



Diversity & Inclusion

# Diversity & Inclusion Programme

## TREF, 14 Oct 2021

Reporting period: October 2020 – October 2021

Louise Carvalho  
D&I Programme Leader

# The Diversity & Inclusion (D&I) Programme



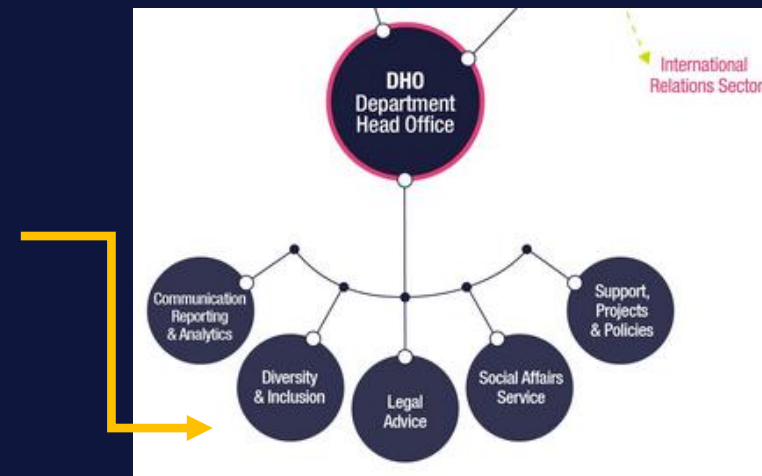
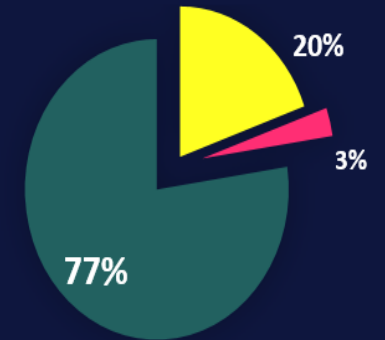
**Louise Carvalho**  
D&I Programme Leader (50%)  
Legal Adviser (50%)

**Under  
Recruitment**

D&I Analyst (100%)  
Fellow

## CERN population

- ~ 3500 Employed (Staff & Fellows)
- ~ 550 Students in Training
- ~ 14000 Associate personnel members



# Reporting Year Highlights

- New Initiative: “25 by 25”
- Diverse & inclusive workplace
- Leading & Sharing



# Diversity & Inclusion: the basics

## Diversity

Differences between individuals and groups, such as:

- values
- nationality
- gender
- education
- social background



## Inclusion

Bringing our full selves to work:

- equal opportunities
- fair treatment
- collaborative work environment
- embracing differences
- diverse voices sought and heard

**Objective:** embed D&I in processes & workplace culture

# Diversity & Inclusion: the business case

**Gender Equality Plans  
in place by 2022**

= *New EC requirement  
for all public research  
organisations seeking funding  
under Horizon Europe.*

*“The particle physics  
community commits to  
placing the principles of  
**equality, diversity & inclusion**  
at the heart of all the  
physics community’s  
activities.”*

- **ESPP 2020 update**

Companies with  
more diverse  
management  
teams have **19%  
higher revenues**  
due to innovation.

- **BCG 2018**

***As an International Organisation,  
we need to reflect the diverse communities of our Member States***

# I. New Initiative



## OUR VISION

scientific excellence through diversity and inclusion

## OUR GOAL

to increase the nationality and gender diversity of Staff & Fellows (MPE) population by 2025

# 25 by '25

## Accelerating diversity at CERN

*"We commit to placing the principles of equality, diversity & inclusion at the heart of all the physics community's activities."*

- ESPP 2020 update

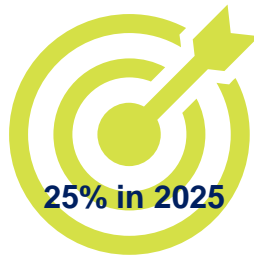
## The STRATEGY

### GENDER target (aspirational)

#### GOAL:

With a particular focus on **women in STEM:**

from  
21%  
in 2020



- ✓ **Leadership-led**
- ✓ **Leverage existing progress:** gender balance increased in Senior Management
- ✓ **25% as an average** across MPE population (not per Department)
- ✓ **Diversity & inclusion** in recruitment (and talent pipelines), promotion, training, communications
- ✓ **Sustainable actions** toward long-term gender parity

