



Diversity & Inclusion

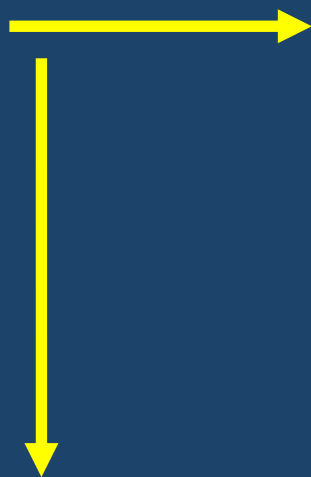
Diversity & Inclusion Programme

Annual Report

TREF, 20 Oct 2022

Louise Carvalho
D&I Programme Leader

D&I-related milestones @CERN



1983

REPORT ON WOMEN IN SCIENTIFIC CAREERS AT CERN

Mary K. Gaillard
LAPP, Annecy, France
and
CERN, Geneva, Switzerland



1993

RAPPORT DU
GROUPE CONSULTATIF DE REFLEXION
SUR LA
SITUATION DES FEMMES

1996

- Equal Opportunities Officer appointed

2010

- Code of Conduct enters into force

2012

- Ombuds role established
- Professionalization of Harassment resolution process
- Diversity Programme established

2019

- "Diversity & Inclusion" Programme renamed

2021

- ED endorses first Nationality & Gender Strategy



D&I-related sample actions at CERN

Gender Equality Plan; International Gender Champion; Contract extension post-maternity leave; Increase co-parent leave; Genera Network; Women-in-TECH network

Policies in gender inclusive language; Official D&I lanyard; D&I Roundtable; Nationality and Gender dashboards; Gender diverse selection boards; 577 email policy

Career Break Fellowship; Non-binary inclusion study group; Dual Career Network; DG Statement LGBTQ STEM;

STEM internship for students with disability; Central budget - office adaptations; Disability & Inclusion handbook; accessible buildings mapped

“Spouse & Partner equal rights”; Infant feeding room; Crèche en-site; Swiss working permit for spouse

D&I Awareness Workshops; Active Bystander training; D&I embedded in mandatory learnings; Invisible dimensions poll; Harassment prevention seminars



