



Diversity and Inclusion at CERN

Diversity & Inclusion Programme, HR department

ONBOARDING, December 2019

visit cern.ch/diversity-and-inclusion
contact: diversity.inclusion@cern.ch



Human Resources
Diversity & Inclusion Programme

Diversity at CERN – the population

14,436

International
Collaborators

2,667

Staff Members

Total of

17,942

839

Fellows

547

Students

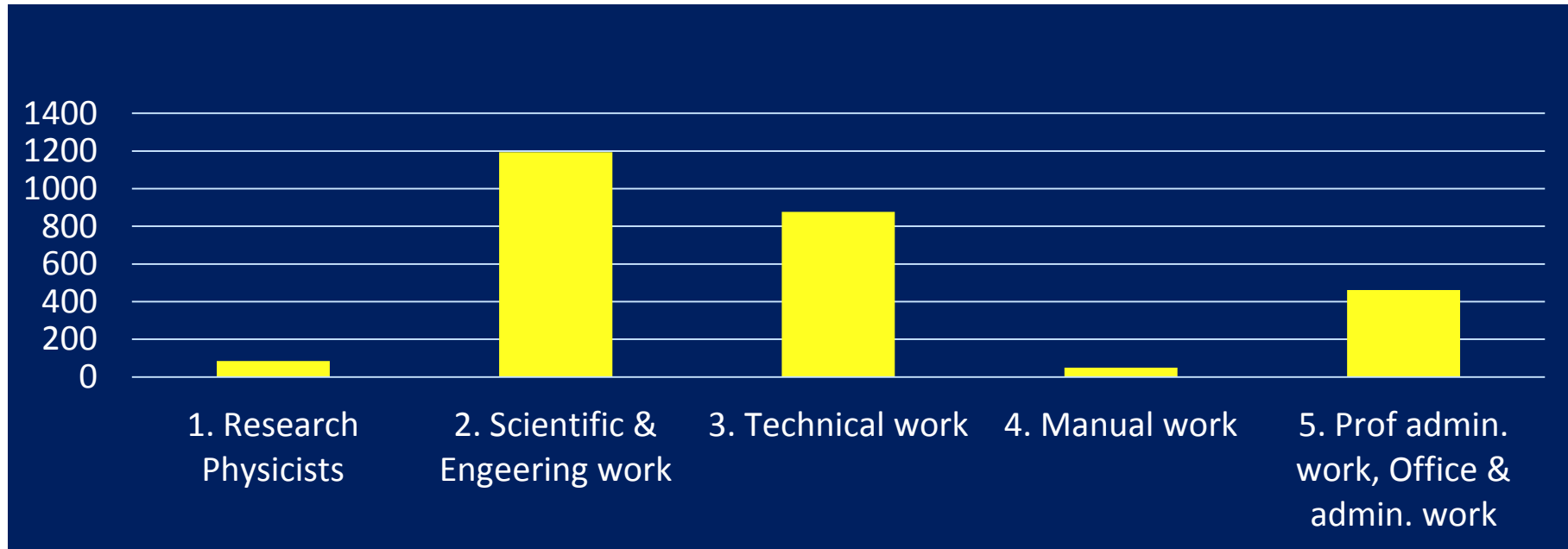
698

Scientists in
Exchange

CERN Annual Personnel Statistics 2018
Members of Personnel



Diversity at CERN – the professions



CERN Annual Personnel Statistics 2018
Staff



Diversity at CERN – the professions



Image: J.Wiener/CERN

Image: M.Brice/CERN



Diversity at CERN – the dimensions



Image: R. Hradil/CERN



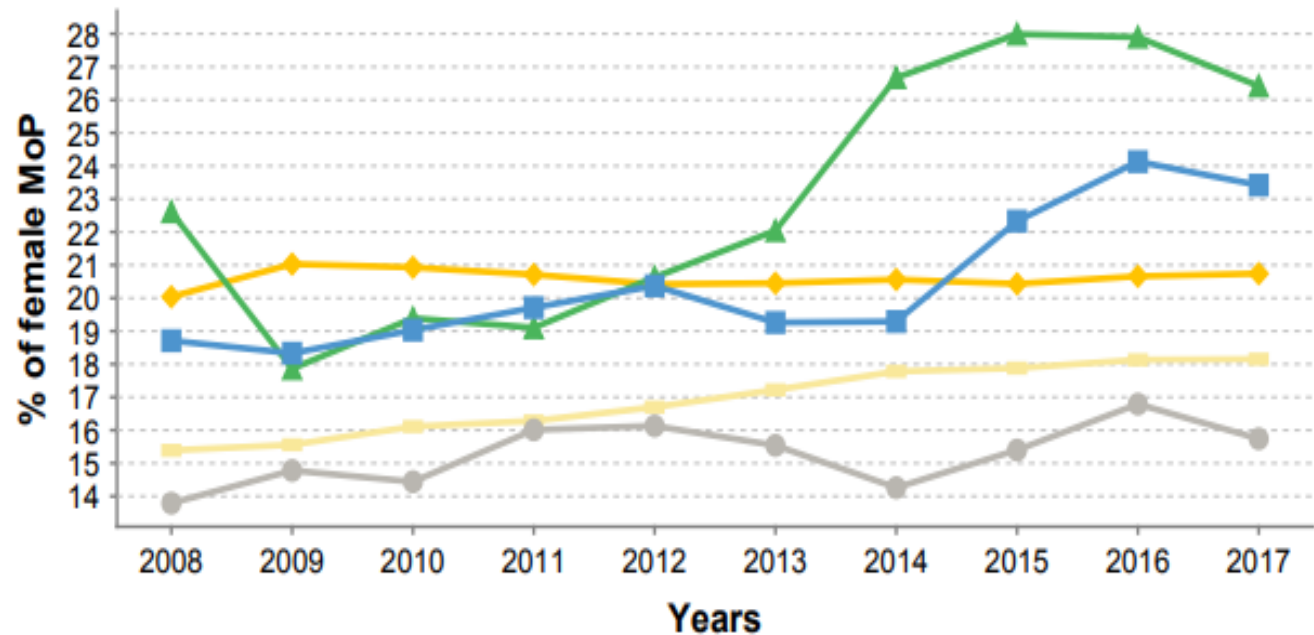
Image: M.Brice/CERN



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



From Diversity to Inclusion



Image: Marion Brenner, Guardian

... 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.*

Inappropriate behaviour? Misconduct? Harassment?

Response Channels

Handling your concern in <u>full confidentiality</u>	Contact Information	Listening	Mediation	Advice & Guidance	Receipt of formal complaint; Investigation; Disciplinary action
Ombuds Office	ombuds@cern.ch 500-1-04	✓	✓	✓	
Social Affairs Service	social.affairs@cern.ch 33-1-38	✓		✓	
Medical Services	medical.service@cern.ch 57-1	✓		✓	