### NATIONALITY indicator (not a cap, not a quota)

#### GOAL:

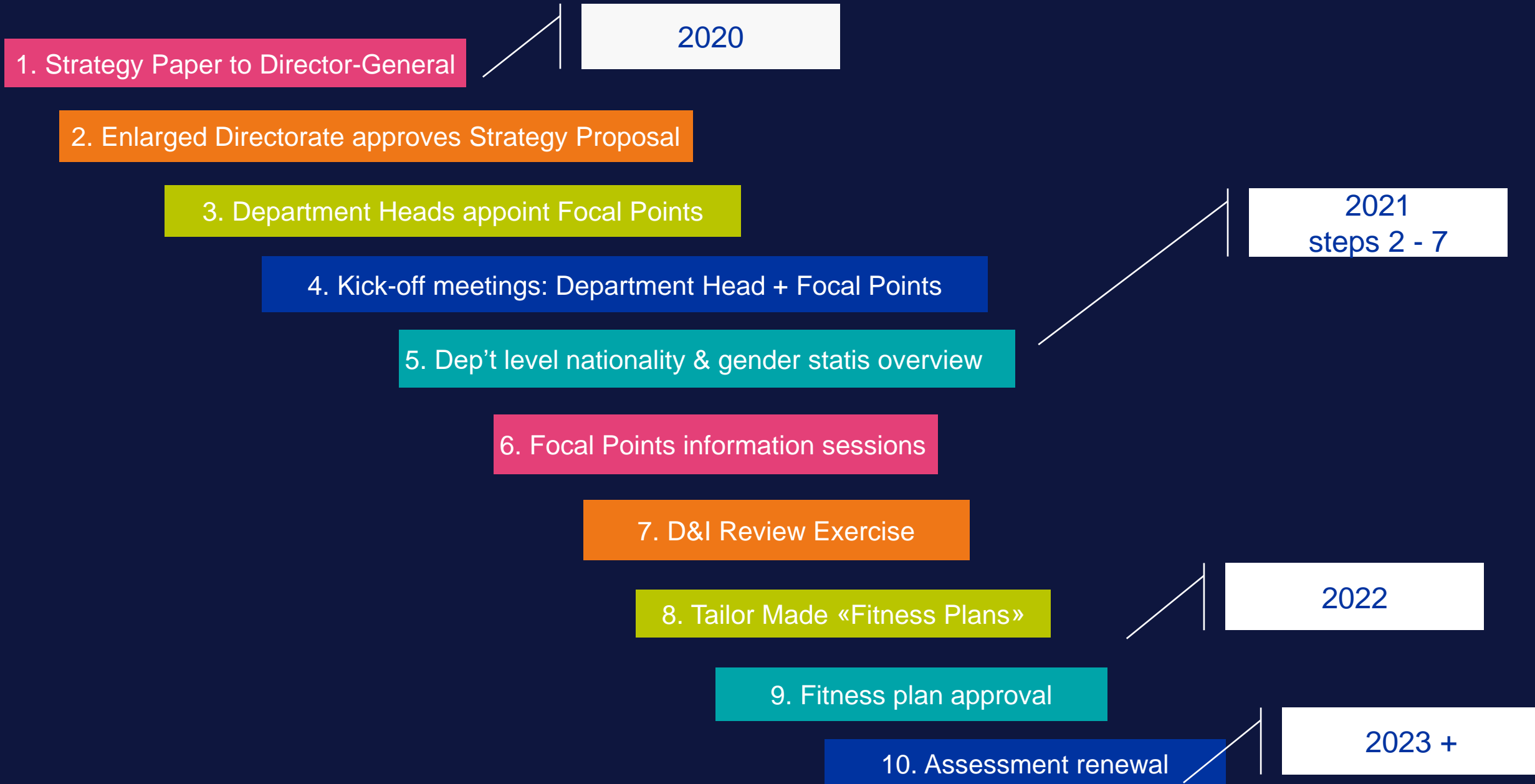
With a particular focus on under-represented MS and a **more balanced return** by 2025:



address nationality clusters  
> 25%

and increase our conscious efforts toward nationality diversity in recruitment & retention

