

PAUL SCHERRER INSTITUT



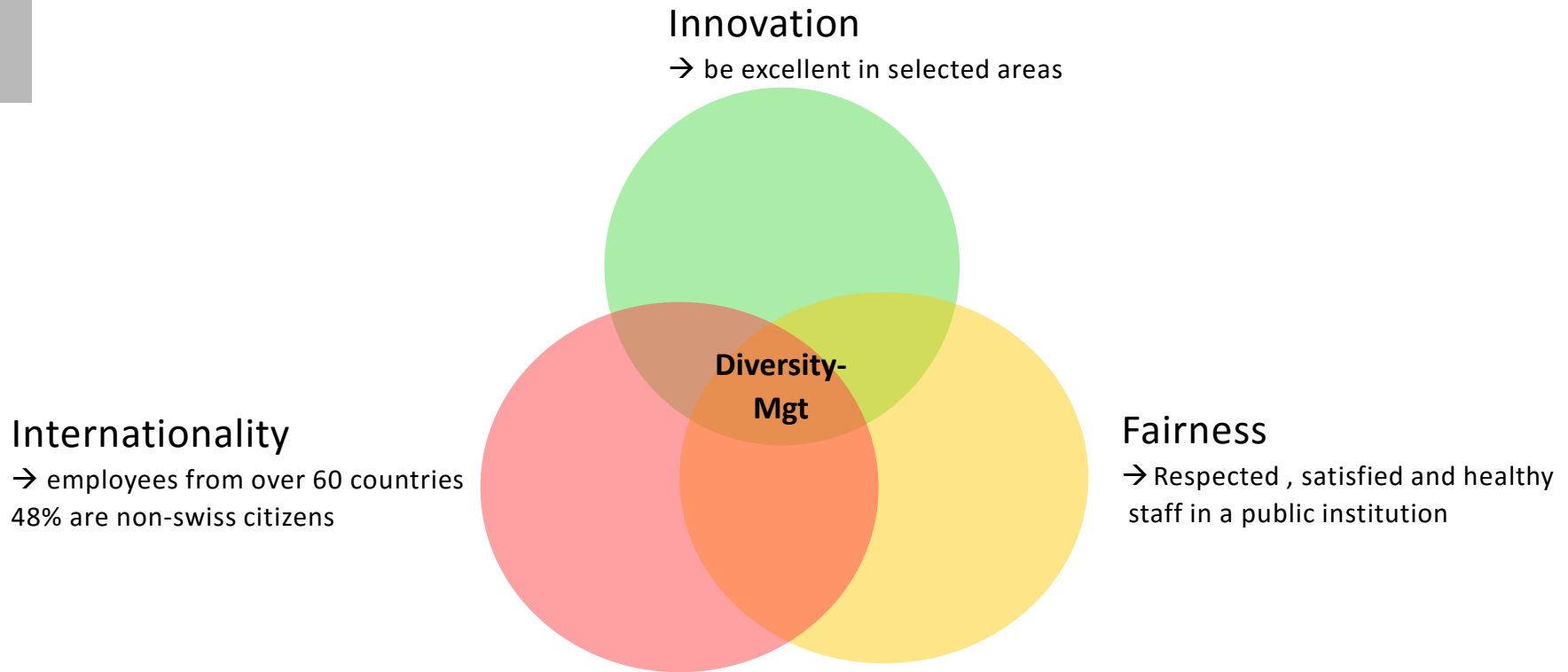
WIR SCHAFFEN WISSEN – HEUTE FÜR MORGEN

Natalie Lerch-Pieper:: Coordinator Equal Opportunity & Diversity:: PSI

Diversity @ PSI

International Dual Career Day @ PSI, June 6th, 2017

Why Diversity Management?



Diversity as chance and challenge



Diversity fosters innovation. That's why we respect the diversity of our employees.

We estimate diversity – to do high performance work and stay healthy.



What have we reached already?

- Committee for Equal Opportunity (since 2008)
- Ranked 3rd, 2nd, 1st in the **Diversity Index** (University of Lucerne)



HR EXCELLENCE IN RESEARCH



Where have been our main fields in Diversity Management so far?



...for example:
Career Return Program



www.psi.ch/pa/support-program-psi-career-return-program

Family friendly

...for example:

- **KIWI (daycare facilities at PSI)**



- **International Dual Career Couples**



...for example:

- **Reintegration of employees**

«We can't change the wind, but we can set the sails differently»



- **Part time work**
- **Sportsclub**

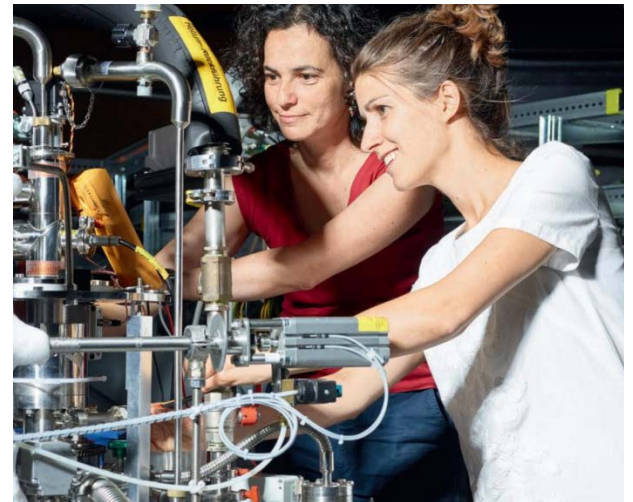


Future....



More female role models in leading positions

- **Target settings for the representation of women**
 - (1) in evaluation committees
 - (2) as speakers at events
 - (3) for female candidates when hiring new staff



- Diversity training for managers
- Diversity price for managers



We are happy
to talk to you!



- <https://www.psi.ch/pa/personnel-policy>
- <https://www.psi.ch/pa/training-and-further-education>
- <https://www.psi.ch/chancengleichheit/>
- natalie.lerch-pieper@psi.ch, +41 056 310 39 15

Some organizational information

- **Motivation Letter Clinic at PARK INNOVAARE**



www.parkinnovaare.ch/

- **Meeting point for the guided tours: Foyer of the auditorium**

My thanks go to

- Communication Department
- Operational and technical support
- HR-Management Team
- Committee for Equal Opportunity