HR Adviser, or HR Coordinator (Fellows, Students)	cern.ch/hr/hr-key-contacts 5-1	✓	✓	✓	
Staff Association	staff.association@cern.ch 64-R-010	✓		✓	
Your Department Head, or Head, Human Resources	(name)@cern.ch, or hr-dept.head@cern.ch	✓			✓
Harassment Investigation Panel (HIP)	Contact HIP Chair: cern.ch/hr/content/anti-harassment- policy				✓



For further information on CERN's anti-harassment policy:
cern.ch/hr/content/anti-harassment-policy



All members of
personnel (incl. Users)



Staff, Fellows,
Students*

*Students: TECH, ADMIN, DOC, Short-Term
Internship programmes coordinated by CERN HR

What is at your disposal?

Women in Technology @ CERN
A grassroots community

Welcome to LGBTQ CERN



⇒ Resources

- Diversity & Inclusion Programme
- 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

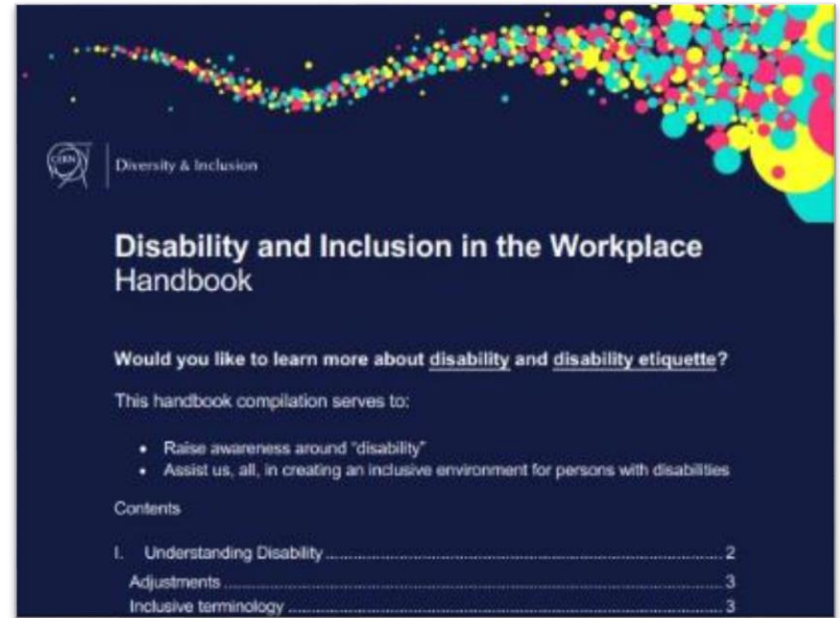
- Teleworking flexibility
- Part-time work
- Increased flexibility of leave scheme

(leave for caring responsibilities / learning opportunities)



Take part!

Programming workshop for women & girls



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.

More information?

cern.ch/diversity-and-inclusion

contact : diversity.inclusion@cern.ch



[Newsletter](#)

DIVERSITY

Diversity is a shared responsibility.

Let's all work together to create an open
and inclusive work environment.



It's all about respect.

[**cern.ch/go/respect**](https://cern.ch/go/respect)