# 25 by '25: the steps en route

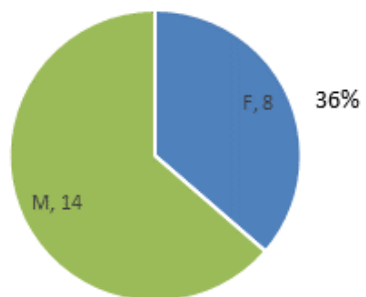




# 25 by '25

*spheres of influence*

CERN Top Management gender distribution



# Myths & Challenges to overcome (25 by '25):

« **Women** don't even like STEM jobs! »

« We will have to compromise on **excellence** »

« I want to be hired on **merit**, not nationality »

« If we don't reach 25%, we have **failed** »

« Isn't this positive **discrimination?** »

« My team prefers **French** speakers »

« More women = more personnel on **maternity** leave »

« CERN is doing very well as it is. Why **change?** »

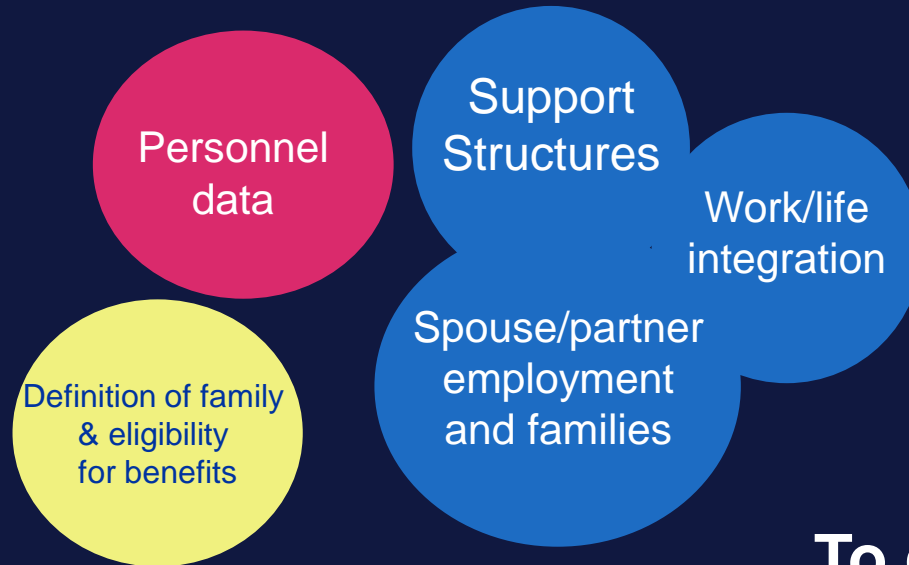
# II. Diverse & Inclusive workplace



# 5 Yearly Review: Social (D&I) Measures

OECD / SIRP survey  
questionnaire  
completed by:

EC  
EMBL  
EPO  
ESO  
ESA  
ITER  
UNOG  
OPCW



## To Improve:

- Gender balance
- Parental leave
- Co-parent leave
- Spouse integration

## To celebrate:

- ✓ Many improvements since previous 5YR
- ✓ Inclusive definition «family»
- ✓ Childcare facilities
- ✓ Education benefits

