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# ESO Diversity, Equity and Inclusion Plan

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# 1. Introduction

ESO's mission as defined in its convention is to build and operate world-class astronomical facilities and to foster cooperation in astronomy.

The ESO values are the guiding principles that inform everything ESO and its employees do to remain in a leading role in ground-based astronomy.

One of the ESO values as approved by its Council in 2021 is to foster Diversity, Equity and Inclusion (DEI):

*Valuing ESO's diverse workforce. Respecting the unique experiences and perspectives of our staff and believing in the contribution of each individual to jointly accomplish ESO's mission.*

*Committing to creating a diverse and inclusive work environment that is safe, professional and of mutual trust where everyone is treated with courtesy and respect considering their cultural and personal background. We strive to create true equity of opportunities and to give various groups the resources they need to succeed.*

The official incorporation of Diversity, Equity and Inclusion in the set of ESO values is the result of more than 15 years of efforts to raise awareness of the importance of these values among ESO's employees, stakeholders and governing bodies, to design and implement individual measures for fostering diversity, equity and inclusion.

The current version of the Diversity, Equity and Inclusion plan focuses initially on the gender dimension of diversity as that is where most activity has taken place to date. In the near future, it is planned to engage with people with disabilities and explore other aspects of diversity such as age, origin or sexual orientation and identity.

# 2. Scope

This document is the first formal description of how the principles of diversity, equity and inclusion have been and are being established in the ESO legal and managerial framework, and how they will be monitored for effectiveness.

This document catalogues the starting point, but is also intended to be a 'living document' that will be re-published periodically (at least every five years) and updated as milestones and actions evolve. It reflects in its current version the 'as is' status. The section on Equity is expected to be elaborated further in 2022.

The document is for internal and external use as approved.

The document is structured around the three strategic pillars- Diversity, Equity and Inclusion- and one horizontal support one – Training, Networking and Collaborations.

For each pillar the commitments of the organisation and the actions that have been taken starting in 2015 to meet these commitments are described, as well as where indicated future planned activities.

In addition, the document describes the resources in place at ESO to implement and monitor the progress of these actions.



## 3. Diversity, Equity and Inclusion at ESO

### 3.1 Definitions

#### 3.1.1 Diversity

Diversity is defined as the presence of differences within a given setting. This includes gender identity, age, ability, ethnicity, religion, nationality, communities, sexual orientation, place of practice, and practice type. We acknowledge the undoubted and proven benefit of having a diverse workforce that brings a spectrum of perspectives in our teams and in decision-making structures.

#### 3.1.2 Equity

Equity means fair treatment in access and opportunity for all employees. We recognize that advantages and barriers exist and that, as a result, everyone does not start from the same place. Equity is a process that begins by acknowledging that an unequal starting place exists and works to correct and address the imbalance. Equity ensures that all people have the opportunity to grow, contribute, and develop, regardless of their identity.

#### 3.1.3 Inclusion

Inclusion refers to the intentional effort to value people's differences and enable everyone to perform to their full performance no matter their background, identity or circumstances. We aim at creating an inclusive working environment, that is one in which everyone feels that they belong, and that their contribution matters.

### 3.2 Importance of a Diversity, Equity and Inclusion plan

Cultivating an enabling work culture where all people can work successfully irrespective of their sex, ethnicity, religion, age, gender / gender identity, sexual orientation, disability or any other status/identity, takes more than just founding principles and values. It requires conscious and continuous attention and planning.

A plan to create a diverse, equitable and inclusive environment is one that aims to foster a safe, discrimination-free and supportive workplace, in which employees have an equal opportunity to contribute and to develop their careers relative to their peers, balancing personal and professional commitments.

A well-known management phrase is 'What gets measured, gets done', meaning that reporting against a plan is known to improve action orientation, focus and results. Measurement is already happening on some themes and in some areas. Setting goals for the whole organization means for ESO the ability to hold ourselves accountable for the results of the wider plan described here. Concrete DEI data which we collect now and in the future, will show the impact of what has been done and what needs to be done differently to achieve our aims, highlighting where more focused actions are necessary.



### 3.3 Validity of the Diversity, Equity and Inclusion Plan

This Diversity and Inclusion plan is valid as from its approval date. It will be reviewed and updated formally every 5 years to provide a meaningful interval for changes to be observed. In the intervening years, it will be assessed and updated by the Sustainability and Diversity Officer with the support of the Diversity and Inclusion Committee. Progress will be reported to the Directors Team.

