



Diversity & Inclusion

# Fostering Gender Diversity @ CERN

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CERN Diversity & Inclusion Programme

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

2012

- “Diversity & Inclusion” Programme renamed

2019

2021

- ED endorses first Nationality & Gender Strategy



# D&I-related sample actions @ CERN

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

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

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

"Spouse & Partner equal rights"; Infant feeding room; Crèche on-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

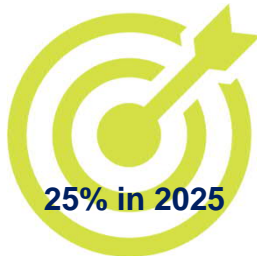
## The STRATEGY

### 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

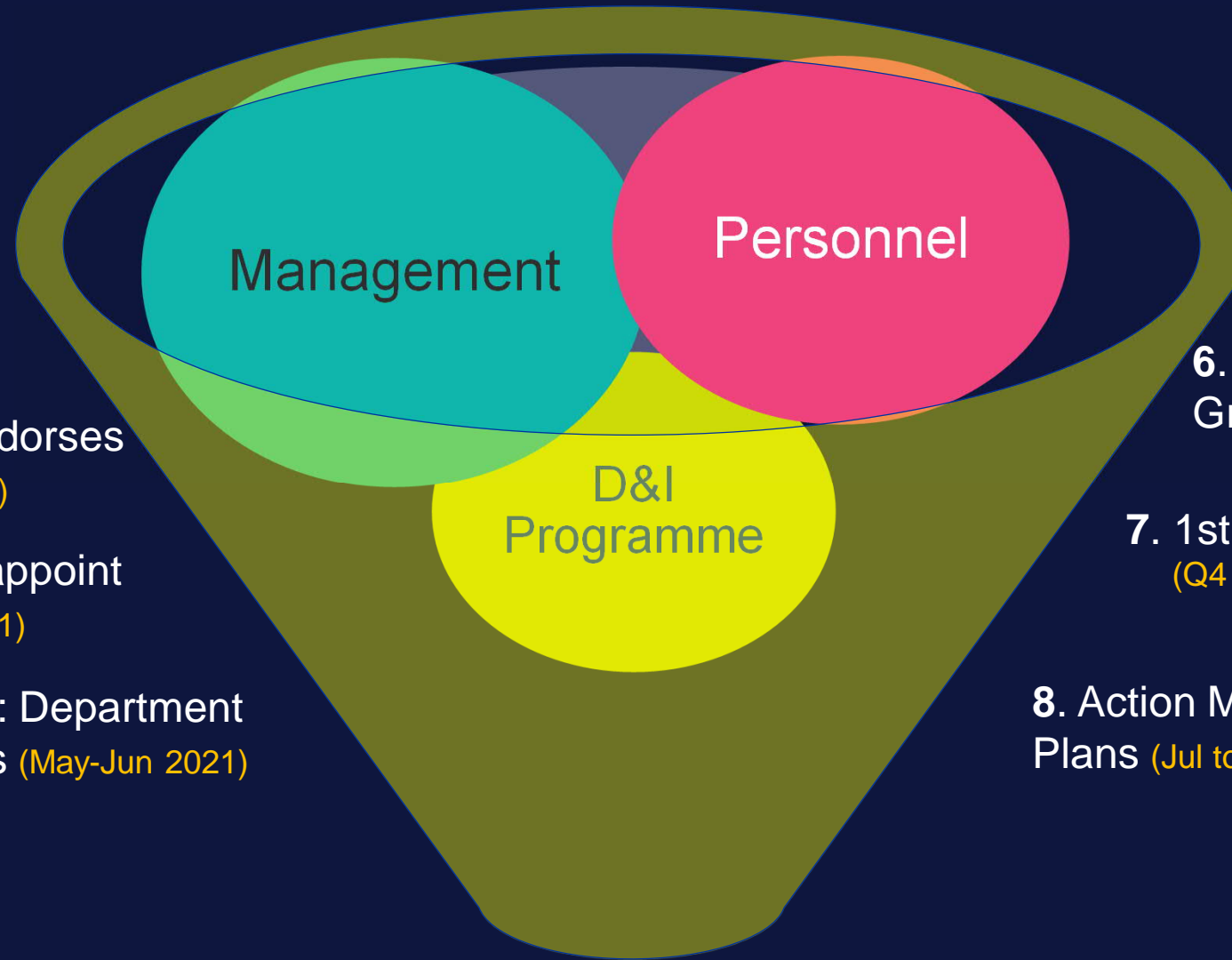
With a particular focus on under-represented MS and a **more balanced return** by 2025:



address nationality clusters  
> 25%

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

# The “25 by ’25 strategy” journey



1. Strategy Paper to Director-General (Aug 2020)

2. Enlarged Directorate endorses Strategy Proposal (Mar 2021)

3. Department Heads appoint 33 Focal Points (Apr 2021)

4. Kick-off meetings: Department Head + Focal Points (May-Jun 2021)

5. Department Nat / Gen dashboard (Oct 2021)

6. Focal Points appoint Focus Groups (Q3 2021)

7. 1st D&I Review Exercise (Q4 2021- Q1 2022)

