



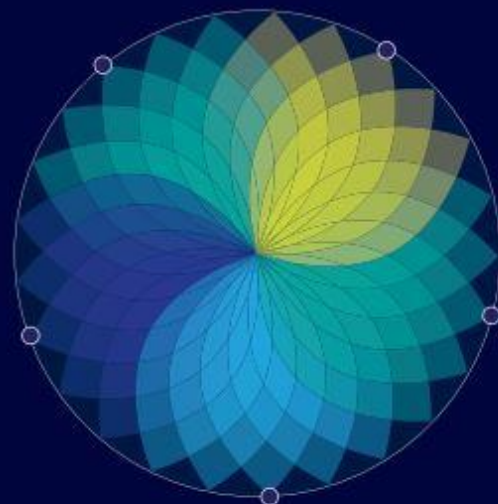
Diversity & Inclusion

# Diversity & Inclusion Programme

Induction 2020

Louise Carvalho  
Kristine Kotte-Eriksen  
[diversity-and-inclusion.web.cern.ch](https://diversity-and-inclusion.web.cern.ch)





## DIVERSITY

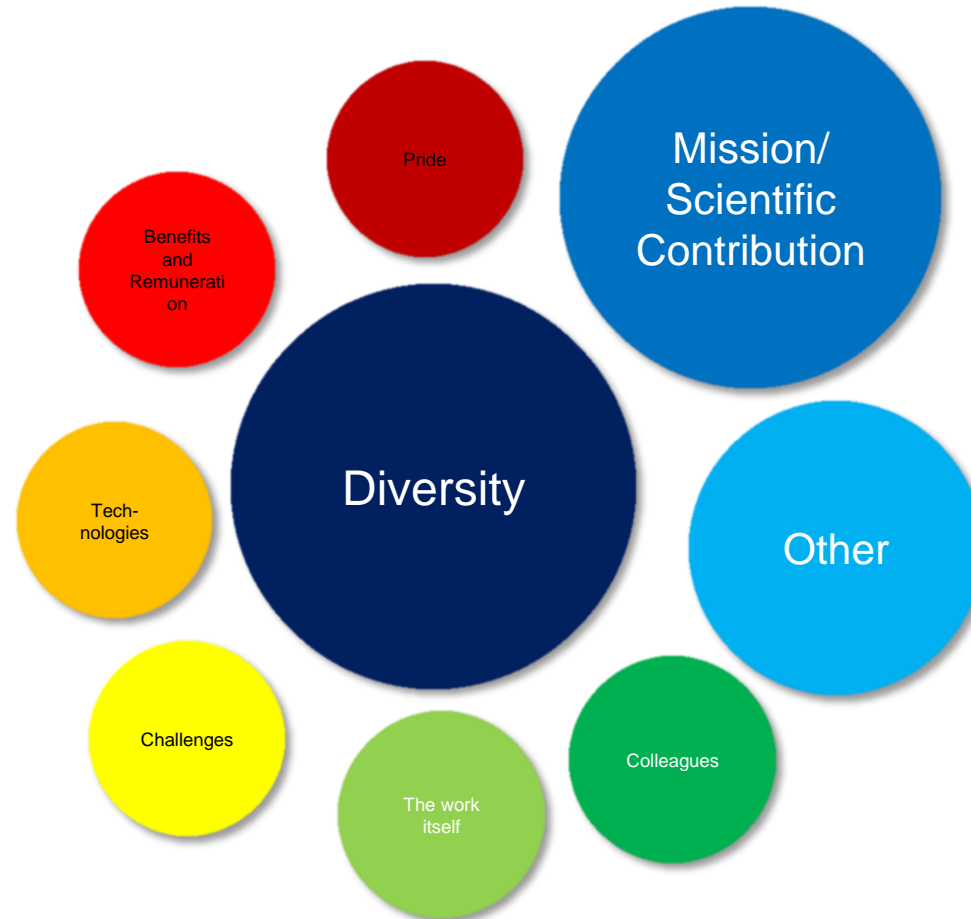
### APPRECIATING DIFFERENCES, FOSTERING EQUALITY, AND PROMOTING COLLABORATION

*CERN's excellence derives from an environment in which the knowledge and perspectives of a diverse workforce are valued and dialogue is encouraged at all levels.*