A staff engagement survey including relevant questions on this theme was run in 2021 and is next planned for 2024.

### 3.4 Roles and dedicated Resources

#### 3.4.1 Sustainability and Diversity Officer

The role of Sustainability and Diversity Officer was created in 2022 and aims to be filled by the end of the year. The Sustainability and Diversity Officer (SDO) will provide leadership and support in planning and executing, sustainability actions inspired by the UN Sustainable Development Goals, focusing on environmental and social aspects, including diversity and inclusion. In this task, the SDO will receive advice and support from the Environment Committee and the Diversity & Inclusion Committee. The SDO will be responsible for the development of a sustainability strategy, its implementation and monitoring.

#### 3.4.2 Diversity and Inclusion Committee

The Diversity and Inclusion Committee was first set up in 2017. It reports to the ESO Director General and works closely with the ESO management to promote and implement goals, policies and good practices pertaining to all aspects of diversity. The committee integrates efforts from all ESO sites. The Diversity and Inclusion Committee will be chaired by the Sustainability and Diversity Officer as of 2023.

#### 3.4.3 Human Resources

The HR department helps in creating a climate at ESO that prioritises diversity, equity and inclusion. It supports management in discouraging and calling-out discrimination, sexism, racism and other hurtful conduct. HR provides related on-boarding activities, relevant training, supports to find diverse groups of job candidates, tracks and helps report on DE&I metrics, and assists with new approved initiatives through best practices for decision making, policy updates and collaboration.

The HR department has a representative member on the ESO Diversity and Inclusion committee, and supports projects through its HR Advisors and colleagues in HR Operations.



#### 3.4.4 Director General and Directors Team

The Director General, appointed by the ESO Council, leads the Organisation. The Director General, together with the five Directors comprise the Directors' Team (DT), the highest level of ESO's management structure.

The DT approves and guides the implementation of the Diversity, Equity and Inclusion Plan.

### 3.5 Diversity, Equity and Inclusion at ESO in 2022

Gender equality, and in particular the advancement of women in science has been a priority at ESO for more than 15 years. The topics of equity and inclusion are more recent areas for focus.

In 2005-06, a project called "Status of women at ESO" was initiated to systematically investigate the gender distribution in the organisation and in some of its scientific activities. The results were published in Primas et al. (2007) and showed that the staff was unbalanced, with female employees accounting for only 18% of the total staff members, and noted that no appreciable change had happened during the time period 1998-2006. Furthermore, there was a conspicuous lack of senior female astronomers. The ESO Fellows and Students programme was definitely better balanced, but constant awareness at time of selection was recommended. The study also highlighted a rather poor gender balance among the scientific visitors and the Colloquia speakers, and recommended to assemble lists of potential female scientific visitors and speakers. The pilot investigation also showed that women employed at ESO were preferentially in lower grades with very few women in senior positions

These results were disappointing, but they served as the basis for further action. They stressed the importance of a systematic monitoring of gender balance and triggered a broader discussion about EDI matters and policies.

Discussions about gender within the engineering community at ESO started much later, most probably because of the very small female representation in this domain.

The creation of the Diversity & Inclusion committee in 2017 allowed for a broader discussion on topics such as diversity and inclusion. Other dimensions of diversity such as different abilities are also incrementally being given some attention. In parallel to this, ESO implemented family-friendly policies such as parental leave and flexi-time arrangements as well as measures against discrimination and harassment. Those policies are described in more detail in the corresponding sections.

ESO measures the progress made in equality by collecting and monitoring data as well as by conducting engagement surveys (most recently 2011, 2015 and 2021). The data collected at the end of 2021 as well as the results of the engagement survey carried out during the same year are addressed in the next two sections.



