



Diversity & Inclusion

Accessibility at CERN

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Thursday 16 January 2020

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Visit: <http://cern.ch/diversity-inclusion>

CERN

The European Organization for Particle Physics

An intergovernmental organisation with 23 Member States

Mission:

Discovery through
science



Technological
innovation



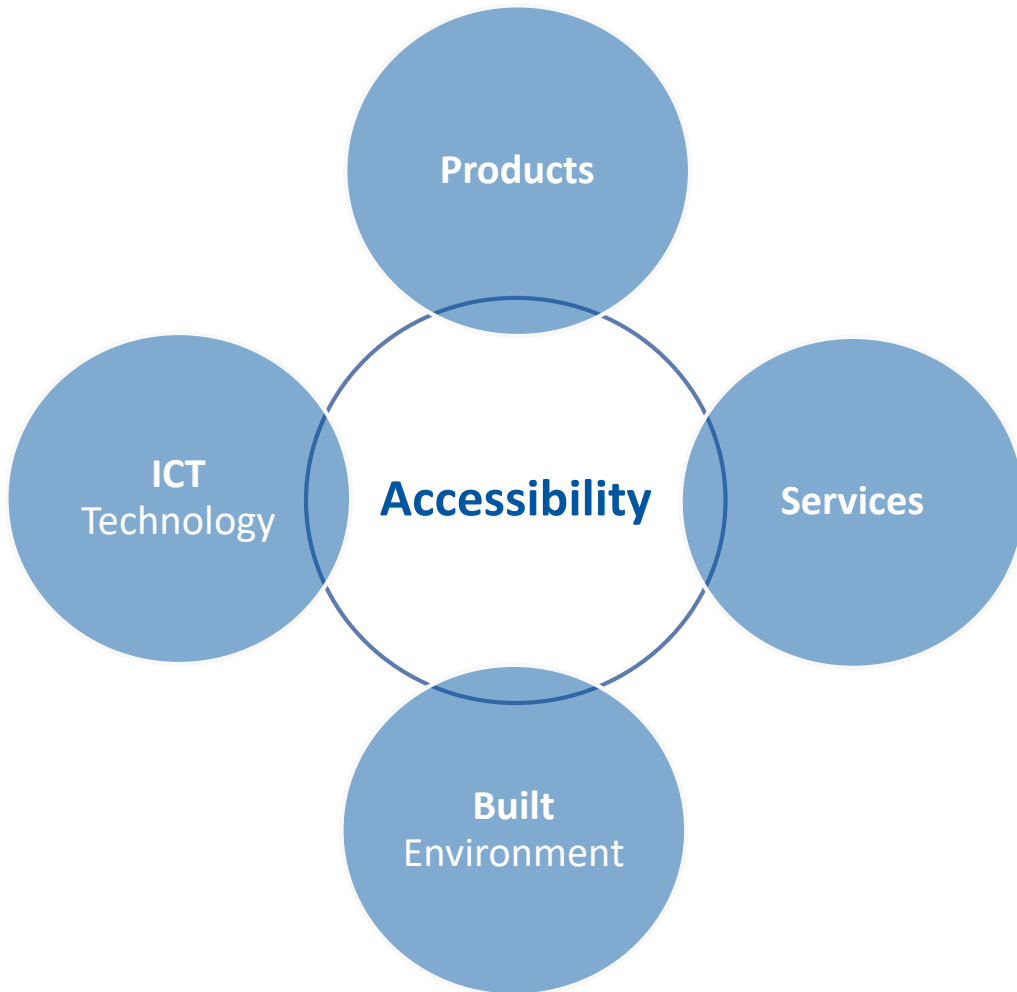
Diversity and bringing
nations together



Inspiration and
Education



Accessibility



- Seeing
- Listening
- Interacting
- Being mobile
- Feeling well
- Speaking

...

Inclusion & Accessibility Policy

- ❑ **Non-discrimination, equal opportunity, and diversity principles** stated in the preamble of CERN's Staff Rules and Regulations
- ❑ **Disability** is one of the dimensions covered by the principle
- ❑ **D&I Programme & Policy** (since 2012)
Code of Conduct (since 2010)
- ❑ CERN approach respects **UN recommendations**
- ❑ **Policy:** new buildings / renovations to take into consideration access for people with reduced mobility
- ❑ Vacancy Notices will soon encourage candidates to disclose any special needs



Structures & services

✓ Sign-posting and accessibility referred to on “CERN maps”.



✓ Reserved parking spaces including for people with temporary disability.