# Diversity ranks No.1 as most appreciated workplace element

<b>Diversity</b>	<b>256</b>
Mission/Scientific Contribution	251
Other	187
Colleagues and Collaboration	132
The work itself	131
Work environment	83
Challenges	78
Technologies	63
Benefits and Remuneration	57
Pride	32



Staff Survey 2019

# The Team



Louise Zelia Carvalho  
Diversity & Inclusion Programme Leader  
(and Legal Adviser)

Staff  
50%



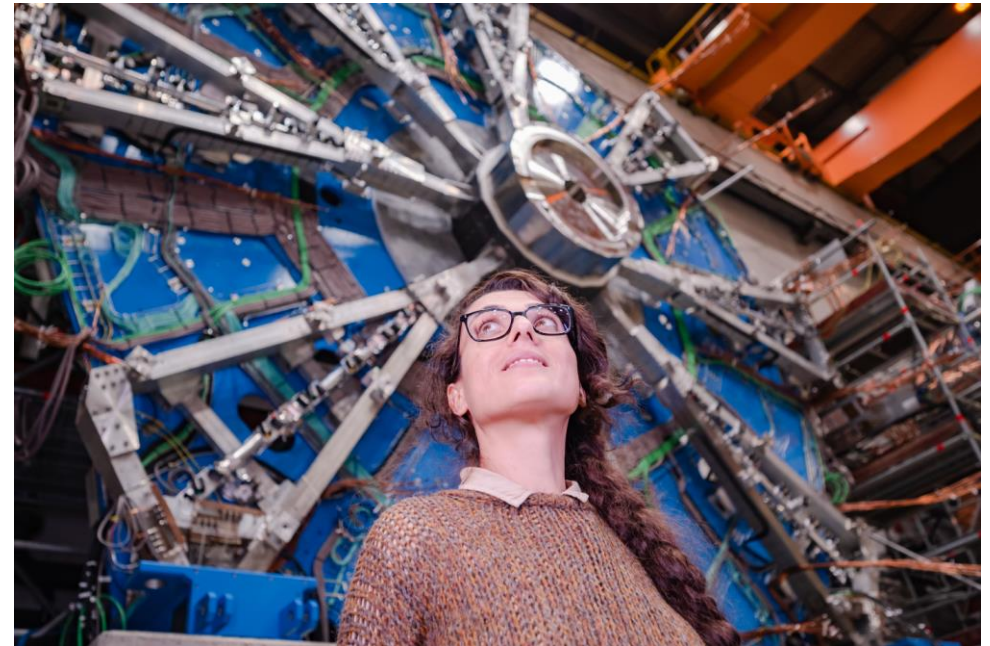
Kristine Kotte-Eriksen  
Diversity & Inclusion Analyst

