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

<table>
<thead>
<tr>
<th>Name</th>
<th>Administration</th>
<th>Staff Representatives</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Members</td>
</tr>
<tr>
<td>Elodie Bergot, PD4.3</td>
<td></td>
<td>Jane Antoinette Croucher</td>
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<td>Karin Seegert, COO HBC</td>
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<td>Alexandra Forjaz</td>
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<td>Rani Houyez, WFP Analyst &amp; Adviser PD4.3</td>
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<td>Jutta Haußer</td>
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<td>Peter Kempen</td>
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<td>Dominik Kirchler</td>
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<td>Claudia Lopes</td>
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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

<table>
<thead>
<tr>
<th>Year</th>
<th>Achievements</th>
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<tr>
<td>2017</td>
<td>- Launch of the Gender Diversity taskforce</td>
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<td>- Gender Diversity survey &amp; Focus Groups</td>
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<td>- Gender Diversity Conference</td>
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<td>- Awareness on gender gap and specific categories of staff (maternity, PT, PTHW)</td>
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<td></td>
<td>- Review publication (recruitment)</td>
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<td>- Better gender balance</td>
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<td>2018</td>
<td>- International Women’s Day → Launch of WiL mentoring programme</td>
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<td>- Launch ad hoc Teleworking</td>
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<td>- D&amp;I training for all managers</td>
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<td></td>
<td>- Disability inclusion policy</td>
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<td></td>
<td>- Girl’s Day (MUC &amp; TH)</td>
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<td>- Communiqué Christopher Street Day</td>
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<td>- Support D&amp;I at the EPO – disability program (&quot;Shadowing day&quot;)</td>
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<td>- Extension of the ad hoc teleworking pilot</td>
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<td>- Kick off meeting with JUMP – the D &amp; I journey at the EPO</td>
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<td></td>
<td>- Preparation of extension of WiL</td>
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<tr>
<td>2019</td>
<td>- Review publication (recruitment)</td>
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<td>- Better gender balance</td>
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4. Internal Stakeholder structure

**Diversity & Inclusion**

**Advisory Panel**
- VP1 (Steve Rowan)
- PD4.3 (Elodie Bergot)
- COO M&M (Roberta Romano - Götsch)
- COO ICT (Grant Philpott)
- COO HBC (Karin Seegert)
- PD0.6 (Mathilde Ten Seldam)
- PD4.4 (Edda Franz)
- Dir 5.2.1 (Heli Pihlajamaa)
- Dir ad interim 4.3.1 (Nigel Berrington)
- PD4.3 Adviser / Workforce Planning Analyst / D & I coordinator (Rani Houyez)

**Implementation Team**
- External Communication (Janika Volger)
- Internal Communication (Sabine Keller)
- Employer Branding (Sebastian Ohla)
- HRBP (Marilena Oteri)
- EPO Programme Manager (Claudia Martinez)
- Compensation & Benefits (Catherine Holland-Crabtree)
- PD4.3 Adviser / Workforce Planning Analyst / D & I coordinator (Rani Houyez)

**Working Group Staff Representation**
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+
D&I support project in summary

UNDERSTAND & ASSESS
OCT – DEC 2019

4 How to build a culture of inclusion at the EPO

Understand perceptions of EPO culture and its level of inclusion, what diversity and inclusion means to the EPO, how to build a culture of inclusion at the EPO

- 10 Management Committee interviews
- ½ day reflection group with volunteers from trained managers to build 10 behaviours for inclusion at the EPO
- Presentation of key insights

5 How to include other aspects of diversity

- ½ day working session with HR/projects managers to build an approach on LGBTQ+
- Focus group with volunteer staff members to explore other aspects of diversity to tackle

BUILD CHANGE
JAN – JUN 2019

6 Develop actions for promoting a culture of inclusion

Engage managers and key stakeholders

- ½ or 1 day workshop “Fostering a diverse and inclusive workplace” for all VP/Directors/TM/HoS/HoD (on-going)
- One-day HR working session: “Best practices for tackling bias and building inclusion and diversity into your role”

Engage employees

- An internal communication campaign: “10 behaviours for everyday inclusion at the EPO”
- An awareness-building speech/conference for all employees
- 6 Lunch & Learn workshops (dialogue across differences, strategies for dealing with everyday sexism…)

BUILD CHANGE
DATE (TBC)

7 Organisation of an annual event for the EPO: “EPO diversity day”

Engage employees in an annual event on Diversity & Inclusion

1. Raise awareness on the power of diversity & inclusion through inspirational conferences
2. Celebrate the year’s D&I activities
3. Empower women and men through targeted workshops
8. Exchanges with the Staff Representatives

• Points of discussion
Thank you!

Questions?