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

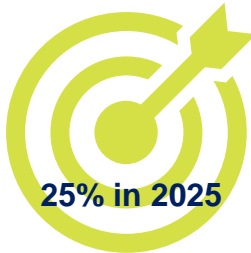
The STRATEGY

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

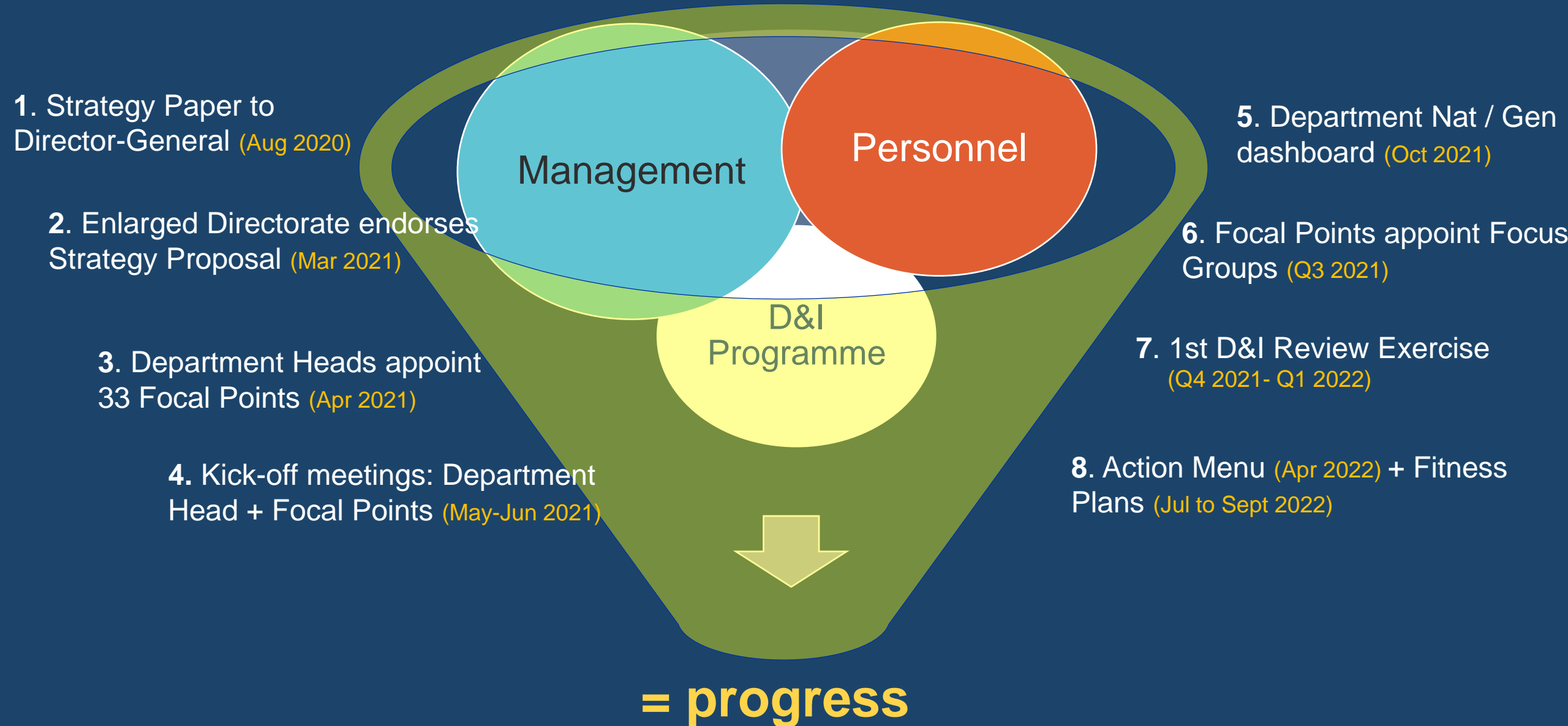
With a particular focus on under-represented MS and a **more balanced return** by 2025:



address nationality clusters
> 25%

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

Maximise: Engagement, Collaboration, Accountability



D&I Periodic Review Exercise

using international standard benchmarks

Benchmark categories and D&I progress levels

The 25 by '25 Department Focal Points are invited to undertake a periodic review ("Review"), from a D&I perspective, exclusively for their department, across the following GDEIB benchmark categories:

1. Recruitment
2. Career Evolution and Retention
3. Benefits, Work-life integration, Wellbeing and Flexibility
4. Leadership and Accountability
5. Surveys, Statistics and Measurement
6. Communications
7. Learning and Development

You will review each benchmark category according to the GDEIB 5 progress levels:

LEVEL 5: EXEMPLARY

Considered "best practice" by the GDEIB global standard.

LEVEL 4: PROGRESSIVE

Implementing D&I systematically and showing improved results and outcomes beyond what is required or expected.

LEVEL 3: PROACTIVE

A clear awareness of the value of D&I; starting to implement D&I systemically.

LEVEL 2: REACTIVE

A compliance mindset; actions are primarily compliance-oriented in relation to relevant internal policies and societal trends or pressures.

LEVEL 1: INACTIVE

No D&I work has yet begun; D&I is not integrated into the department's strategic planning.



Global Diversity,
Equity & Inclusion
Benchmarks



D&I Review Exercise sample page: recruitment

CATEGORY 1: Recruitment

To ensure that attraction, sourcing, and recruitment is done through the lens of D&I.

**** This Category concerns the process and practices within your department only ****

Instructions for completing the Checklist:

- Tick the boxes next to ALL statements that you agree are true or mostly true in your department.
- If you believe the statement is untrue or mostly untrue, leave the box open.

LEVEL 5 : BEST PRACTICE

- 1.1 The department's role in the recruitment processes results in measurable, transparent, and equitable recruitment.
- 1.2 CERN's reputation for quality D&I efforts is reflected in the department's ability to attract diverse and [underrepresented personnel](#).
- 1.3 The department regularly reviews and evaluates its recruiting practices to ensure that candidates from different groups and identities are given equitable opportunities.
- 1.4 The department has integrated clear measures of success markers from longlist up to and including selection, such as the percentage of diverse and underrepresented applicants at each stage.

