality



CERN Annual statistics 2017
Employed 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**nabling them i.e. creating an inclusive work environment

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



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Accessibility



(Images: CERN)

✓ Accessibility referred to on the CERN GIS.

- ✓ ▾ Facilities for persons with disabilities
- ✓ > Wheelchair accessible toilet
- ✓ > Accessible path from 33 to 500
- ✓ > Accessible parking place
- > Other Facilities



✓ Further support structures on cern.ch/diversity

Support Structures for people with disabilities

Disability is one of the five dimensions covered by CERN's diversity policy, embedded under "Individual Differences" address the special needs of people with reduced mobility, meaning access and equipment as needed as well as support appropriate for persons with temporary or permanent disabilities.

[Finding infrastructures for people with reduced mobility](#)

[Entrance Formalities for people with reduced mobility](#)

[Wheelchair accessible Hotel Rooms](#)

[Temporary "reduced mobility" parking permit](#)

[Remote work](#)

[Contact the Disability Network at CERN](#)

EPS grant-awarded
project to create
**internship positions
for STEM students
with disabilities**



Support structures for spouses / partners



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

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

Discover more at
cern.ch/diversity/spousesupport



Programmes and networks

- The Post Career-Break Fellowship
- Gender Inclusive Teaching workshop for highschool teachers
- The International Gender Champion Network
- EIROforum Diversity and Inclusiveness Network



“Appreciating differences, fostering equality and promoting 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 Gender Champs @GVAGenderChamps - Sep 13

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



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*

Diversity Office

Take part !

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



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Raising awareness

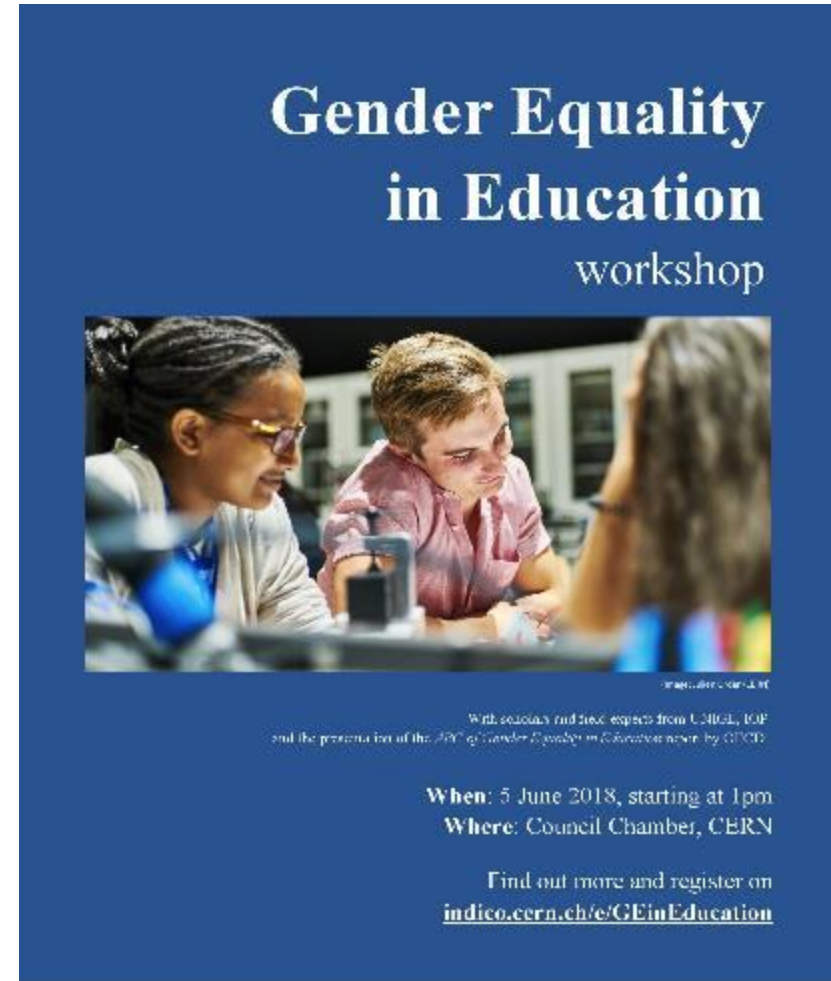


The poster features a dark blue background with a circular arrangement of colorful dots in shades of yellow, pink, and teal. The text is centered within this circle.

Diversity in Action WORKSHOP

Would you like to learn how stereotypes form?
How they could affect our professional life?


Would you like to explore ways to recognise
and overcome unconscious biases?



The poster has a dark blue background. At the top, the title is in large white serif font. Below it, a photograph shows three people in a meeting. At the bottom, there is text in white and yellow.

Gender Equality in Education

workshop



With speakers and field experts from UNESCO, IOP
and the presentation of the *IPCC Gender Equality in Education* report by OECD

When: 5 June 2018, starting at 1pm
Where: Council Chamber, CERN

Find out more and register on
indico.cern.ch/e/GEinEducation



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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 shows the CERN Diversity website. The top navigation bar includes '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 discusses a workshop and a 'Gender in Physics' day. Below the text is a video player for 'Your Life@CERN: The Your Life@CERN Brochure'. To the left of the article is a sidebar with other news items: 'Diversity in Action work' (30 May 2016), '“HEP - still an unfeminine profession”' (01 May 2016), and 'FCC study to make gender' (20 Apr 2016). A photo of Sjoerd de Jong, President of CERN Council, is also visible.

[Subscribe to the Diversity newsletter!](#)



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