PSI – where diversity accelerates innovation

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The success of PSI relies on the motivation and performance of its employees. As a federal institution, PSI should lead by example. The Committee for Diversity, Equity & Inclusion (DEICO) and the Competence Center for Diversity, Equity & Inclusion (CCDEI) supports the directorate in ensuring equity for all employees at PSI.

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At PSI, diversity should not be considered an accessory to excellence, but part of its foundation. As a research institution that fosters international collaboration and interdisciplinary exchange, PSI brings together people from different cultural, social, and educational backgrounds. This diverse group of people contribute a wealth of experiences shaped by different generations, life paths, and fields of expertise, from first student projects and apprenticeships to decades of scientific work. It is precisely this range of perspectives that opens new doors, challenges assumptions and creates space for innovation.

This portrait series reflects the people behind the work at PSI. It shares personal stories, motivations, and convictions. When different voices are heard, we strengthen our science and our community alike. At PSI, this means continuously working to remove barriers and to foster equal opportunities for all.

The goal of the PSI Diversity Gallery is to encapsulate PSI's commitment to openness, mutual respect and a culture in which diversity is both valued and celebrated. As ultimately, it is the people of PSI - in all their facets - that shape the success of the institution.

„Am Paul Scherrer Institut erlebe ich täglich, wie Menschen, Kulturen und vielfältige Ideen aufeinandertreffen. Diese Ressource an Diversität ermöglichen uns ein innovatives und zielorientiertes Arbeitsumfeld mit verschiedenen Chancen, die zu einem gemeinsamen Ziel führen.“

Elina Tovagliaro
Human Resources

„There are more than 2,000 souls working at PSI, and oh boy, have I met some interesting, excellent people, each in their own way, in the 13 years I have been here.“
Pablo Fernandez Carmona
Engineer

„As a chemical engineer at the Hotlab I value the diversity I see across PSI. Seeing how varied perspectives enrich collaboration across other departments inspires me to advocate for a more diverse and welcoming environment in my immediate workplace.“
Vitor Rodrigues Barrote
Scientist

„Being a physicist and mother of three children, I've experienced firsthand the challenges of balancing a research career with caregiving, which has fueled my commitment to advocating for inclusive, family-friendly policies in academia, leading me to join the DEICO committee at PSI."

Oxana Actis
Scientist

“Im Zentrum für Protonentherapie verwenden wir Technologie aus der Beschleuniger- und Teilchenphysik zur Behandlung von Krebspatienten. Die Zusammenarbeit in einem internationalen Team unterschiedlichster Berufsgruppen mit dem gemeinsamen Ziel unseren Patienten zu helfen ist für mich täglich neu bereichernd und motivierend.”

Martin Grossmann
Forscher

„As a female postdoctoral researcher from China, I value PSI's inclusive and multicultural environment, where differences are embraced and diverse perspectives drive meaningful scientific collaboration."

Ting Wang
Scientist

„As an early-career researcher, I connect with PSI's belief that diversity and inclusion make science and people stronger. I'm inspired by how PSI creates space for different perspectives to shape meaningful progress."

Shaik Najma Sultana
Scientist

„As head of a scientific group I do not only deeply value our diversity, but I enjoy working with a diverse team, with people with different backgrounds, experiences and expertise, but also different approaches and opinions, because that makes it not only exciting but being more than the sum of individuals.“

Markus Strobl
Scientist

„As a PhD student coming from a background where I rarely saw people like me in science, PSI showed me that innovation is born from diversity — in many accents, skin tones, and lived experiences.“

Mark Dela Cruz
Scientist

„Am PSI erlebe ich, wie sehr Offenheit und Flexibilität zu einem inklusiven Arbeitsumfeld beitragen — indem Vielfalt nicht nur akzeptiert, sondern gelebt wird.“

Maja Szklanowska
Human Resources

„What I like about working in physics, and at PSI in particular, is when people with so many different backgrounds come together to collaborate on one common goal — pure science for the benefit of all.“
Lily Morvaj
Scientist

„As a first-generation STEM professional, I've realized that inclusion begins with being seen and that support is always available to those who ask for it. At PSI, I'm proud to belong to a community that values diversity, where people from different cultural and socioeconomic backgrounds drive true scientific innovation."