LEVEL 4: PROGRESSIVE

- 1.5 The department effectively shortlists and selects candidates who are reflective of the [diversity](#) of the MS and AMS
- 1.6 The department works closely with TA in ensuring their Vacancy Notices are, budget permitting, advertised on paid D&I focused websites and job boards and in a variety of other media.
- 1.7 Personnel taking part in every stage of the department's shortlisting exercise and interview boards represent diverse backgrounds (nationality, gender, language, age) and have followed at least one learning session on the subject of selection based on best practice and mitigating biases.

LEVEL 3: PROACTIVE

- 1.8 Persons within the department participating in the interview process demonstrate awareness and sensitivity to the multi-cultural aspect of the interviewees.
- 1.9 The final candidate is selected primarily for their competence and ability while also taking into consideration whether they are from an [underrepresented group](#).
- 1.10 For Staff and Fellows positions, the hiring manager actively participates in the dissemination of their respective Vacancy Notices with a conscious effort to reach and leverage broad pools of diverse talent. (e.g. Universities, Alumni networks, professional networks and job boards).

LEVEL 2: REACTIVE

- 1.11 The department's shortlisting exercise for Staff and Fellows takes into account gender and nationality targets set by the Department Head and informed by data analytics.
- 1.12 The department's shortlisting exercise for the "talent pipeline" - Students and Trainee positions - takes into account gender and nationality targets set by the Department Head and informed by data analytics.
- 1.13 The department approaches recruitment with a conscious effort to attract diverse candidates from [underrepresented groups](#).
- 1.14 Interviewers take into account how people from different [cultures](#), background, disability or [neurodiversity](#) may respond to interview questions and methods (e.g. at the Sonru or Interview Board) and makes necessary adjustments or accommodation.

LEVEL 1: INACTIVE

- 1.15 There is no conscious effort to shortlist or select personnel from [underrepresented groups](#).

Provide examples (and any other comments) to support the D&I Level you insert below:

Sample response: All staff members on recruitment boards have completed a learning session on recruitment best practices and addressing unconscious bias.



- Having reviewed and discussed the 5 Levels, enter the D&I Level under which your department generally operates for this Category.
- Generally, the Level to indicate is the one under which you have ticked the most boxes.
- If you tick an equal number of boxes under two levels, for example two boxes in Level 2 and two in Level 3, indicate 2.5 below.

Insert D&I progress level:

Departmental Action Menu + Fitness Plan

> 45 Action Menu items!

Sample Action Menu items

Establish **systematic exit survey** to understand any D&I - related barriers to retention

Retain the **diversity ratio** from Recruitment longlist to shortlist

Aim for **diversity of personnel** assigned to prominent projects

Appoint departmental "**Diversity & Inclusion Officers**"

Circulate policy that strategic meetings to only take place at "**reasonable times**"

Dept Head to encourage uptake of **flexible work** arrangements

Ensure internal communications language is **inclusive** and simplified

- Focal Points & Focus Groups review Action Menu
- Select actions: 1 to 2 per Category
- Assign action owners
- Define start date and duration / periodic assessment
- Present «Fitness Plan» to Dept Management Bd
- D&I Programme to track and overview Fitness Plans implementation
- Regular progress reports

"Consider not only a diverse candidate's *individual* potential...
... but the potential for excellence of a *diverse team*" ~ L. Carvalho



Measuring Progress

Nationality diversity: recruitment and integration

- Communications: En, Fr, inclusive, simplified
- Integration of diverse nationalities
- Member State return
- Continued targeted outreach to underrepresented states

Personnel Statistics 2021

Table 25: Staff Members by Nationality, Professional Category and Gender – 31.12.2021