### 3.5.1 Disaggregated data

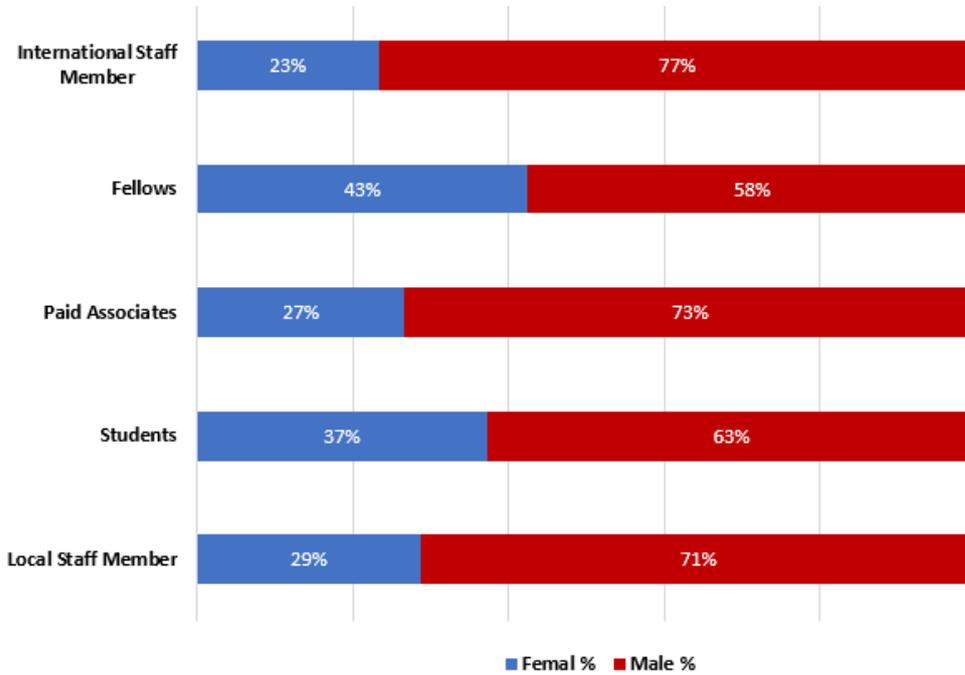
ESO collects and publishes yearly diversity-related disaggregated data, and in particular gender-disaggregated data. This data is available to ESO management for assessing the overall situation and measuring the success of DE& I measures as well as to the ESO governing bodies.

We present in the section our data related to gender distribution. We also measure other dimensions of diversity (e.g age and country of origin). These and other selected data will be presented in subsequent versions of the document.

The current gender distribution at ESO shows a positive upward trend, albeit a slow one. In 2021 Female staff represented 26.4% of the overall headcount (25.8% in 2020 and 25.6% in 2019). In 2014 the proportion of female staff at ESO was 23.2%. The breakdown of female staff by staff category is shown in Figure 1.



Figure 1: Distribution of Female and Male Staff Members by staff category<sup>1</sup>



The distribution of the International Staff Members and Local Staff Members by gender and job category is provided in Figures 2 and 3. It should be noted that the job categories are independent from the Directorates the staff member works in. Job categories allow the assignment of jobs into various categories for reporting purposes.

<sup>1</sup> For Fellows the percentages amount to more than 100% due to the rounding.