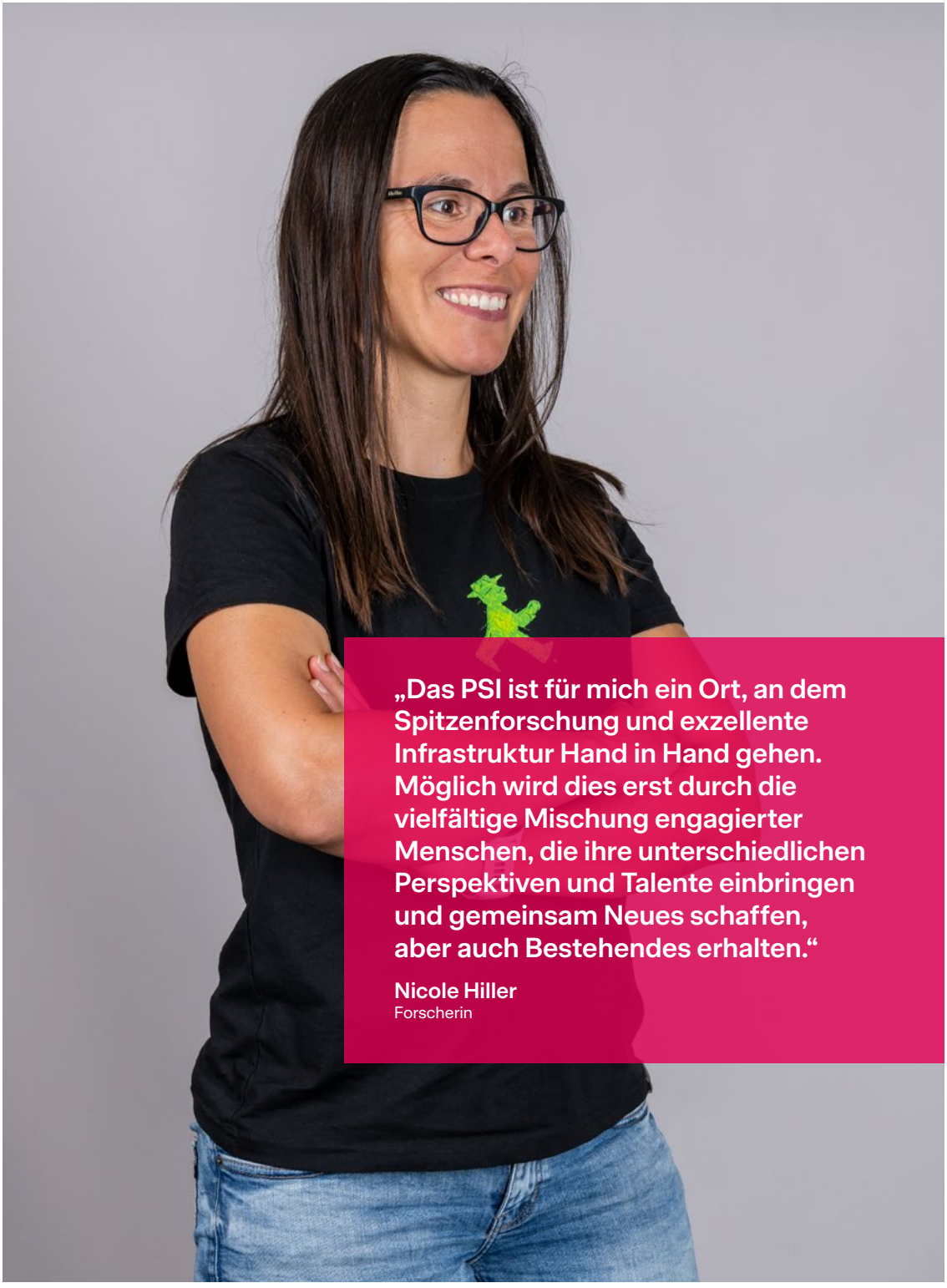
Ayush Agarwal
Scientist

„Being a tenure-track Scientist in CEE, I cover both a scientific and leadership role as young PI and female supervisor. I support and promote the equity mission for women who want to have a career in science.“

Chiara Pischetola
Scientist

„PSI reflects the truth that diversity is our natural state, and inclusion means being part of the equation, not treated as an exception.“

Abderrahmane Ghimouz
Scientist



„Das PSI ist für mich ein Ort, an dem Spitzenforschung und exzellente Infrastruktur Hand in Hand gehen. Möglich wird dies erst durch die vielfältige Mischung engagierter Menschen, die ihre unterschiedlichen Perspektiven und Talente einbringen und gemeinsam Neues schaffen, aber auch Bestehendes erhalten.“

Nicole Hiller
Forscherin

„Coming from the Armenian mountains of the South Caucasus, I bring a unique cultural perspective to PSI. I'm proud to contribute to cutting-edge detector developments in an inclusive environment that values diverse backgrounds and ideas..“

Tigran Armand Rostomyan
Scientist

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