



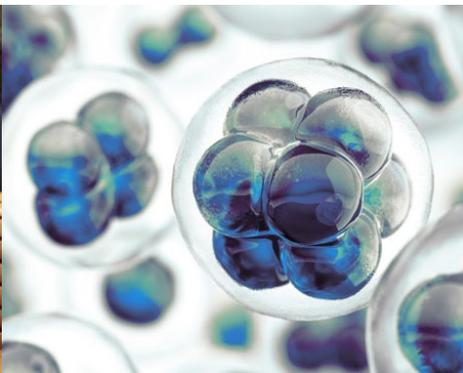
Europäisches
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Working Group D & I

Kick-off meeting



Elodie Bergot



Principal Director Human Resources



30 September 2019

Agenda

1. Tour de table
2. D & I in the scope of SP 2023
3. D & I achievements office-wide
4. Internal Stakeholder structure
5. Awareness & Training
6. Status
7. JUMP: D & I journey
8. Exchanges with the Staff Representatives

1. Tour de table

	Administration	Staff Representatives	
Name		Members	Alternates
	Elodie Bergot, PD4.3	Jane Antoinette Croucher	Dirk Dobbelaere
	Karin Seegert, COO HBC	Alexandra Forjaz	Monika Ernst
	Rani Houyez, WFP Analyst & Adviser PD4.3	Jutta Haußer	María Teresa Juárez Colera
		Peter Kempen	Ingrid Peller
		Dominik Kirchler	Malika Weaver
		Claudia Lopes	

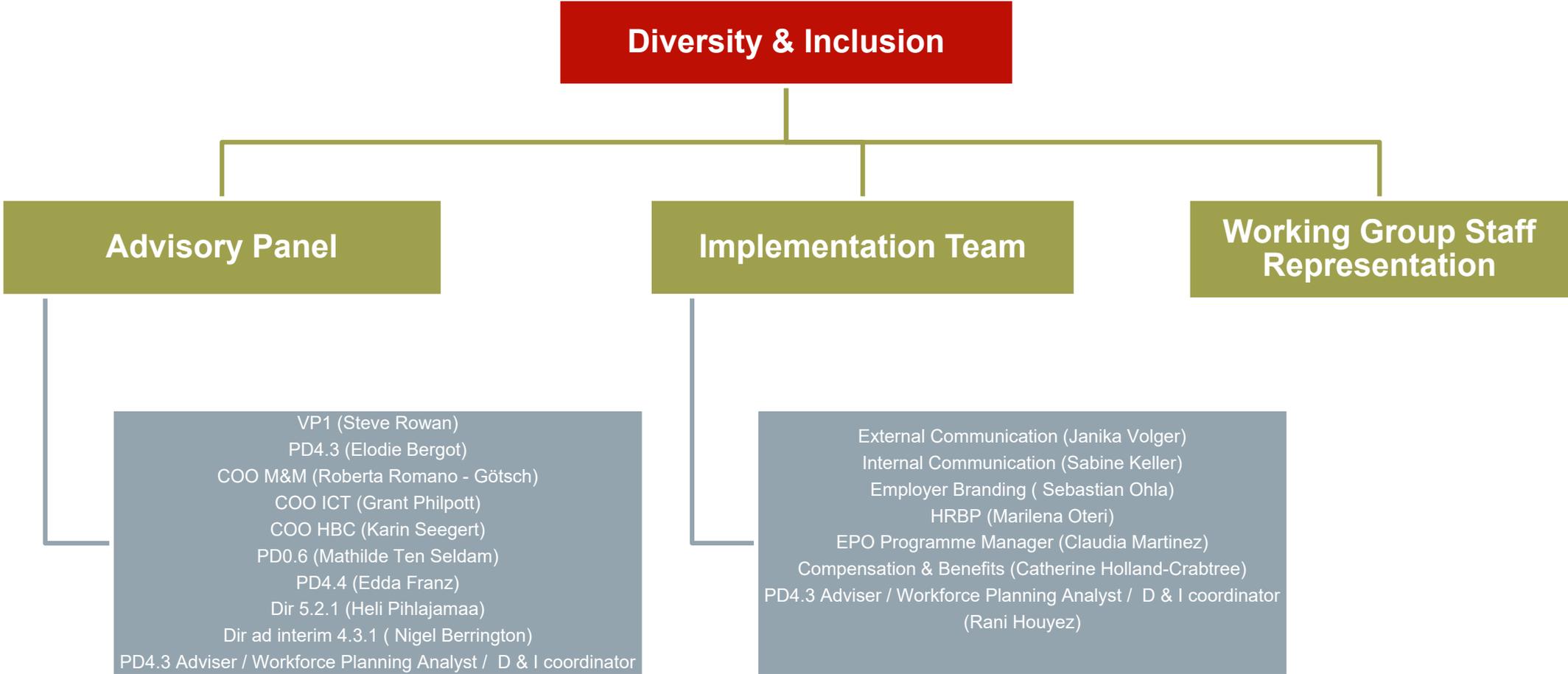
2. D & I in the scope of SP 2023

- Reflected in the Office's values "Trust, fairness, respect"
- **Goal 1: Build an engaged, knowledgeable and collaborative organisation**
 - Diversity & Inclusion = one of the key staff engagement drivers identified in the Your voice, our future survey (current favourable score 51%)
- **Goal 1, KI 1: Attract best talents**
 - Targeted recruitment to further underline the added value diverse staff
 - Multilingualism be fostered through language training for newly-recruited staff
 - More flexible approach to help recruits acquire the necessary language skills will be proposed
- **Goal 1, KI 3: Foster professional mobility and work-life balance**
 - Initiatives (e.g. teleworking) supporting working parents were launched
- **Goal 5, KI 4: Spread a culture of corporate sustainability**
 - Positive impact of the Office on its environment