Figure 2: Distribution of International Staff Members by job category and gender

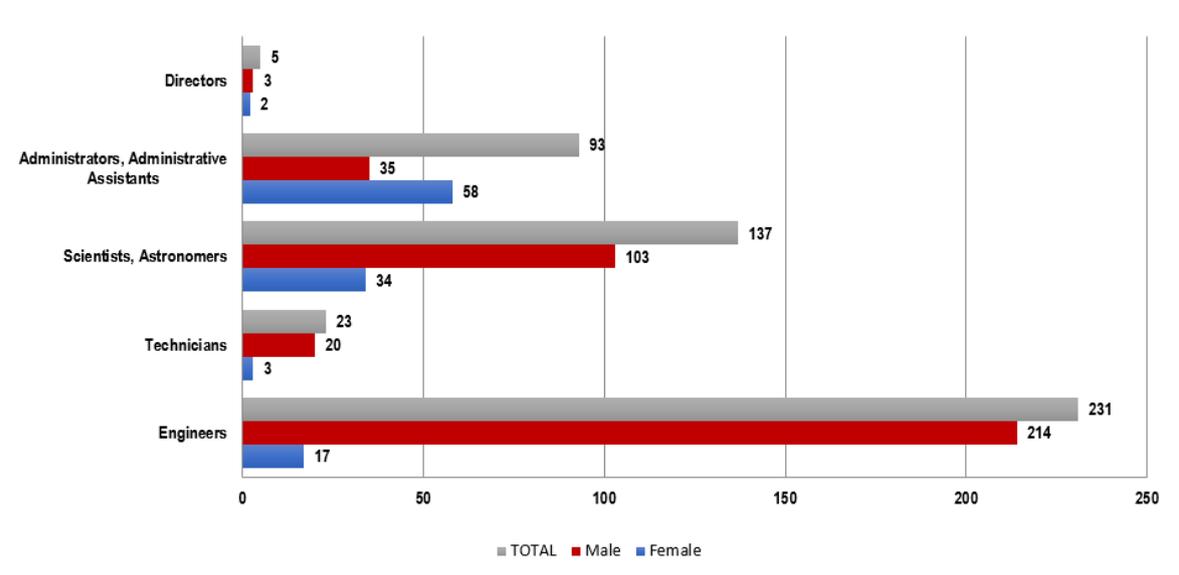


