Diversity & Inclusion Programme

September 2018 – 2019

Louise Carvalho, Programme Leader

cern.ch/diversity-and-inclusion
From Diversity to Inclusion

Image: Marion Brenner, Guardian
Reporting Year Highlights

I. Leading from the Top

II. Embedding D&I in HR

III. Engagement within and beyond CERN
Leading from the Top

**Nov 2018**: 1\textsuperscript{st} one-day leadership and diversity workshop for Managers (IT)

**Oct 2019**: D&I themes in mandatory training for new Supervisors

**Accessibility: a necessity**

13 May, 2019

Diversity is a catalyst for creativity at CERN. Inclusion opportunities for all is one of the Organization’s core values. Involving all, particularly for those with disabilities – is an absolute requirement. Diversity Office supports and keeps track of initiatives.

**EIRO forum DG Joint statements initiated by the D&I Programme:**

11 February and 5 July 2019.
Embedding D&I in HR

Hiring a diverse workforce: gender

Staff Recruitment:
Targeting diverse communities through online platforms, such as LinkedIn

- 1,174 Candidates attended the event
- 119 virtual chats with CERN representatives

Image: Global Careers

Human Resources
Diversity & Inclusion Programme
Embedding D&I in HR

Hiring a diverse workforce: disability

Job Vacancies offering applicants with special needs to contact HR should certain adjustments/support be required during recruitment process.


Aide memoires and practice notes on disability etiquette, notably on autism. See: short handbook.

« 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 d'été à la Division des Systèmes d'Information et de Communication, 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. »

Human Resources
Diversity & Inclusion Programme
Embedding D&I in HR

Training and Raising Awareness

E-learning for new personnel and new supervisors now includes D&I modules.

Five short video-stories featuring the importance of respect in the workplace.
# Inappropriate behaviour? Misconduct? Harassment?

## Response Channels

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

*All members of personnel (incl. Users)

Staff, Fellows, Students*

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

For further information on CERN’s anti-harassment policy: cern.ch/hr/content/anti-harassment-policy
D&I Engagement at CERN
«Chef d’Orchestre»

Diversity Roundtable

12 Participants chaired by D&I Programme

- Experiments: ATLAS, ALICE, CMS, LHCb
- Women in Technology «WIT»
- LGBTQ CERN Network
- Disability Network
- TH Dept: D&I focal point
- IR Diversity Taskforce
- Staff Association

Diverse initiatives

- **WIT Community**
  summer quiz on Unconscious Bias
- **LHC Collaborations**
  D&I focal points and web pages
- **LGBTQ Network**
  event on LGBTQ challenges in STEM

Informal Networks

**Talk: No sexuality please, we're scientists**

📅 Thursday 4 Jul 2019, 10:30 → 11:30  Europe/Zurich
📍 40/S2-C01 - Salle Curie (CERN)
D&I Engagement at CERN

Inclusive Language

<table>
<thead>
<tr>
<th>Appropriate</th>
<th>Inappropriate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Person with a disability</td>
<td>Handicapped person</td>
</tr>
<tr>
<td>Person with an intellectual, cognitive or developmental disability</td>
<td>Retarded person</td>
</tr>
<tr>
<td>Person who is blind / visually impaired</td>
<td>Blind person</td>
</tr>
<tr>
<td>Person who is deaf</td>
<td>Deaf person</td>
</tr>
<tr>
<td>Person with mental health challenges or psychiatric disability</td>
<td>Crazy person</td>
</tr>
</tbody>
</table>

Visitors at CERN Open Days 2019 *(Image: N. Dupont)*
D&I Engagement at CERN

- Researched and supported by D&I programme

IT Department:
- subtitles for existing CERN audio recordings.
- Co-financed by D&I Programme

Exhibitions Unit:
- workshop on innovative design for people who are visually impaired.
- IR Diversity Taskforce
D&I Engagement beyond CERN

Participation in Roundtable against homophobia and transphobia in the workplace. (June 2019)

Panel presentation for students with disadvantaged background visiting from Pakistan (Nov 2018)

International Day of Women and Girls in Science: CERN female scientists give talks at local schools. (Feb 2019)

Presentation at international Workshop on gender equality in physics (Nov 2019).
Going forward...

Continue our efforts to:

➢ Set the tone from the top

➢ Further embed diversity and inclusion across HR services

➢ Retain and expand engagement, locally and globally!
Thank you for your attention

cern.ch/diversity-and-inclusion