

GENDER target
(aspirational)

OUR VISION
scientific excellence through diversity and inclusion

NATIONALITY indicator
(not a cap, not a quota)

GOAL

With a particular focus on **women in STEM**:

OUR GOAL
to increase the nationality and gender diversity of Staff & Fellows (MPE) population by end-2025

GOAL

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



25 by '25

Accelerating diversity at CERN



Periodic Update (Gender): 01 Dec 2024

Implementation Overview

2020

- Strategy Paper submitted to Director-General

2021

- Enlarged Directorate endorses Strategy
- Department Heads appoint 33 Focal Points
- Focal Points create & consult Focus Groups
- HR implements Nat / Gen Population Dashboards

2022

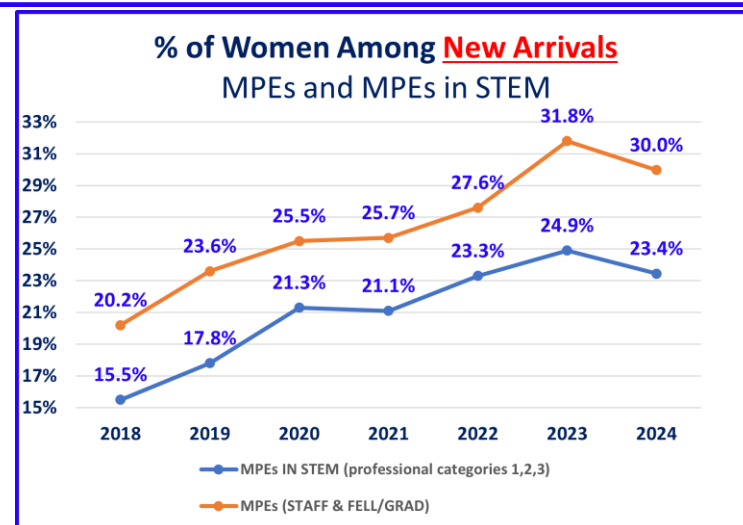
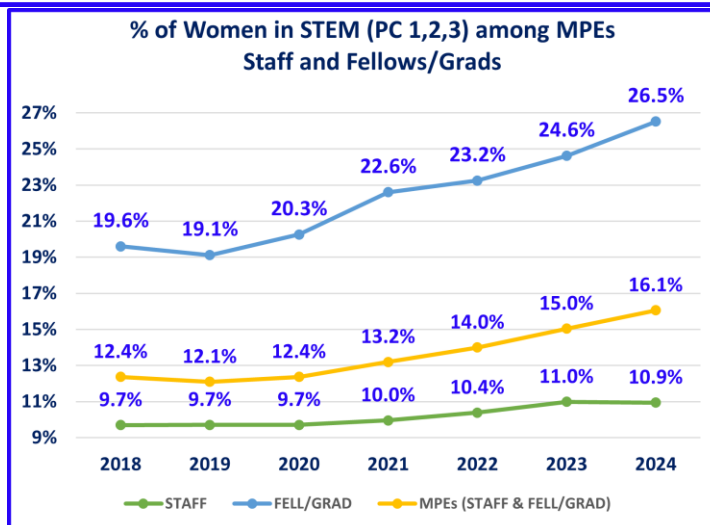
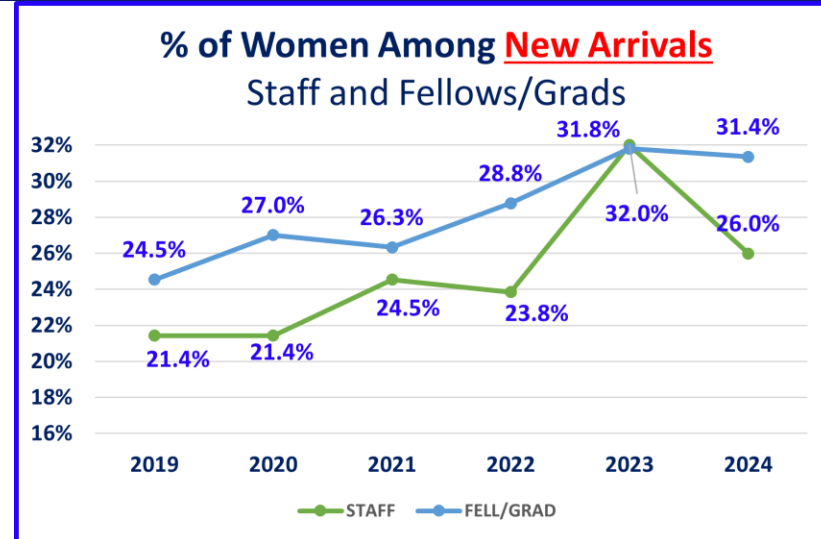
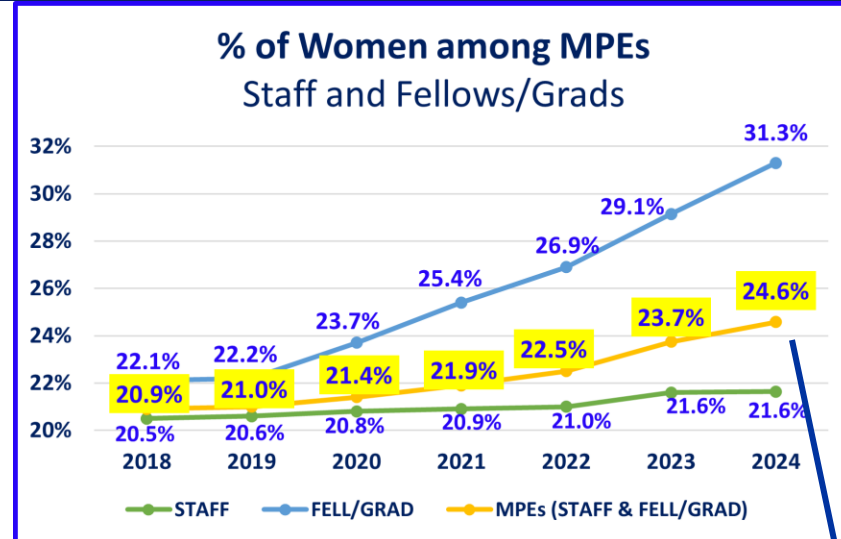
- 1st D&I Review Exercise
- Action Menu + Fitness Plans approved
- Dept Heads appoint 18 D&I Officers (DIOs)
- DIOs establish a Community of Practice

