

Europäisches Patentamt European Patent Office Office européen des brevets

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	
		Members	Alternates
Name	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	

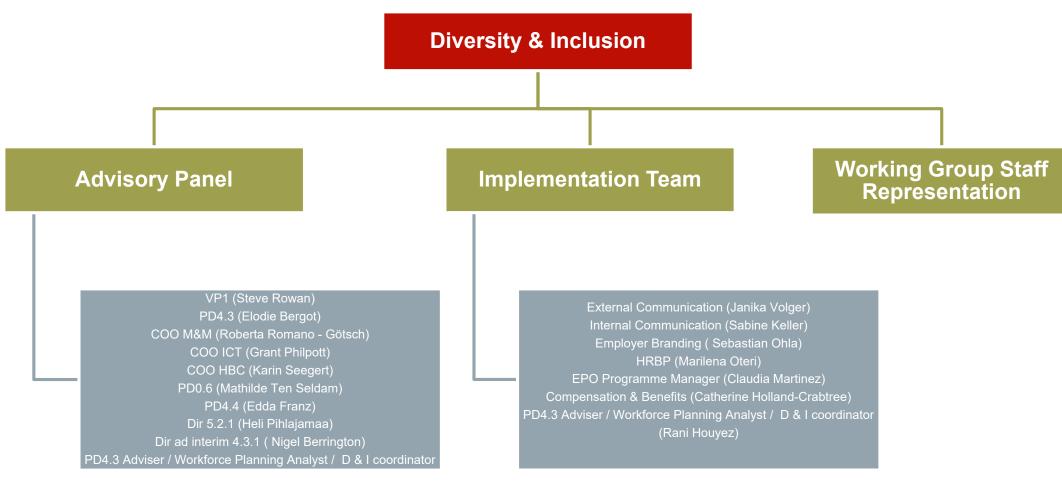
2. D & I in the scope of SP 2023

- 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
Launch of the Gender Diversity taskforce	 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 	 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+

D&I support project in summary



<u> OCT – DEC 2019</u>

JUMP

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 reflexion group with volunteers from trained mangers 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 diverce 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)

Europaisches Patentamt European Patent Office

Office europée des brevets

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

 Celebrate the year's D&l activities
 Empower women and men through targeted workshops

8. Exchanges with the Staff Representatives

• Points of discussion