Nationality	Professional Category						Grand Total							
	1	2	3	4	5a	5b/5c								
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	F	Total						
	F	Total	F	Total	F	Total	F	Total						
AT		4	5	43	1	4	1	4	1	1	8	56		
BE		2	3	47	3	28	5	16	6	7	17	100		
BG			2	10			1	2	1	1	4	14		
CH	1	5	12	92	4	59	8	16	37	43	62	216		
CY		1	1	1							1	2		
CZ			2	7		1			1	1	3	10		
DE	3	19	6	120	2	14	5	10	4	4	20	171		
DK		2		7		5	1	1	2	2	3	17		
ES		3	23	111	5	36	6	7	6	7	40	169		
FI			1	10		7		4	5	5	6	31		
FR	2	7	32	216	25	515	42	65	125	153	226	979		
GB	1	10	6	85	5	54	15	26	16	17	45	196		
GR		2	6	37		9	2	4	5	5	13	57		
HR				1								1		
HU			2	12		3			1	2	3	17		
IN			2	4				1			2	5		
IT	3	18	32	227	2	45	5	15	15	15	57	323		
LT				1					1	1	1	2		
NL		3	1	34	3	17	2	6	1	1	7	62		
NO		1		3	1	10	1	2	1	1	2	18		
PK				1								2		
PL	1	1	7	65	1	13	2	3	3	4	14	86		
PT		2	3	39		9	4	5	2	3	9	60		
RO				14	1	4			5	5	6	23		
RS		1	1	3		2					1	6		
SE			1	14		4	1	2	2	2	4	25		
SI						1						1		
SK				11					3	3	3	14		
TR					1	2					1	2		
UA			1	2	1	1					2	3		
NMS		6		2								8		
Total	11	87	149	1,219	55	844	2	53	100	190	243	283	560	2,676



Organisation Européenne pour la recherche nucléaire
European Organization for Nuclear Research
Laboratoire Européen pour la Physique des Particules
European Laboratory for Particle Physics

CCP-2022/10

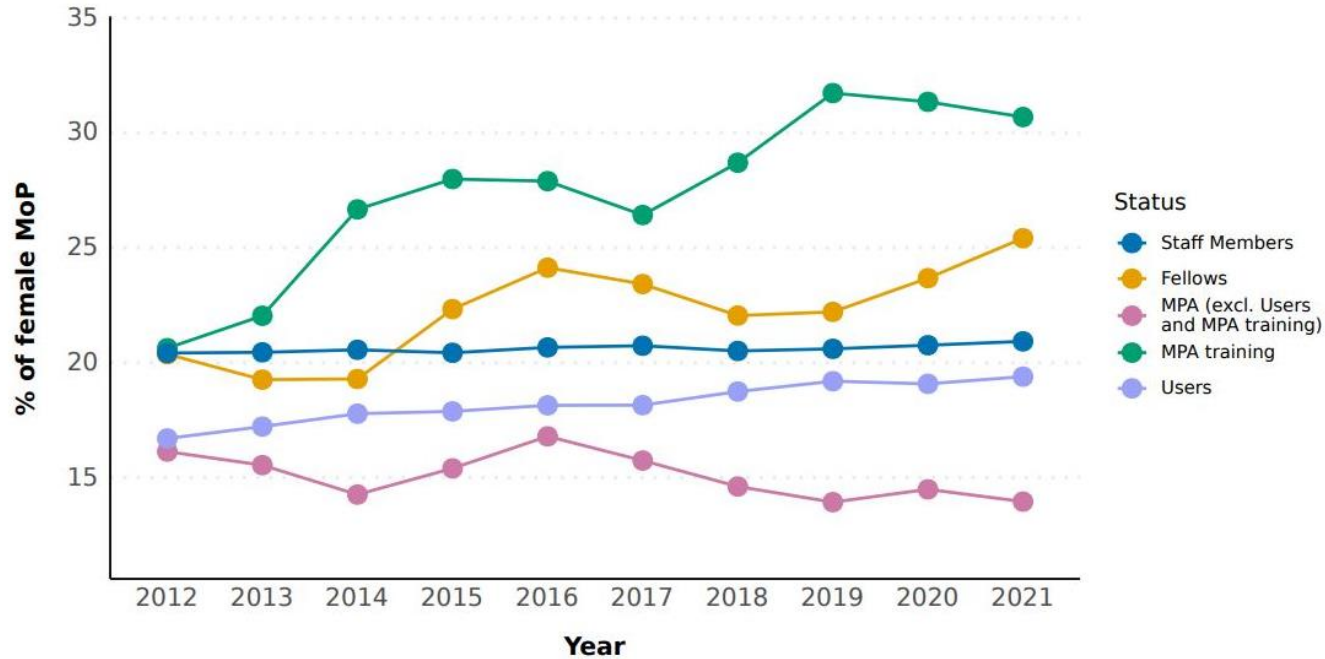
CERN Personnel Statistics

2021

Gender diversity: Talent Pipeline

by Contract Type, 10 years' evolution:

Figure 11: Proportion of Female Members of the Personnel over the last 10 Years (2012 – 2021)



[CERN Personnel Annual Statistics](#)
Annual Personnel Stats, Dec 2021

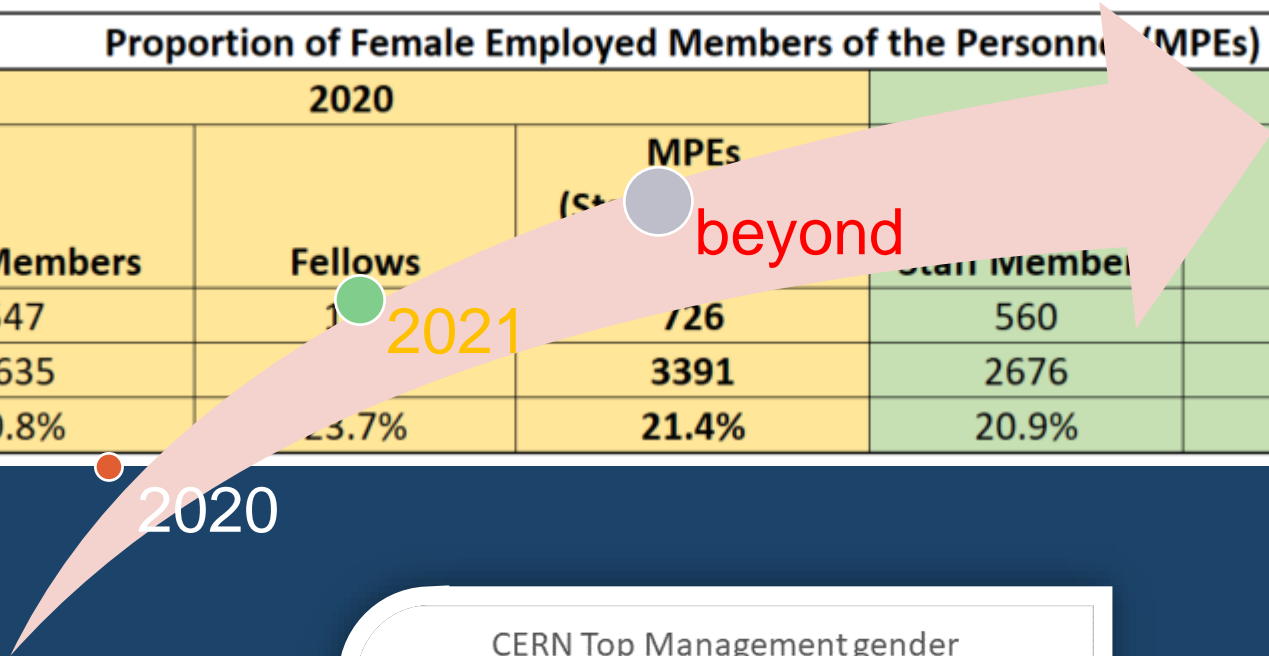
by Professional Category, @Dec 2021:

Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2021

Professional Category		Status Group												
		Staff Members			Fellows			MPA (excl. Users)			Users			
		F	M	Total	F	M	Total	F	M	Total	F	M	Total	
1	Research Physicists	HC	11	76	87	24	71	95	96	640	736	1,931	7,444	9,375
	%	12.64	87.36	3.25	25.26	74.74	12.13	13.04	86.96	47.30	20.60	79.40	83.89	
2	Scientific & Eng. work	HC	149	1,070	1,219	123	413	536	170	547	717	131	1,023	1,154
	%	12.22	87.78	45.55	22.95	77.05	68.45	23.71	76.29	46.08	11.35	88.65	10.33	
3	Technical work	HC	55	789	844	20	88	108	2	33	35	59	525	584
	%	6.52	93.48	31.54	18.52	81.48	13.79	5.71	94.29	2.25	10.10	89.90	5.23	
4	Manual work	HC	2	51	53				2	17	19		2	2
	%	3.77	96.23	1.98				10.53	89.47	1.22		100.00	0.02	
5a	Prof. Admin. work	HC	100	90	190	25	11	36	12	4	16	41	13	54
	%	52.63	47.37	7.10	69.44	30.56	4.60	75.00	25.00	1.03	75.93	24.07	0.48	
5b/5c	Office and Admin. work	HC	243	40	283	7	1	8	30	3	33	5	1	6
	%	85.87	14.13	10.58	87.50	12.50	1.02	90.91	9.09	2.12	83.33	16.67	0.05	
Total	HC	560	2,116	2,676	199	584	783	312	1,244	1,556	2,167	9,008	11,175	
	%	20.93	79.07	100.00	25.42	74.58	100.00	20.05	79.95	100.00	19.39	80.61	100.00	

Gender disaggregated statistics, MPE

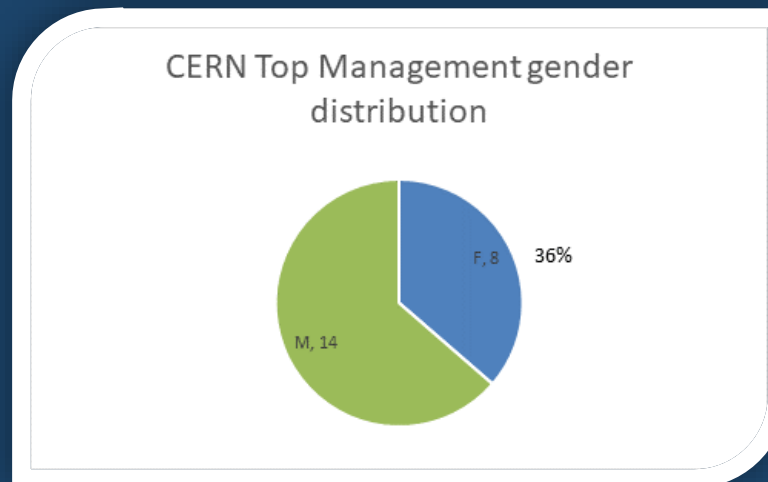
Proportion of Female Employed Members of the Personnel (MPEs)						
	2020			2021		
	Staff Members	Fellows	MPEs (Staff Members + Fellows)	Staff Members	Fellows	MPEs (Staff Members + Fellows)
Female	547	199	726	560	199	759
TOTAL	2635	783	3391	2676	783	3459
	20.8%	25.4%	21.4%	20.9%	25.4%	21.9%



2020

2021

beyond



DG Office: Aug 2021

25 by '25 Fitness Plan Timeline



Gender Equality Plan

«A set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change.» - European Commission

<https://cerneu.web.cern.ch/gep>

EC requirement:

All public research organisations seeking funding under Horizon Europe

must establish & publish Gender Equality Plans by 2022



Gender Equality Plan (GEP) at CERN

Diversity is a core value at CERN. Our rich, collaborative environment features a diverse pool of talented individuals from all over the world, working together towards a common goal. Incorporating this value across all aspects of our work is key for CERN as an international organisation, both towards its Member States and the wider community.

Demonstrating its early commitment to nurturing a diverse working environment, CERN appointed its first Equal Opportunities Officer in 1996, and in 2011 the Organization established the Diversity and Inclusion programme. Since that time, CERN has seen many actions and initiatives to promote gender equality and inclusion (*See: Other GEP-related actions and activities, below*).

In March 2021, CERN's Senior Management (the "Enlarged Directorate") endorsed a new D&I strategy called, "25 by '25". The 25 by '25 strategy is a CERN-wide aspirational target to boosting gender and nationality diversity within the employed members of personnel (MPE) population. The strategy aims to reinforce efforts and advancements already in place through a leadership-led and collaborative approach and is the Organization's flagship D&I action towards improving gender representation at CERN.