2023

- Transforming Bias Workshop
- Theatre Forum on sexism
- HR implements Nat / Gen Recruitment Dashboard
- 1st Departmental Fitness Plan checkpoint

2024

- Inclusive Language Workshop
- Nationality clusters deep dive:
 - Qualitative analysis: 1 to 1 departmental meetings
 - Quantitative data + analysis & discussions: management level
- Introduction of "Conscious Hiring"



0.4%
from target!

Diversity @CERN Volunteer Networks

WIT

supporting advocating for
women in STEM

ACTIVITIES:

- guest talks
- weekly news
- mentoring
- gender diversity initiatives

wit-matters@cern.ch



LGBTQ+

fostering LGBTQ+ inclusion

ACTIVITIES:

- weekly lunch, R1 behind
Grab N Go, Tues @12h:
join us!
- volunteer: LGBTQ in
STEM day, Geneva Pride

lgbtq.secretary@cern.ch



SNAC

“Supporting Neurodiversity
at CERN”

ACTIVITIES:

- webinars
- social meet-ups
- share experiences
- mutual support
- policy proposals

neurodiversity.contact@cern.ch



DISABILITY

supporting persons with
(in)visible disabilities

ACTIVITIES:

- seminars
- taking part in
disability studies
- D&I Roundtable

contact-disability@cern.ch



CERN Diversity Networks aim to:

- promote a respectful, inclusive, and discrimination-free workplace
- foster awareness of equal opportunities
- offer resources and a platform for work-related discussions

→ Scan the QR code to learn more!