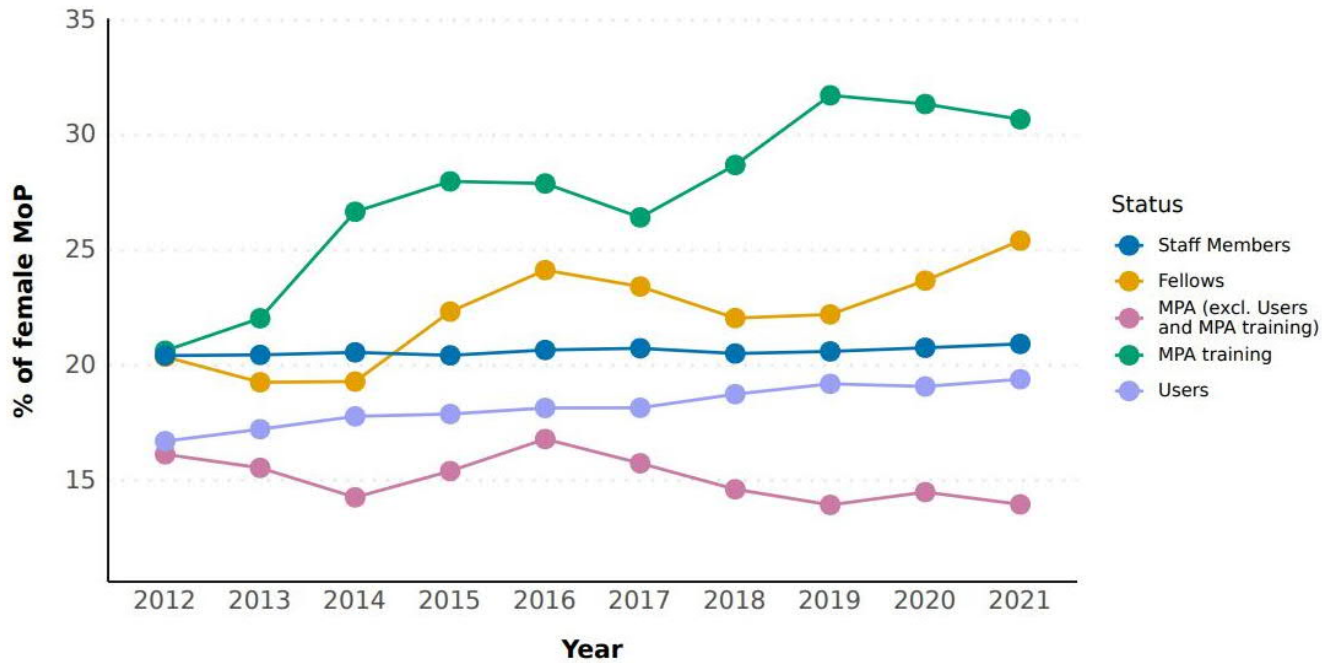
8. Action Menu (Apr 2022) + Fitness Plans (Jul to Sept 2022)

**Engagement. Collaboration. Accountability.**

# Our female 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:

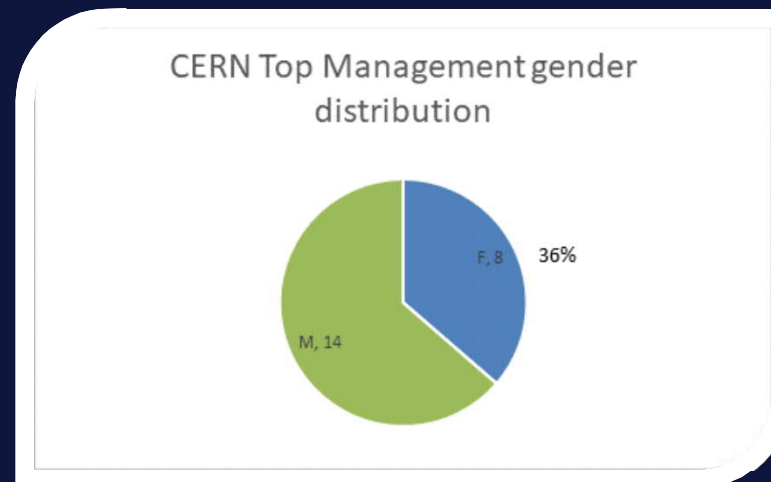
Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2021

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)
<b>Female</b>	547	179	<b>726</b>	560	199	<b>759</b>
<b>TOTAL</b>	2635	756	<b>3391</b>	2676	783	<b>3459</b>
	20.8%	23.7%	<b>21.4%</b>	20.9%	25.4%	<b>21.9%</b>

CERN Annual Personnel Stats, Dec 2021



DG Office: Aug 2021

# 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

- **Public document**
- **Dedicated resources**
- **Data collection / monitoring**
- **Training**



## 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





25 by '25

Accelerating diversity at CERN

**Thank you!**