ED-endorsed
July 2022



CERN's D&I Experience: in demand



AGM Jun 2022



Jun 2022



Jun 2022



July 2022



March 2022



Oct 2021



Feb 2022



March 2022



Oct 2021



Oct 2021



Feb 2022



LERU conference : 1-2 June 2022 in Geneva

Jun 2022



Jun 2022



Sept 2022

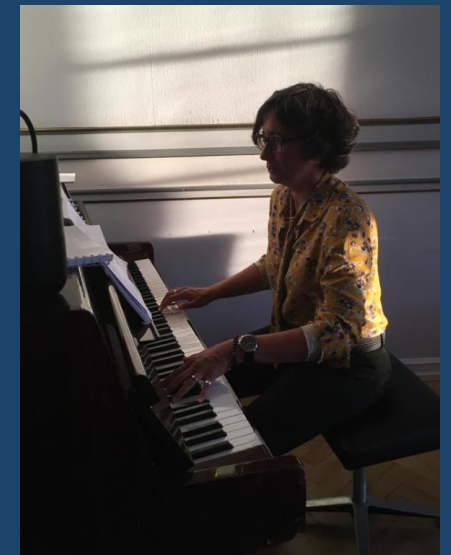
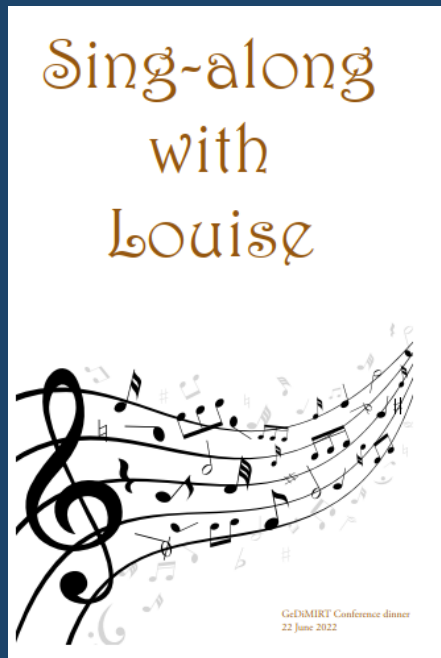
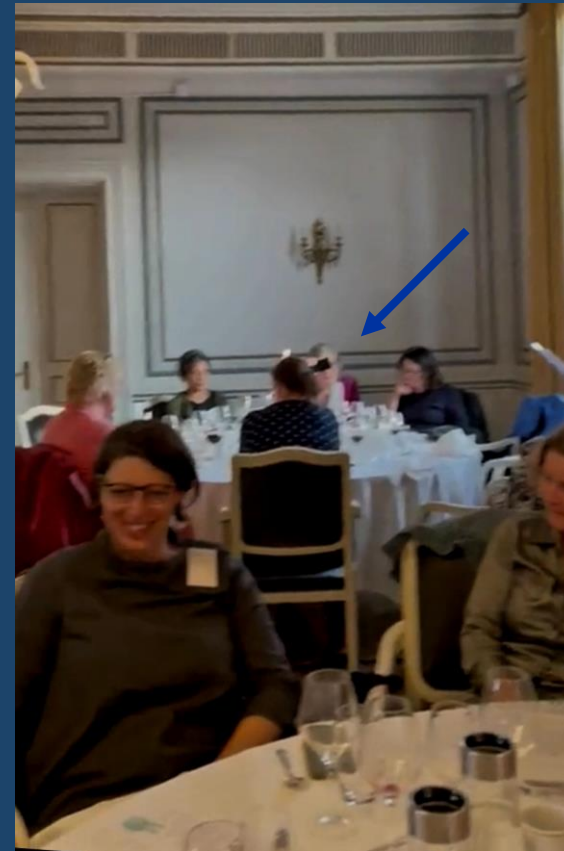


Nov 2021

Low Level RF Workshop 2022

Oct 2022

Euro Physicists in D&I Harmony



**GeDiMIRIT Conference
Lund, 22 June 2022**



25 by '25

Accelerating diversity at CERN

Thank you!