Fellow  
100%

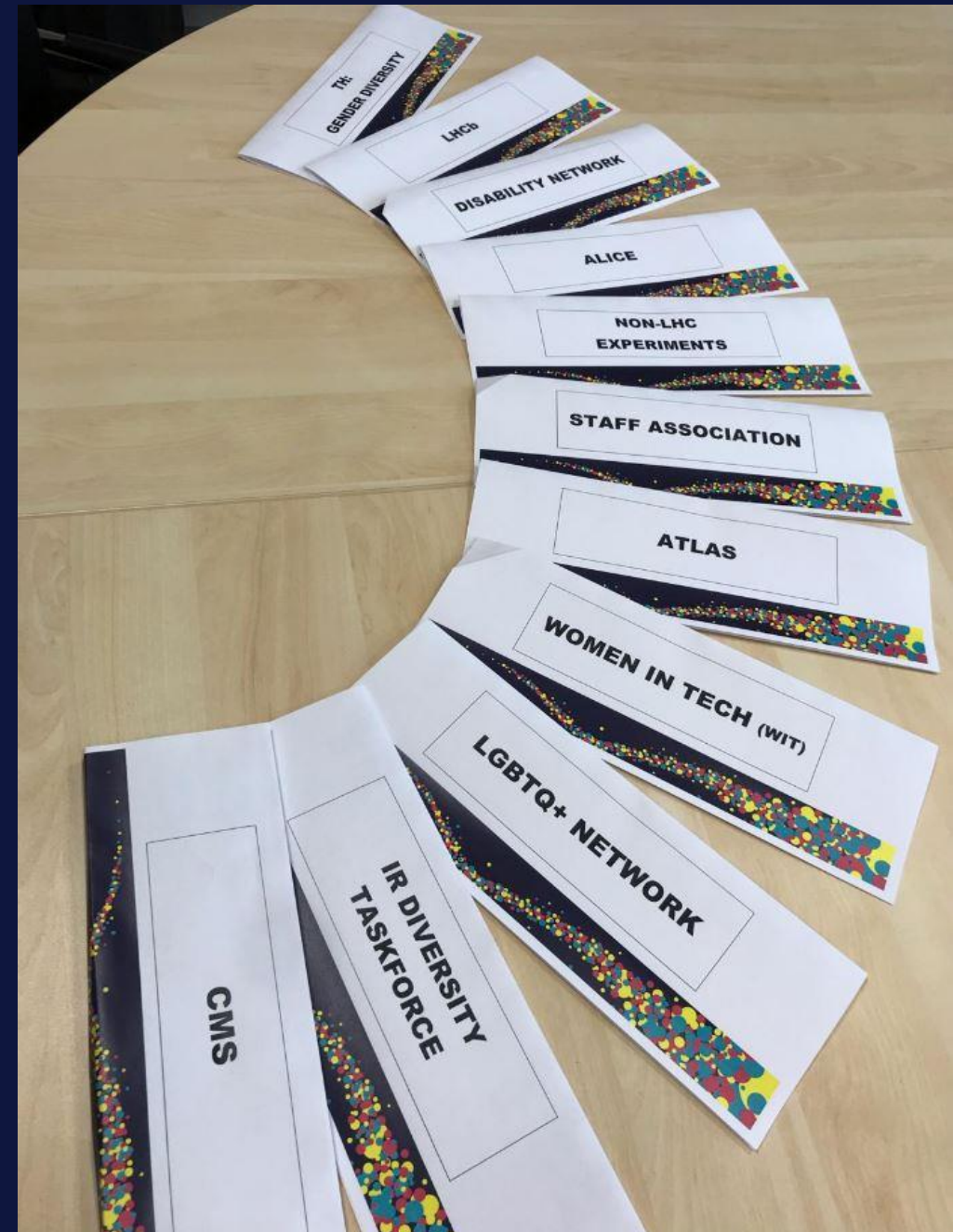


# The Diversity & Inclusion Programme

- Diversity Roundtable
- Inclusive workplace
- Family support
- Anti-Harassment
- Resources



# The Diversity Roundtable



# D&I Roundtable

- D&I representatives from across CERN meet every 2 months to discuss issues of shared concern and to exchange ideas how to enhance D&I at work.
- Joint actions to raise awareness.
- Produce Diversity Roundtable recommendations to the Director-General:





# Diversity Roundtable Recommendations



26 FEB 2020

**DIVERSITY ROUNDTABLE RECOMMENDATION NO. 2020-02**

~ Gender-inclusive language: Staff Rules and Regulations ~

**Diversity Roundtable Recommendations**  
**“whole-heartedly” approved by the DG 2020**

1. Making CERN’s Science Gateway accessible and inclusive.
2. Gender-inclusive language for Staff Rules and Regulations.
3. Extension of Fellow’s employment contract following maternity leave.