3. D & I Achievements office-wide

2017	2018	2019
<ul style="list-style-type: none">• Launch of the Gender Diversity taskforce	<ul style="list-style-type: none">• Gender Diversity survey & Focus Groups• Gender Diversity Conference• Awareness on gender gap and specific categories of staff (maternity, PT, PTHW)• Review publication (recruitment)• Better gender balance	<ul style="list-style-type: none">• International Women’s Day → Launch of WiL mentoring programme• Launch ad hoc Teleworking• D&I training for all managers• Disability inclusion policy• Girl’s Day (MUC & TH)• Communiqué Christopher Street Day• Support D&I at the EPO – disability program (“Shadowing day”)• Extension of the ad hoc teleworking pilot• Kick off meeting with JUMP – the D & I journey at the EPO• Preparation of extension of WiL

4. Internal Stakeholder structure

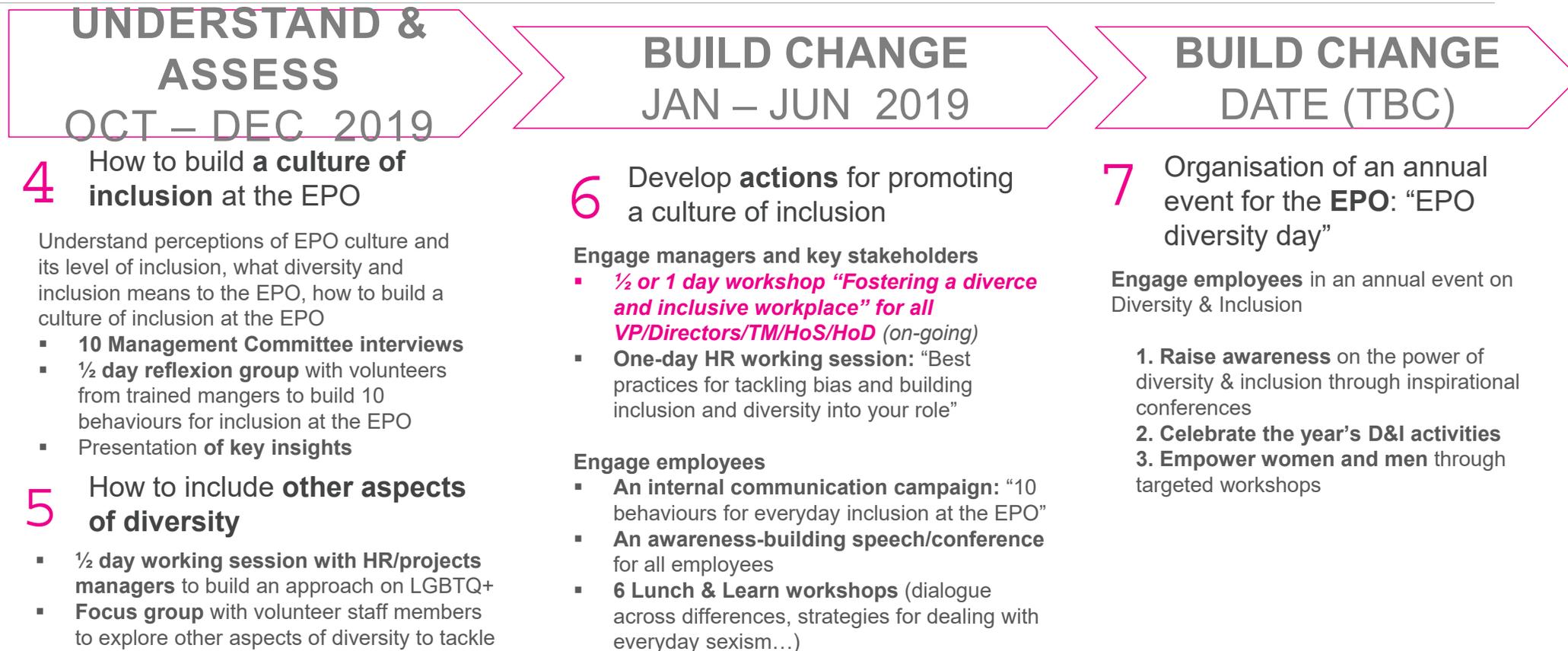


5. Awareness & Training

- Introduction of different steps with JUMP
- Awareness campaigns on inclusive behaviour
- Lunch & learning sessions
- Focus Groups
- Leadership Development Programme

6. Status

- Actions on disability
- Gender – Mentoring programme (WiL, internal) & European Platform of Women Scientists (External)
- **Next step:** How to include other aspects of diversity: LGBTQ+



8. Exchanges with the Staff Representatives

- Points of discussion



Thank you !
Questions?