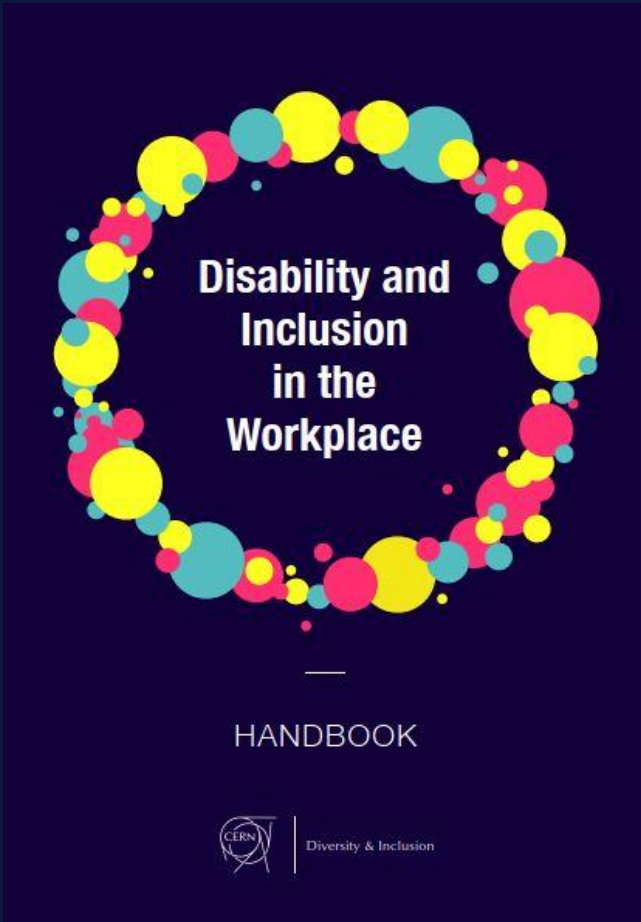


- *Report to TREF March 2021*

# Disability inclusion

## *Short-term internship for STAG & TECH students with disabilities*

|           | Applications | Rejected | Selected | Contract duration on average (months) | Gender     | Nationality          | Field  |
|-----------|--------------|----------|----------|---------------------------------------|------------|----------------------|--|
| STAG 2020 | 53           | 52       | 1        | 6                                     | 1 M        | 1 FR                 | -Infor. Tech.  |
| STAG 2021 | 27           | 22       | 5        | 2,5                                   | 4 F<br>1 M | 2 GB<br>3 FR         | -Mechanical Eng.<br>-Electrical Eng.<br>-Infor. Tech.<br>-Th. Physics<br>-Maths. |
| TECH 2021 | 43           | 40       | 3        | 11                                    | 3 M        | 1 FR<br>1 IT<br>1 GR | -Infor. Tech.<br>-Mechanical Eng.  |



# CERN's «duty of care»: anti-harassment framework

## Obligation:\*

- Provide safe work environment
- A transparent anti-harassment framework
- Timely response
- Accountability

\* toward all CERN contributors \*

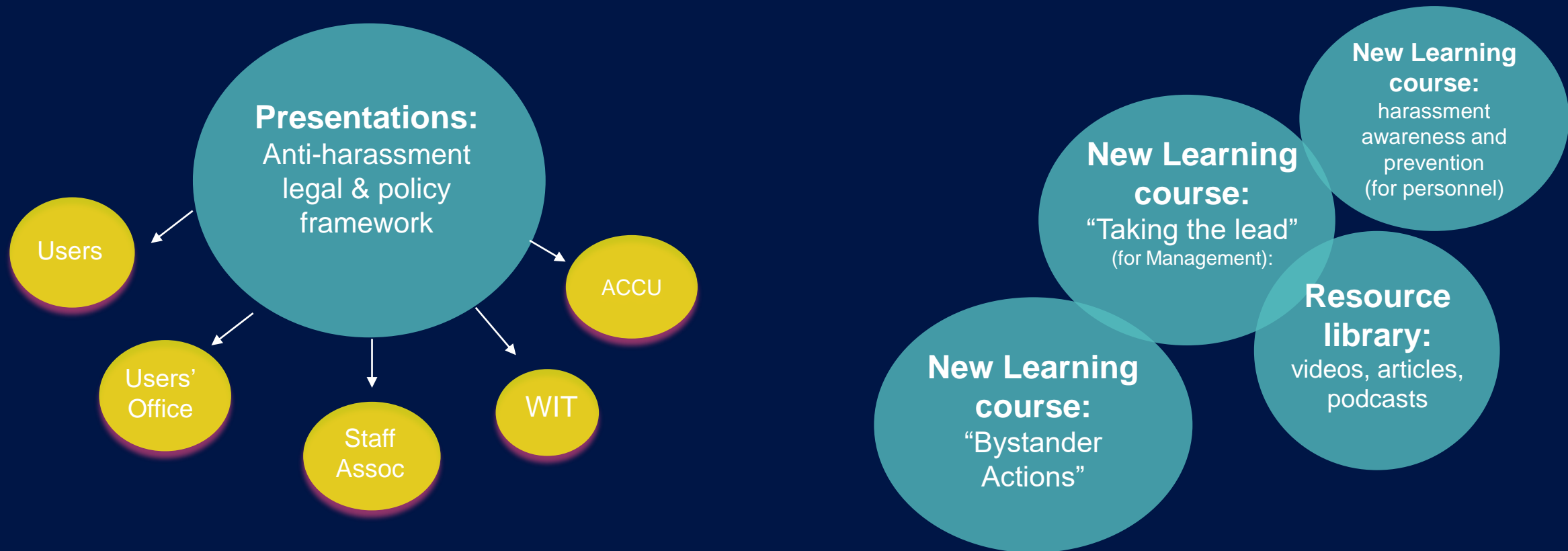
## Impact:

MPs trust the framework  
=  
improved individual performance  
=  
improved team performance  
  
= **even better results**



# A respectful work environment

- As requested by the Director-General:



# Myths & Challenges to overcome (harassment):

« I was only **joking!** »

« I lie about my **sexual orientation** just to fit in »

« The **complaints** procedure takes too long »

« I like having **women** in the office, they add **beauty** »

« If I file a **complaint**, my career is over »

« **Political correctness** gone too far »

« I don't need a course, it's not me who's the **problem.** »

« CERN is doing very well as it is. Why **change?** »



# III. Leading & Sharing



# Diversity Roundtable Recommendations

## Update:

- Science Gateway incorporating accessibility into design
- Staff Rules & Regs: 90 editorial changes (English language version), now entirely gender-inclusive
- Extension of contract (Fellows): ED Approved, Admin e-guide updated



26 FEB 2020

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

~ Gender-inclusive language: Staff Rules and Regulations ~

**Diversity Roundtable Recommendations  
“wholeheartedly” 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.

# CERN as a D&I leader

## Czech UN Youth Delegates in Geneva



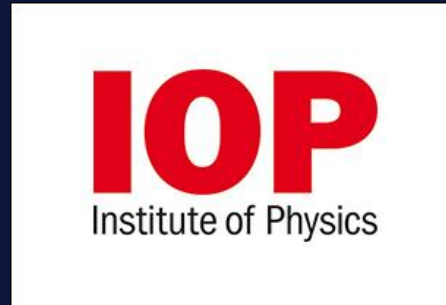
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In the second part of June, Czech UN Youth Delegates joined the Permanent Mission of the Czech Republic in Geneva.

→ Guest speaker: importance of D&I in an international workplace



→ Presentation: anti-harassment and inclusive leadership



→ Anti-harassment practice and Code of conduct policy



→ Panel: embedding D&I in IPPOG activities



→ Panel: D&I leadership in Europe



→ Panel: D&I in a science environment



11 Feb week: women scientists from CERN, EPFL, UNIGE in local schools



> 3000 issued in first months!



# Trends & Challenges: 2022 & beyond

« CERN should keep stats on **race** »

« My co-workers see **neurodiversity** as a disability. But it's an asset! »

« France considers colour-blindness a **disability**. Does CERN? »

« **Paternity leave** at CERN is much too short in this era »

« I identify as **non-binary**. There are no WC or shower facilities here for me »

« I heard an **ageist** remark in a meeting. I'd like HR to discipline the speaker »

« My German passport does not indicate my **gender**. Is this a problem for CERN? »

« Thank you for selecting me, but my **husband** won't move here without a job »



**Thank you  
for your attention**

Louise Carvalho  
D&I Programme Leader