Diversity Management @ CERN
Sharing experience
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CERN’s mission

The European Organization for Particle Physics
An intergovernmental organisation with 22 Member States

- Push back the frontiers of knowledge

  Studying the structure of matter on the smallest distances/highest energies... what was the matter like in the first moments of the Universe’s existence?

- Develop new technologies for accelerators and detectors

- Train scientists and engineers of tomorrow

- Unite people from different countries and cultures
We come a long way...
We come a long way...

We can’t possibly have women operators calling in the experts during the night shifts in the control room...what would their wives say?

(a manager, 1996)
CERN Journey in Diversity Management

**1983**
- Creation of an Equal Opportunity Office
- First E.O and non discrimination statement published

**1992**

**1996**
- Values (5)
- Code of Conduct

**2010**
- Creation of the Ombuds role
- Professionalization of the Harassment resolution process
- Diversity Office created
- Diversity Policy signed
Scope of action

Offering a respectful and inclusive workplace

Remaining an attractive and competitive employer

Influencing

Host institute

Leading scientific institution

Employer
Example of actions
Improving practices

- Recruitment
  - Competency-based interviewing techniques
  - All selection committee members are trained
  - Collegial decision-making by a diverse committee
  - Monitoring and reporting (including to Member States)

- CERN's public face

- Inclusion of STEM students with disabilities

Goal: Increase diversity in CERN's public face.

The material we produce should fully reflect the diversity that already exists inside CERN, and, in some areas, evolve to reflect the diversity of the society that funds us.

Protocol visits
Social media
Exhibitions
Example of actions

Work-life balance / Family-friendly policies

- Support to returners

- Inclusive family policies

- Support to dual career couples
Working on inclusion
The principles of CERN Diversity policy

- Appreciating differences
- Fostering equality
- Promoting collaboration
- Sharing responsibility