Diversity – Report on recent initiatives

TREF – 8 May 2018

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HR department

cern.ch/diversity
Agenda

• Strategic Objectives 2012 – 2018
• Review of achievements / New activities
• Concluding remarks
Strategic objectives – 2012-2018
7 objectives / 3 priority areas for actions

❑ RECRUITMENT
1. Improve distribution of under-represented nationalities through pro-active measures in sourcing and pre-selection – “excellence” remaining over-arching criterion

2. Achieve optimal gender distribution in recruitment for all categories – “excellence” remaining over-arching criterion

❑ CAREER DEVELOPMENT
3. More gender role models

4. Propose parallel career development (technical & managerial paths)

❑ WORK ENVIRONMENT
5. Promote exchange of ideas & understanding between generations & professions

6. Explore ways to improve work/life balance

7. Promote a work environment based on mutual respect and inclusiveness

PRINCIPLES
➢ Appreciating differences
➢ Fostering equality
➢ Promoting collaboration

CERN Diversity Policy published in Aug-2014
Strategic objective - Recruitment

- Outreach activities carried out in Member States - to promote CERN student & employment programmes - 2017
- Outreach activities in Member States - to promote CERN student & employment programmes - 2018
A closer look at data – nationality

Distribution of nationalities by professional category

Admin Support
Admin Profess.
Craft
Technicians
Applied Phys & Engrs
Res. Phys
Grand Total:

Source: HRT – April 2018 – staff members only
A closer look at data – barriers to mobility and way forward

Explore findings from two Master’s thesis done at CERN:
⇒ Career anchors and career capital of middle managers – Sebastian Bott – Cranfield University – 2016
⇒ Diversity Management, when policies meet practices: the case study of CERN – Léonard Duret – Université de Lausanne - 2018

Figure 4: Percentage of scientists who considered reconciliation of professional and private life as an obstacle for international mobility

Source : GENERA Project – Report M4.2 Gender and Mobility Action Plan (non published)
Adapted from https://www.humboldt-foundation.de/web/kosmos-cover-story-105-1.html
Most recent activities to encourage women to science

CERN DG renewed her commitments as one of the International Gender Champions

Fabiola Gianotti
Director-General, European Organization for Nuclear Research

I commit to undertake the following:

- To host at least one annual event at CERN dealing with an important issue for women's empowerment in science, engineering and technology.

- To systematically include slides in the presentations of CERN to the visiting guests of the Director-General (close to 140 visits per year), on diversity at CERN and notably on gender equality, to outline CERN's diversity policy and potentially influence other organizations by sharing a vision.

Disseminating Gender Inclusive Teaching activities in the National teacher programmes

Hands-on science workshops

⇒ **Expanding your Horizons - Geneva**
30 female CERN scientists ran workshops for school age girls

⇒ **Django Girls** – Coding workshop for women

Role modelling:

⇒ **Coding has no gender**, a CERN-Fermilab joint campaign. Female physicists, engineers and computer scientists shared their experiences of building a career in science

⇒ Visiting schools on *International Day of Women And Girls in Science*

- Dedicated event on 5 June 2018
- Paper accepted at ICHEP 2018 (parallel session)
Heavy reliance on external market: still a low proportion of female applicants in science and technology.
**Joint challenge for the EIROs:** encouraging women to apply for roles at EIRO labs.

Plan of work for the EIROforum WG on Diversity and Inclusion [as presented at the Coordination Group mtg on 13 April 2018]

- Collect data e.g. % women applicants per role type, % women on staff in different age ranges;
- Assumptions to be tested e.g. reasons why women are not better represented in the applicant pool;
- Barriers to recruitment (internal and external);
- Shared resources;
- Actions, either individual or jointly;

→ joint paper (with ESO and Nordforsk) accepted at the Conference on Gender Equality in Higher education - Dublin Aug. 2018

**Understanding the leaky pipeline**

- Set up exit surveys for early career with questions addressing the issue.
- Carry out a quantitative study to monitor the application rate of female early career scientists and engineers to staff member positions,
Strategic Objective – Career Development

- Monitoring shows a clear increase of the proportion of women senior staff members in the female population

![Graph showing the evolution of the proportion of senior staff in the population by gender.](image)

- Measures and institutional mechanisms prove effective over time.

→ Paper accepted at ICHEP 2018 (parallel session)
Increasing proportion of women in expert and senior staff positions (categories 1, 2, 5A)

A proportion of women in hierarchical populations > proportion of women in the population and an increase in the highest positions.