Figure 3: Distribution of Local Staff Members by job category and gender

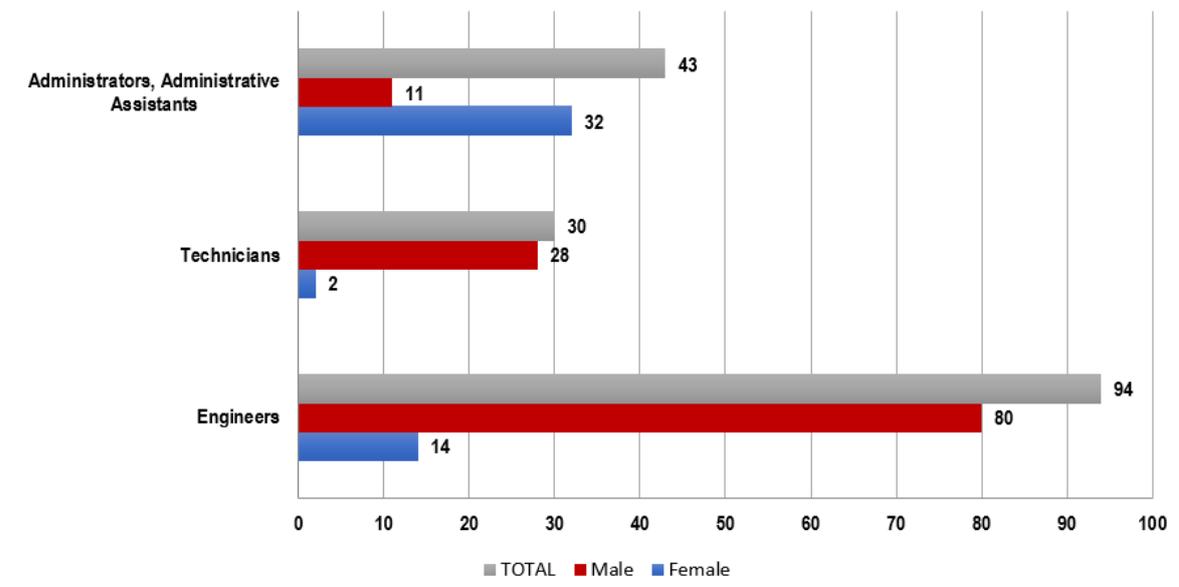
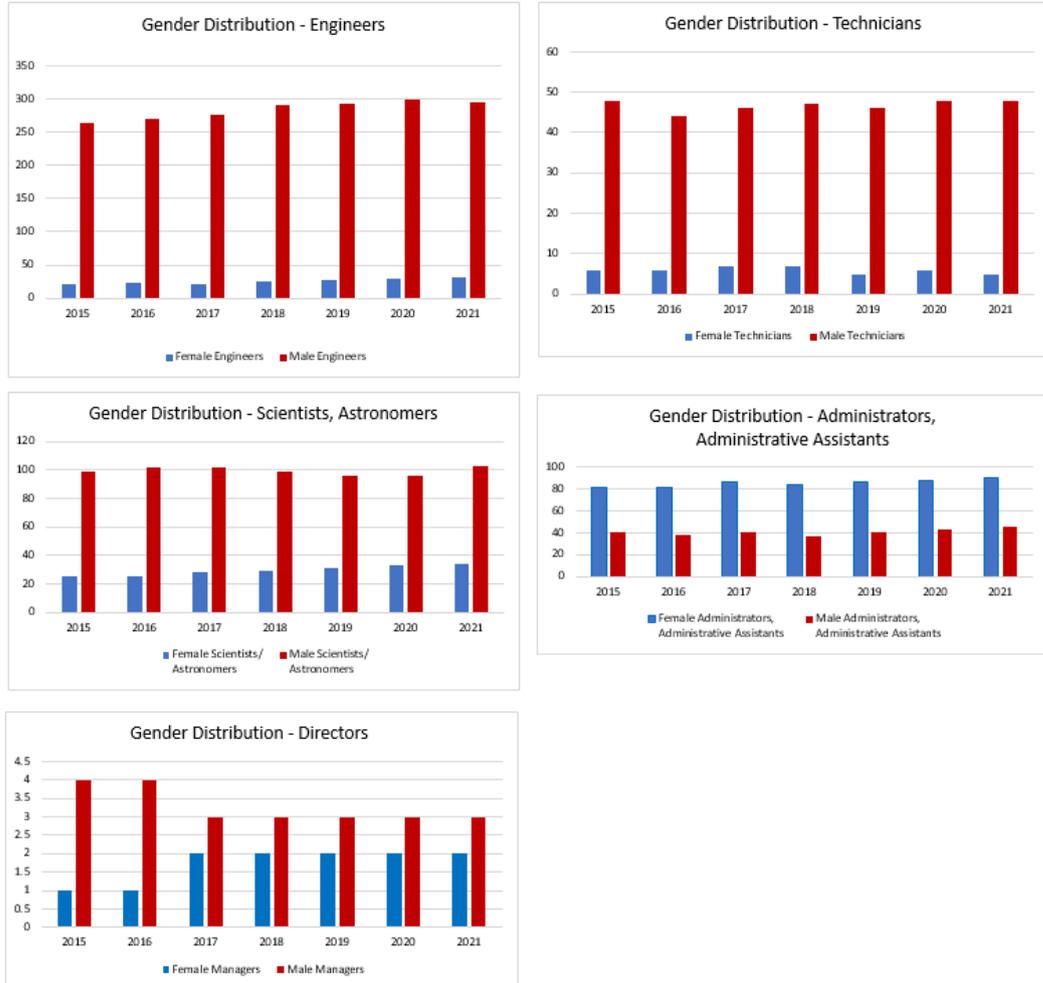


