



Diversity and Inclusion at CERN

Diversity & Inclusion Programme, HR department

ONBOARDING, June 2020



Human Resources
Diversity & Inclusion Programme

Contact: diversity.inclusion@cern.ch
Visit: diversity-and-inclusion.web.cern.ch

Diversity at CERN – Members of the Personnel

14,233

International
Collaborators

2,660

Staff Members

Total
17,663

770
Fellows

520
Students

574
Scientists in
Exchange

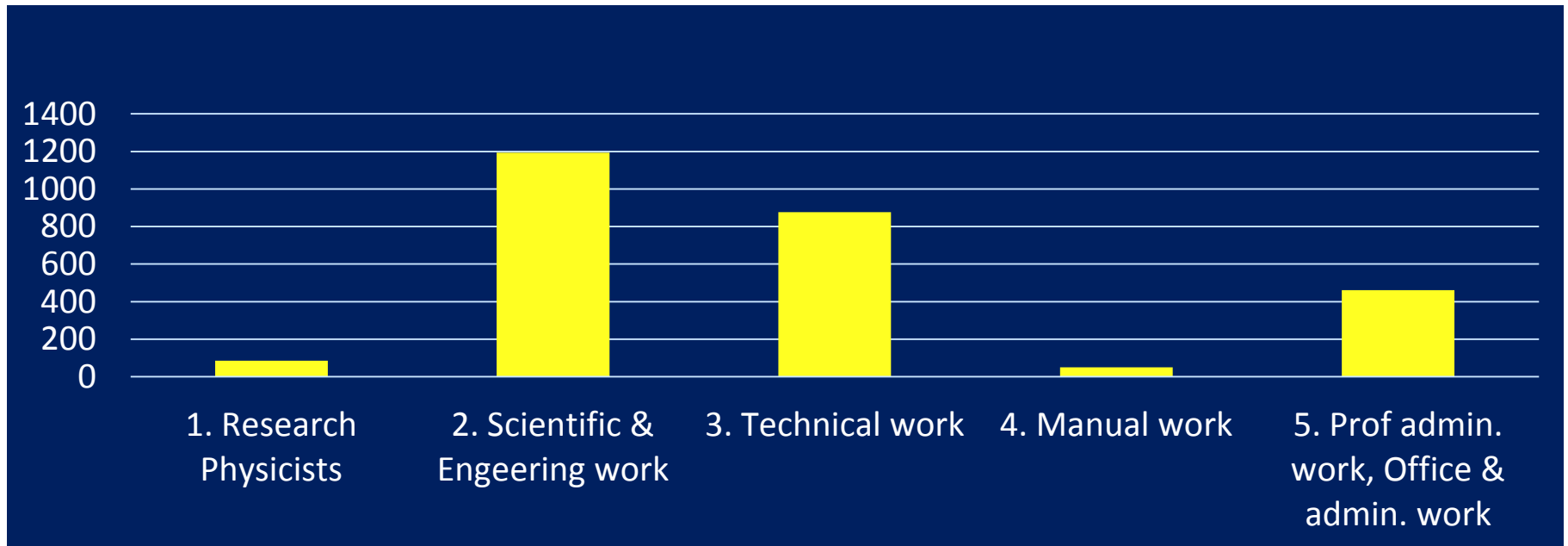
Diversity at CERN – the professions



Image:
J.Wiener/CERN



Image:
M.Brice/CERN



Diversity at CERN – the dimensions



Image: R. Hradil/CERN



Image: M.Brice/CERN



Diversity at 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
- Personnel statistics are monitored and reported on an annual basis.



From Diversity to Inclusion



Image: Marion Brenner, Guardian

Inclusive policies

Code of Conduct extracts

*“Treat others with courtesy, tact and respect
(...) Actively discourage all forms of harassment
as well as verbal, non-verbal, written or
physical abuse”*

⇒ CERN Code of Conduct (Applies to any person working at or on behalf of CERN)

⇒ Principles and Procedures Governing Complaints of Harassment (CERN Operational Circular 9)

⇒ Family friendly:

- Equal benefits for spouses and registered partners (including for LGBT couples and parents)
- Maternity, paternity and parental leave: 16 weeks, 10 days, 4 months (unpaid), respectively
- Contract extension for Fellows on maternity leave
- Flexibility for new parents – guaranteed access to part-time work
- Dual career support measures