Women staff in hierarchical positions

<table>
<thead>
<tr>
<th></th>
<th>2000</th>
<th>2017</th>
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<tbody>
<tr>
<td></td>
<td>W  Total</td>
<td>W  Total</td>
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<tr>
<td>Female representation in hierarchical positions</td>
<td></td>
<td></td>
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<tr>
<td>Line management (Group and Section Leaders)</td>
<td>27 487</td>
<td>91 366</td>
</tr>
<tr>
<td></td>
<td>5.54%</td>
<td>24.86%</td>
</tr>
<tr>
<td>Senior management (DG, Directors and Division Leaders or Department Heads)</td>
<td>0  N/A</td>
<td>3 18</td>
</tr>
<tr>
<td></td>
<td>No women</td>
<td>16.67%</td>
</tr>
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</table>

Source: Pentaho – January 2018
Strategic Objectives – Work Environment

**Workshop on Workplace accessibility**
- creation of a proposal on how to structure the response to individual situations
  [4 individual cases dealt with in the 1st quarter]

**Progressing on the EPS grant awarded project** to advance the inclusion of STEM students with disability
- 2 supervisors ready to pilot

**Reinforcing partnership with LHC collaborations**
- Several discussions on topics such as non binary gender identity; inclusive language; inclusive leadership; handling of harassment situation.
  - Presentation during CMS week.
  - Presentation at ALICE week foreseen + support to the ALICE Spokesperson on diversity matters.
Concluding remarks – CERN scope of action

Consolidation and drive are key

Remaining an attractive and competitive employer

Offering a respectful and inclusive workplace

Influencing

Employer

Host Institute

Leading Scientific Institution
## 2017 outreach

<table>
<thead>
<tr>
<th>Title</th>
<th>Country</th>
<th>City</th>
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<tbody>
<tr>
<td>Teconomy Linz / IAESTE / Johannes Kepler University</td>
<td>Austria</td>
<td>Linz</td>
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<tr>
<td>Danish Technological Institute Danes@cern</td>
<td>Denmark</td>
<td>Taastrup</td>
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<tr>
<td>Career Fair Oulu</td>
<td>Finland</td>
<td>Oulu</td>
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<td>Finland</td>
<td>Finland</td>
<td>Helsinki/Espoo</td>
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<td>Tag des Technikers</td>
<td>Germany</td>
<td>Erlangen</td>
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<td>Rome International careers festival</td>
<td>Italy</td>
<td>Rome-Skype</td>
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<td>Iaeste Trondheim &amp; Nabla</td>
<td>Norway</td>
<td>Trondheim</td>
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<tr>
<td>ANSA - Association of Norwegian Students Abroad</td>
<td>Norway</td>
<td>OSLO</td>
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<tr>
<td>Charm Career fair</td>
<td>Sweden</td>
<td>Goteborg</td>
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<tr>
<td>HES-SO Forum Montreux</td>
<td>Switzerland</td>
<td>Montreux</td>
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<tr>
<td>International Career Day in Bern</td>
<td>Switzerland</td>
<td>BERN</td>
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<tr>
<td>Czech Technical University Careers Fair / IAESTE</td>
<td>the Czech Republic</td>
<td>Prague</td>
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<tr>
<td>The Delftse Bedrijvendagen</td>
<td>the Netherlands</td>
<td>Delftse</td>
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<tr>
<td>ROC ICT and Technical education / ROC Leiden (Regional Education Centre) - <a href="https://www.rocleiden.nl/opleidingen/mbo-opleidingen/techniek/">https://www.rocleiden.nl/opleidingen/mbo-opleidingen/techniek/</a></td>
<td>the Netherlands</td>
<td>Leiden</td>
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<tr>
<td>University of Bath</td>
<td>the United Kingdom</td>
<td>Bath</td>
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2018 outreach

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<tr>
<th>Title</th>
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<tbody>
<tr>
<td>Lyngby Fair</td>
<td>Denmark</td>
<td>Lyngby</td>
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<tr>
<td>5th Physics Industry Recruitment and Placement Fair</td>
<td>the United Kingdom</td>
<td>York</td>
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<tr>
<td>Luleå University of Technology’s careers fair</td>
<td>Sweden</td>
<td>Lulea</td>
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<td>The Delftse Bedrijvendagen</td>
<td>the Netherlands</td>
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<td>Strathclyde University</td>
<td>the United Kingdom</td>
<td>Glasgow</td>
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<td>Technikerschule Erlangen</td>
<td>Germany</td>
<td>Erlangen</td>
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<tr>
<td>Universite de Haute Alsace, Mulhouse / presentation</td>
<td>France</td>
<td>Mulhouse</td>
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<td>Karlsruhe</td>
<td>Germany</td>
<td>Karlsruhe</td>
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<tr>
<td>Big Bang Fair the NEC in Birmingham</td>
<td>the United Kingdom</td>
<td>Birmingham</td>
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<td>BBB careereventbeurs</td>
<td>the Netherlands</td>
<td>Nijmegen</td>
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<tr>
<td>HOCHSCHULKONTAKTMESSE career fair Munich</td>
<td>Germany</td>
<td>Munich</td>
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<td>Center &quot;Career and Alumni&quot; - Technical University - Sofia</td>
<td>Bulgaria</td>
<td>Sofia</td>
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<td>IST conference Newcastle</td>
<td>the United Kingdom</td>
<td>Newcastle</td>
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<tr>
<td>Jobfair of University of West Bohemia Pilsen CZ</td>
<td>the Czech Republic</td>
<td>Pilsen</td>
</tr>
<tr>
<td>IOP Accelerator Open Day/STFC - material only provided</td>
<td>the United Kingdom</td>
<td>Warrington</td>
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HR Department
A closer look at data – nationality

Distribution of professional categories by Member State - staff and fellows

Representation by Member State and professional category – staff and fellows

Source: HRT – April 2018

Cat 1-2-5A = Scientific, Engineering and Administrative (professional level) work