Figure 4 provides the historic evolution of the gender distribution of all members of personnel over the last five years by gender and job category.



Figure 4: Development of members of personnel by gender and job category





The statistics of the distribution of female staff in management positions are provided in Table 1.

Table 1: Distribution of female staff members in management positions

Positions	Female SM	%	Total Number of Positions
Head of Group/Team	12	20%	61
Head of Department	9	26%	34
Director	2	40%	5

While the number of female scientists has increased in the past ten years, the fraction of female technicians and engineers have increased but remain low (6%, respectively 15%).

### 3.5.2 Engagement Survey 2021

ESO conducted an engagement survey among its staff in November 2021. For the first time, questions were included to understand how the employees assess the working environment and culture as well as the efforts made by ESO to advance on Diversity, Equity and Inclusion. The survey will be repeated regularly, with the next one planned for in 2024, which will be the first time to track formally progress on these areas. The results in the Diversity, Equity and Inclusion area can be summarized in the table below. While staff are generally positive about diversity and inclusion at ESO, the majority think that the organisation does not put enough efforts in to understanding and meeting the needs of employees with disabilities.



	Total Favorable
<b>DE&amp;I (ESO)</b>	<b>72</b>
51 ESO provides an effective structure including tools, training and policies for valuing diversity and attracting a diverse workforce.	56
52 ESO provides an effective structure including tools, training and policies for preventing and acting on harassment and discrimination.	69
53 It was important for ESO to recognise diversity and inclusion as core values, and they should stay an integral part of ESO's culture.	86
55 I have not experienced or witnessed directly discrimination against myself or my colleagues at ESO in the last five years.	63*
56 At ESO, people are treated equitably and with respect independently of their gender.	78
57 At ESO, people are treated equitably and with respect independently of their age.	82
58 At ESO, people are treated equitably and with respect independently of their diverse abilities.	73
59 At ESO, people are treated equitably and with respect independently of their sexual orientation.	81
60 At ESO, people are treated equitably and with respect independently of their origin.	82
61 At ESO, people are treated equitably and with respect independently of their cultural background & beliefs.	83
62 If I need to report inappropriate comments about ethnicity, gender, sexual orientation and disabilities I know where to go to.	82
63 If I need to report inappropriate comments about ethnicity, gender, sexual orientation and disabilities I feel comfortable in doing so.	72
64 Perspectives like mine are considered in the decision making.	56
65 ESO makes an effort to understand and meet the needs of employees with disabilities.	47

## 4. Strategic priorities and fields of actions

ESO has chosen three high-level strategic priorities to address as part of its plan to improve equality overall, namely Diversity, Equity and Inclusion.

This section describes for each priority the commitments from the organization as well as the related actions.

### 4.1 Strategic Priority: Diversity

ESO recruits primarily from its 16 Member States and partner countries, but unlike other intergovernmental organizations is not precluded from hiring outside those countries. In fact, ESO's workforce is culturally diverse with employees coming from 40 different nations who bring different backgrounds, different ways of thinking and solving problems. This diversity has been key to the success of the organization. In order to remain in its leading role in ground-based astronomy, and to deliver/operate a working ELT to its community, ESO must



continue widening its talent pool to improve gender balance where female representation is low but also improve diversity in regard to other dimensions such as age, ethnicity, religion or abilities.

#### 4.1.1 Commitment

- Gender dimension of Diversity
  - Increase the overall number of women at ESO with the aim of reaching 30% representation by 2030
  - Increase the number of women in technical/engineering positions in all our duty stations
  - Improve the representation of women in decision-making positions and in boards; in particular:
    - Women in project management roles
    - Women in middle management roles
    - Women chairing project reviews
- Other dimensions of Diversity
  - ESO will in the coming years scale-up its efforts to support other diversity dimensions (people with disabilities, age, LGBTQ+, ethnicity, etc..), the first step being to understand the needs of under-represented groups and making sure that the workplace and policies are inclusive towards them.

#### 4.1.2 Actions

In 2019 the Diversity and Inclusion Committee developed a Diversity Hiring strategy through a set of recommendations which are being implemented by HR. The recommendations follow two main principles:

- a) The recruitment process must address actively unconscious bias through e.g. awareness and structured interviews.
- b) The assessment of the existing diversity in the corresponding organizational unit is the first step of any recruitment process followed by the definition of a diversity goal for that team.

The Diversity hiring strategy addresses every step of the recruitment process:

- Attracting diverse candidates
  - Updated recruitment portal ([being implemented](#))

The recruitment portal is the gate of the Organization towards new recruits. It therefore plays an important role in attracting a diverse workforce. The following updates have either been done or in the process of being implemented:

    - Balance between masculine and feminine-associated language in all texts



- Opening text and job adverts refer to work-life balance and family-friendly work environment
  - Reference to a diversity statement
- Participation at selected career fairs that have a focus on particular unrepresented groups ([being implemented](#))

ESO participated in 2020 and in 2022 at career fairs organized or hosted e.g. by similar organizations like CERN and ESA.
- Job adverts ([being implemented](#))

Special attention is given to the use of language in the job adverts. A diversity statement is included in every advert. Job advertisements distinguish between the minimum set of required skills and those qualifications that are desirable. By doing so, we increase the number of potential candidates to our jobs.
- Accessibility of the hiring process ([to be implemented](#))

Every part of the hiring process should be accessible to everyone, including candidates with disabilities, from the job posting to the interview process.
- Diversity Map ([implemented](#))

HR provides every selection board and hiring manager a diversity map from the corresponding organizational unit. This profile is used by the hiring manager to set diversity goals with the support of HR. The hiring manager is asked to think not only of the individual they are trying to hire but the added value the selected candidate is expected to bring to the team.
- Composition and training of selection boards
  - Composition of selection boards ([implemented](#))

Diverse selection boards reduce the negative impact of unconscious bias at play during interviews and attract more diverse candidates. Selection boards shall reflect diversity of age, gender, nationality or organisational unit. Since more than five years, selection boards for technical and engineering positions must include at least one female member who is on a technical or scientific post.
  - Training of selection boards ([to be implemented](#))

Hiring managers shall go through training in particular on diversity and inclusion awareness as well as on unconscious bias. All members of selection boards must go since five years through on-line training (e.g. videos) on unconscious bias.
- Short-listing of candidates ([being implemented](#))
  - Candidates who meet the essential requirements as defined in the job advert and who bring added value to the diversity in the team shall be short-listed.

