Diversity at CERN

Diversity Office, HR department
ONBOARDING, December 2018

visit cern.ch/diversity
contact: hr-diversity-info@cern.ch
Diversity at CERN – the dimensions

- Nationalities / cultures
- Age and generation
- Gender
- Professions
- Individual differences such as sexual orientation, belief, physical ability
Diversity: from Recruitment...

- Interviewing techniques are competency-based
- All selection committee members receive training (also on unconscious bias)
- Decisions are made by gender-diverse committees in a collegial manner
- Statistics are monitored and reported. For example:

![Evolution of the percentage of Female members of personnel](image)
... to the working environment

- **CERN Code of Conduct** (Applies to any person working at or on behalf of CERN)
- **CERN Diversity Policy**
- **Principles and Procedures Governing Complaints of Harassment** *(CERN Operational Circular 9)*

### Code of Conduct extracts
- “Treat others with courtesy, tact and respect”; “Respect and value differences”
- “...Actively discourage all forms of harassment as well as verbal, non-verbal, written or physical abuse”

### Diversity Policy extracts
- 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.

- **Ombuds Office, Social Affairs Service, Medical Service, Staff Association**
- **HR Advisers and Programme coordinators**
What is at your disposal?

Resources

- Diversity Office
- Informal Networks: LGBTQ, Disability, Nationality & communities as “Women in Technology”
- Support structures for people with disabilities
- Policies: Code of Conduct, Diversity Policy, Harassment Investigation Panel

Training

- Diversité dans le langage: s'exprimer de façon inclusive...
- Workshop: Effective-cross cultural communication
As well as...

Family-friendly policies

- Equal treatment of spouses and registered partners (including for LGBT couples and parents)
- Parental, maternity and paternity leave: 4 months (unpaid), 16 weeks and 10 days, respectively
- Flexibility for new parents – guaranteed access to part-time work
- Dual career support measures

Policies promoting a healthy work-life balance

- Teleworking flexibility
- Part-time work
- Increased flexibility of leave scheme
  (leave for caring responsibilities / learning opportunities)

Further information on the Your Life @ CERN brochure
Take part!

Programming workshop for women & girls

Workshop on accessibility
More information?

Diversity Office newsletter
cern.ch/diversity

Learn more: reports & videos

- Annual Personnel Statistics; (2018)
- Diversity Office presentation at TREF (2018) (including diversity statistics)
- “Support for early careers in science at CERN. Understanding expectations.” [Research study carried out at CERN, taking a gender perspective.](#)
- “Gender Equality in Education” workshop presentations (2018)
- “Workplace Accessibility” seminar recording (2018) – in French

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