# Inclusive workplace



# Your life @CERN brochure



[Click here for brochure](#)



# Your life @CERN brochure



- ✓ Part-time work
- ✓ Teleworking
- ✓ Dynamic leave scheme
- ✓ Pre-retirement programme



- ✓ Child care facilities
- ✓ Support to dual careers
- ✓ Leave for new parents
- ✓ Other family-related leave



- ✓ Accessibility
- ✓ Return-to-work policy
- ✓ Language courses
- ✓ Support services

[Click here for brochure](#)

# Disability

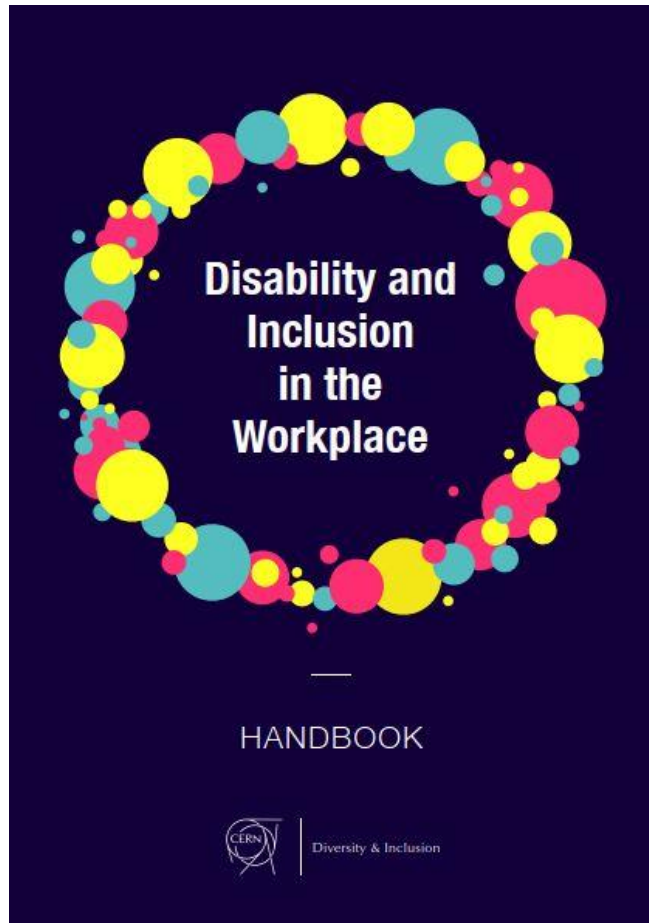
- Short-term internship for STEM students with disabilities;

*“This was an excellent experience. We have benefited not only from a smart and very productive student but also from integrating a co-worker with special needs into the team. It was a good change for the team (even though they might not have noticed) and definitely a good challenge for me. I guess that's what diversity is about.”*

- Supervisor, Experimental Physics

*«Je vous remercie infiniment de m'avoir donné la chance de faire ce stage au sein du CERN. L'université de Genève m'a accordé récemment un stage. En raison de cet engagement je ne vais pas pouvoir étendre mon contrat au CERN. Merci encore une fois d'avoir effectué tous les démarches pour m'accueillir et de votre proposition. »*

- Intern, Experimental Physics



[Support structures for people with disabilities](#)

# Inclusive culture



- NEW lanyard and card reel!
- Moving, vibrant, merging particles: reflecting the diversity & inclusion at CERN
- Increasing visibility of D&I allies



# Family support



# Family support

- Spouse / partner support

- Spouse Welcome brochure

\*Staff, Fellows, Administrative, Technical and Doctoral students

- International Dual Career Network (IDCN) ➔



Partner  
support



# IDCN Lake Geneva CERN - Corporate Member of IDCN



International  
Dual Career Network

# What you can expect from IDCN

- ✓ An ally in your professional Swiss journey.
- ✓ Help decoding Swiss job market and culture.
- ✓ Enhance your visibility to top employers in the region.
- ✓ To be in contact with other spouses in your same situation.
- ✓ Opportunity to volunteer.



- ✓ Find a job for you.
- ✓ Do networking for you.



