



Human Resources
Diversity Office

Diversity at CERN

Diversity Office, HR department

ONBOARDING, December 2018

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



Human Resources
Diversity Office

Activity



Support from CERN Member States
Reporting to Member States



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

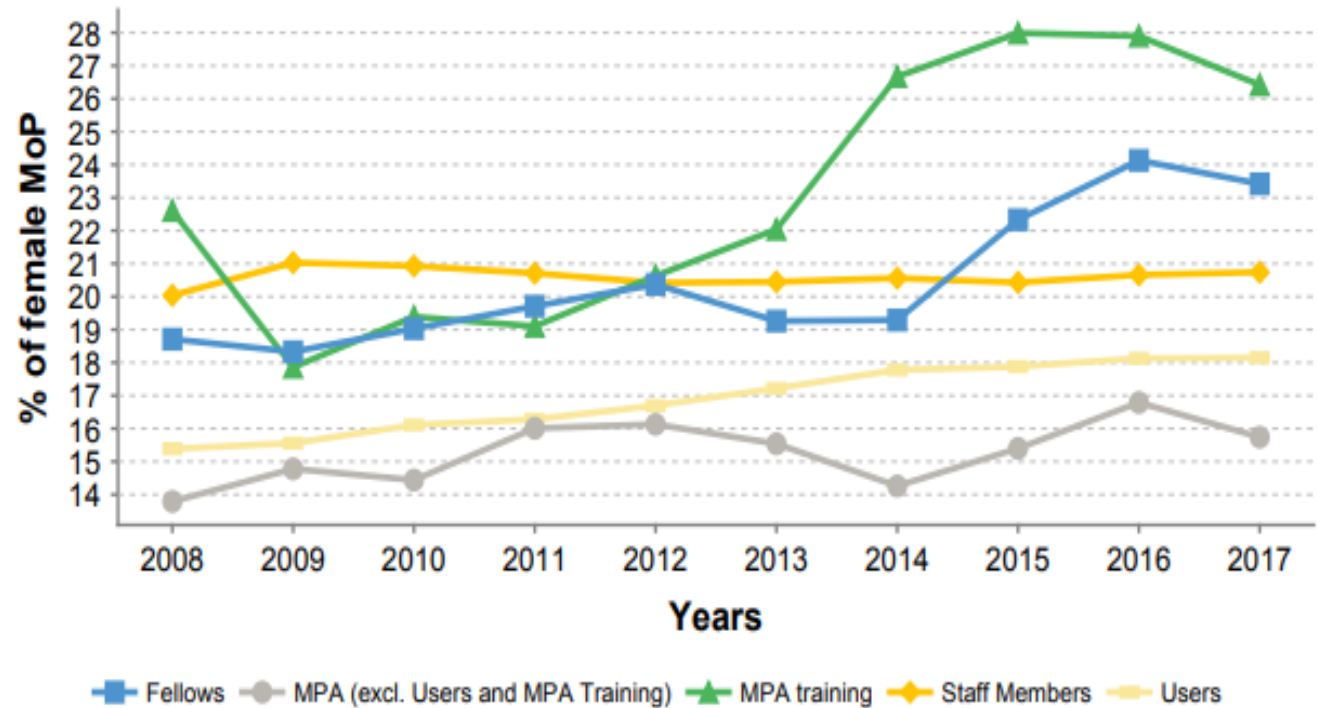


Image: M. Brice/CERN

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



... 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?

Women in Technology @ CERN

A grassroots community

Welcome to LGBTQ CERN



⇒ 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)



Take part!

Programming workshop for women & girls



Django Girls Geneva participants at IdeaSquare. (Image: Marzena Lapka)

Workshop on accessibility



Jerome Cibadier, Adjoint Technique de la Déléguée Nationale pour le Handicap du Ministère Français des Armées giving a lecture on the topic of workplace accessibility at CERN.



Juniors' Diversity Workshop: July 2018

Thursday 19 Jul 2018, 09:30 — 11:30 Europe/Zurich

IdeaSquare, Building 3179 (CERN)

Erin Frances Gauger (University of Texas at Austin (US)) Genevieve Guinot (CERN) Ioanna Koutava (CERN)
Jeremy Wilkinson (Université d'Orléans (FR))

Gender Equality in Education workshop



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Workshop and their reports from CERN, IOP and the proceedings of the JACoW on Women's Education are by CERN.

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

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

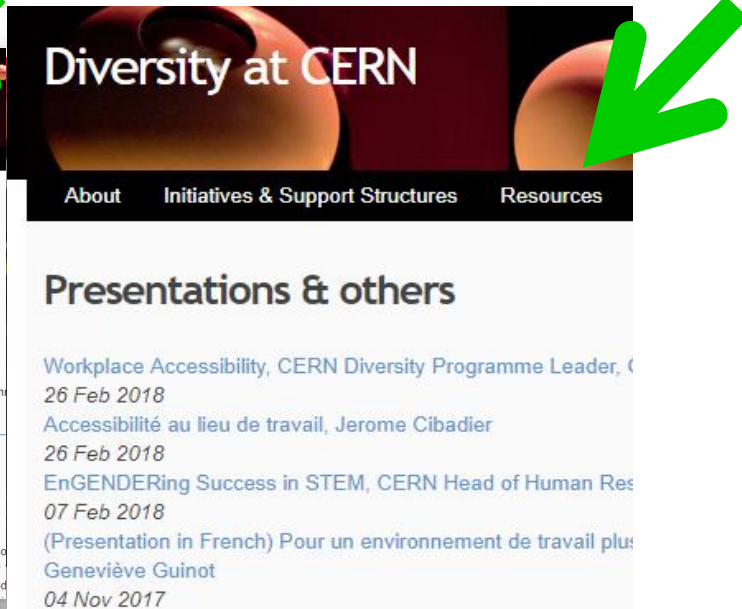
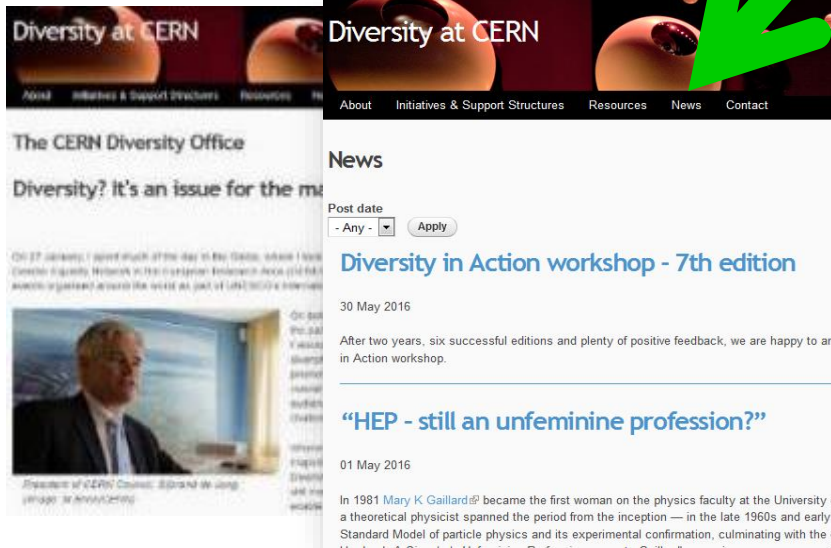


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More information?

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 \(2018\)](#)
- ⇒ [Report of the CERN Ombud - \(2017\)](#)
- ⇒ [“Workplace Accessibility” seminar recording \(2018\) – in French](#)