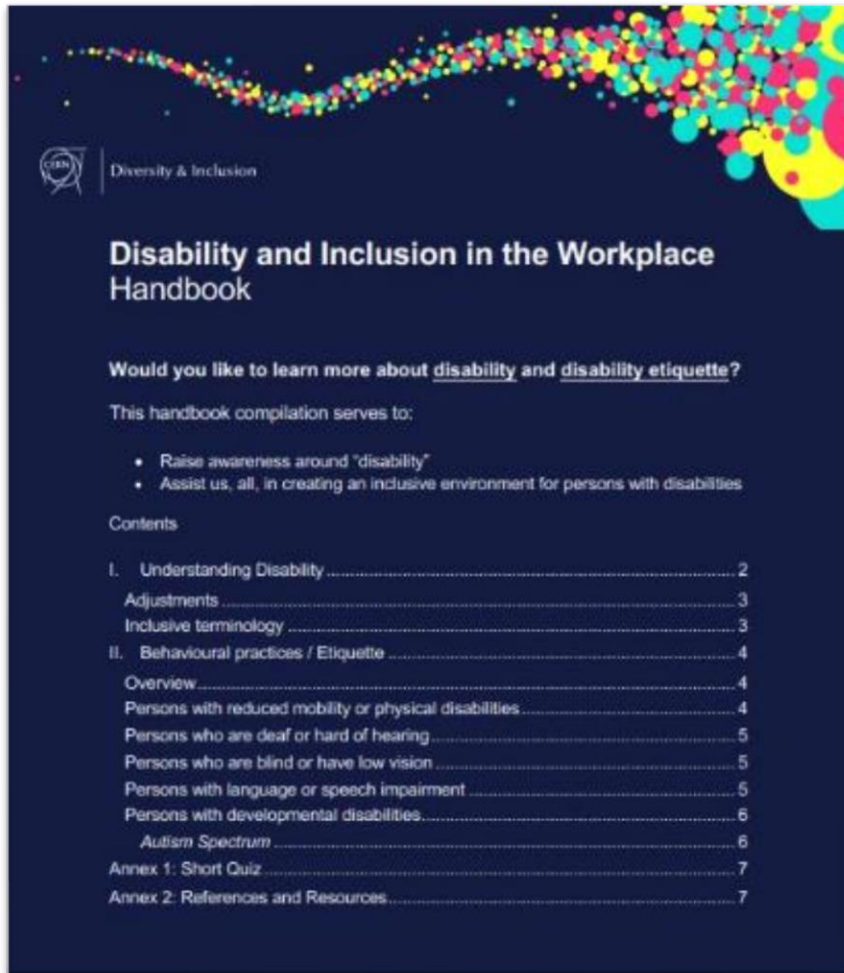
✓ Wheelchair accessible hotel rooms

✓ CERN Disability Network can be contacted for questions

✓ Diversity & Inclusion Programme

→ All the above information is publicly available.

Accessibility: a matter of continuous education



A Handbook which serves to assist us, all, in creating an inclusive environment for persons with disabilities.

- Accessibility seminar at CERN in Feb 2018 video recording
- Engineers and Safety professionals attend training on accessible construction
- Study on inclusion of people with disabilities in employment, at CERN
(Stage de recherche appliquée) « L'inclusion des personnes handicapées dans l'emploi : Le cas du CERN » Martínez-Cabañas Rodríguez, María (2016)



Study on accessibility of CERN's "esplanade"



Accessibility: a matter of continuous education

Internship for students with disabilities



Recruiters attended a workshop on "talent with disability"

HR provided a short targeted awareness workshop on autism, to a hiring board



"This was an excellent experience. We have benefited not only from a smart and very productive student but also from integrating a co-worker with special needs into the team. It was a good change for the team."

CERN Senior Staff, Supervisor of Intern, EP department



Events & Conferences at CERN



Open Days

- Quiet room
- Transport & Parking rendered accessible
- Tactile exhibits

- **Hearing loops for people who are D/deaf or with hearing impairment**
- **(FR) Sign language offered at CERN public event (upon demand)**
- **Speech to text transcription**
 - ✓ Offering the possibility of live (ENG) transcription
 - ✓ Participated in project on automated speech to text technology, led by WIPO

Going forward...

Continue our efforts to:

- **Embed** inclusion & accessibility in CERN's policies
- **Engage** CERN's top management & **increase accessibility**
- **Inspire** fellow scientific institutions and workplaces
- **Learn** from leaders in the field

***Accessibility: a matter of continuous education
& a shared responsibility!***





Diversity & Inclusion

Thank you
for your attention

cern.ch/diversity-and-inclusion

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