# INTERNATIONAL DUAL CAREER NETWORK CONTACT INFORMATION

General Information:

[geneva@idcn.info](mailto:geneva@idcn.info)

Volunteer Opportunities:

[volunteer.geneva@idcn.info](mailto:volunteer.geneva@idcn.info)

Membership Questions:

[membership.geneva@idcn.info](mailto:membership.geneva@idcn.info)

**Website:**

[www.idcn.info](http://www.idcn.info)

**LinkedIn:**

[\*\*IDCN Lake Geneva Region\*\*](#)



# Anti-Harassment

Legal framework & support structures



# Formal response channels

## 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			✓	✓



Light blue square: All members of personnel (incl. Users)

Red square: Staff, Fellows, Trainees, Students\*

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



# Anti-harassment

- Ensure User community is also aware of policy and support structures
- Accountability

"Thank you very much for this initiative, very good idea!"

"Strongly support what you are doing here"

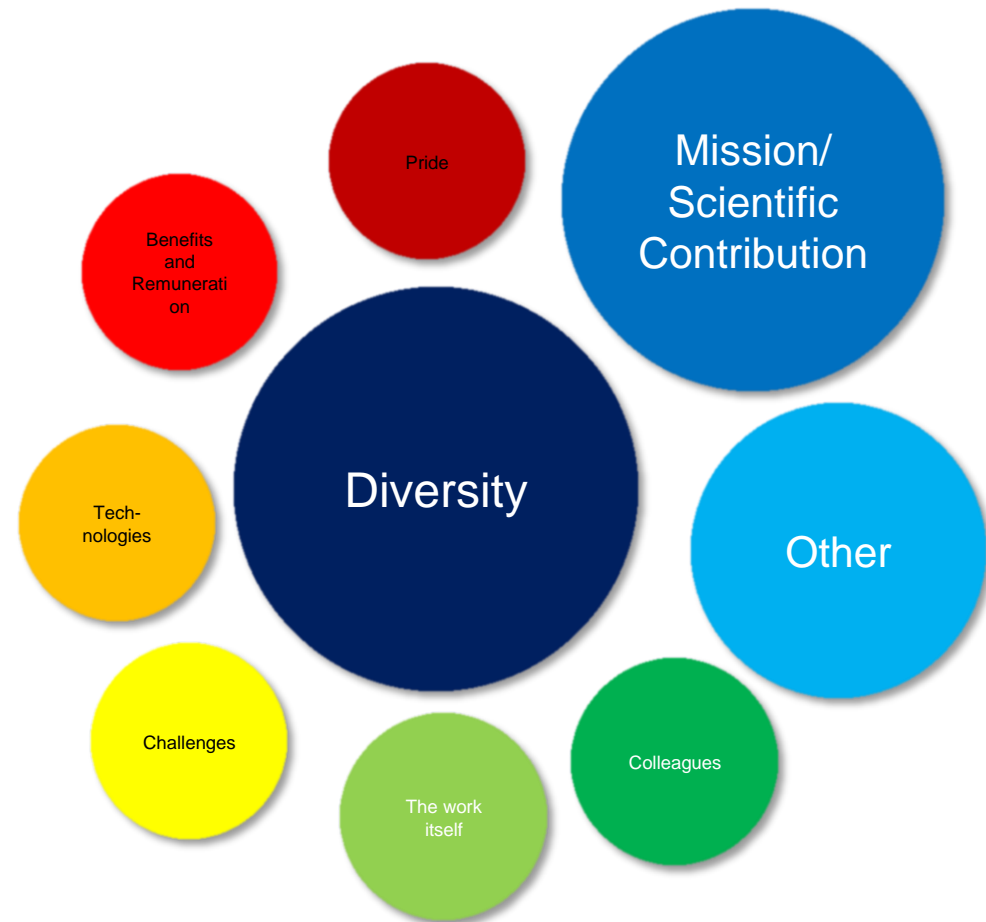
"We appreciate this very much and would like to invite you to join our Weekly Meeting.."

"...delighted if you could present..."



# Key contacts & resources

- [Ombuds Office](#)
- [HR Key Contacts](#)
- [Anti-Harassment Policy](#)
- [Social Affairs Service](#)
- [Medical Service](#)
- [Psychologist](#)
- [LGBTQ CERN](#)
- [Disability Network](#)
- [Staff Association](#)



**Thank you  
for your attention.**

Louise Carvalho / Kristine Kotte-Eriksen  
The Diversity & Inclusion Programme