⇒ Work-life balance

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



At your disposal

Women in Technology @ CERN

A grassroots community

Welcome to LGBTQ CERN

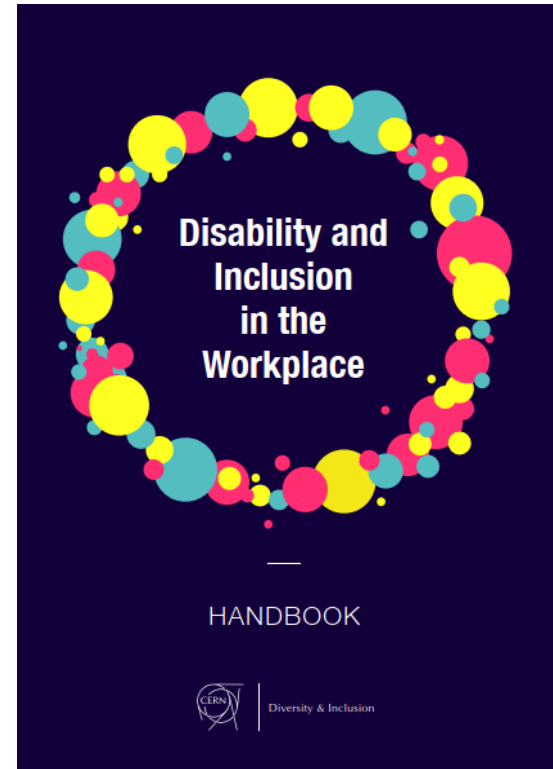


⇒ Resources

- Diversity & Inclusion Programme
- Informal Networks: LGBTQ, Disability, Nationality, “Women in Technology”
- Policies: Code of Conduct, OC9 on Harassment Complaint Procedure (Harassment Investigation Panel)

⇒ Training

- Diversité dans le langage: s'exprimer de façon inclusive...”
- Workshop: Effective cross-cultural communication
- Training for new Supervisors



Inappropriate behaviour? Misconduct? Harassment?

CERN's Response Channels

Handling your concern in <u>full confidentiality</u>	Contact Information Building-floor-office location	Listening	Mediation	Advice &/or Guidance	Receipt of formal complaint; Investigation; Disciplinary action
Ombud's Office	ombuds@cern.ch 500-1-04	✓	✓	✓	
Social Affairs Service	social.affairs@cern.ch 33-1-38	✓		✓	
Medical Service	medical.service@cern.ch 57-1	✓		✓	
HR Adviser (Staff) or HR Coordinator (Fellows, Trainees, Students)	cern.ch/hr/hr-key-contacts 5-1 & 5-2	✓	✓	✓	
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)	HIP Chairperson HIP.Chair@cern.ch			✓	✓



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



All members of personnel
(incl. Users)



Staff, Fellows, Trainees,
Students*

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



CERN statement on diversity and inclusiveness

6 June 2020

The search for knowledge is an intrinsic human aspiration; it cuts across borders of political ideologies, race, gender and cultures, at all times. CERN was founded with a spirit of international collaboration and peace at its core. Hence, our community strives to carry out its scientific mission in a cooperative, respectful and inclusive manner.

Scientists are also citizens and can be individually or collectively victims of discrimination. Discrimination has not been fully eliminated from STEM, and there is more to be done. CERN reaffirms its commitment to ensuring diversity and inclusiveness of its personnel and to supporting all efforts to confront discrimination in scientific research activities, internal and external to the Organization.

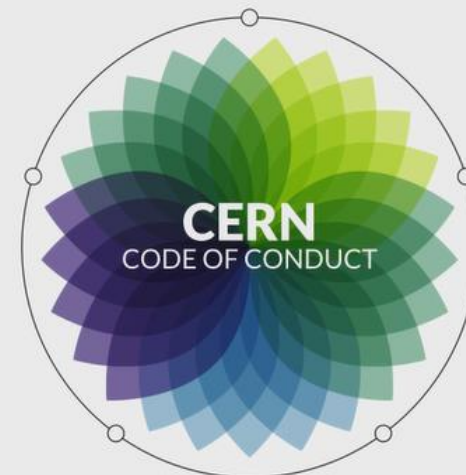
CERN understands that individuals within the members of the personnel may wish to express their peaceful and respectful support for the efforts to eliminate discrimination – in all its forms – in research and beyond.





DIVERSITY

*Diversity is a shared responsibility.
Let's all work together to create an open
and inclusive work environment.*



It's all about respect.



Contact us:

diversity.inclusion@cern.ch

diversity-and-inclusion.web.cern.ch

[Newsletter](#)