In addition, ESO gives incentives to the contractors providing technical services at the Observatories to increase the diversity of their workforce. For example recently, a



contractual Service Level Agreement target was added to reach as soon as possible a 4% female representation, which whilst acknowledged as initially low, was a realistic starting point. The company can in addition obtain a bonus if reaching up 16% of female representation by the end of the 5 year contract.

## 4.2 Strategic Priority: Equity

Equity is the process of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.

### 4.2.1 Commitment

- Understand and incrementally close potential equity gaps that result in salaries, advancement and career progression disparities affecting some groups of individuals (e.g. women)

### 4.2.2 Actions

- Gather, analyse and publish data on starting pay and career advancement based on gender\*. (to be implemented).
- Develop leadership and mentoring programs for women. The female representation in middle management is low. Mentoring programs offer opportunities for managers belonging to under-represented groups to meet with senior leaders who may share their background. The mentee can learn from the leader's experience in a context that resonates with them. (to be implemented)
- Evaluate the current practices to identify talents; Develop ways to support diverse staff and in particular women towards higher level positions. (to be implemented)

\*The equity towards other characteristics than gender will be reviewed in a second stage, to be listed in an update to this document.

## 4.3 Strategic Priority: Inclusion

Diversity will not improve sustainably in the organization and will not bring the expected benefits (i.e. more efficiency, more creativity, more engagement) if it is not coupled with an inclusive and supportive environment. The voices of staff from all groups including the under-represented ones must be heard and valued. Support must be provided to all staff whether they have disabilities or not, noting that not all disabilities are visible.



#### 4.3.1 Commitment

- Create a welcoming environment and enable staff to work more effectively and safely through work-life balance policies and a focus on creating a psychologically safe environment
- Understand the needs of staff with disabilities and provide reasonable accommodation
- ESO will be welcoming to staff and visitors from different cultures and nationalities, and develop among staff the awareness and understanding of cultural differences to increase acceptance and inclusion

#### 4.3.2 Actions

- Time scale 2017-2025
- Welcoming environment
  - Ensure comprehensive on-boarding for all employees ([implemented](#))  
HR organizes comprehensive on-boarding for all staff.
  - Provide the services of an Ombuds ([implemented](#))  
ESO's Ombuds is a designated neutral that provides independent, impartial and confidential assistance to all members of personnel for the informal resolution of work-related disputes
  - Deploy a Respectful workplace policy ([implemented](#))  
ESO has deployed in 2017 a respectful workplace policy to support a working environment free of all kinds of inappropriate behaviours including harassment, sexual harassment, discrimination, abuse of power or victimization are unacceptable, to draw attention to the different forms of inappropriate behaviours and to ensure that all members of personnel understand their responsibilities under the policy. The policy also assists members of personnel to find effective ways to deal with inappropriate behaviours they find difficult and/or unreasonable and establishes the use of informal contacts (trained respectful workplace advisors) to assist members of personnel who may be victims of inappropriate behaviour, or, in certain circumstances, the perpetrators of it.
  - Implement a Code of conduct & code of conduct for visitors ([implemented](#))
  - Improve psychological safety ([being implemented](#))  
Psychological safety is the belief that we will not suffer negative consequences for speaking up, respectfully disagreeing with others or admitting mistakes. Psychological safety is key to teamwork. The Ombuds organizes every year several Psychological Safety Team Facilitations in an on-going programme where results of interventions are measured and monitored.
  - Deploy Safe Space Coffees ([implemented](#))



Following a recommendation from the Psychological Working Group, LPO has created a “safe Space Coffee Meeting” where team members can discuss topics chosen by the participants themselves. The meeting takes place quarterly and is moderated by the Training Officer, GenOP the General Operation Coordinator and the TIO (Telescope and Instrument Operator) training coordinator. Anonymous feedback is given to management if the participants decide to do so.

- Work-life balance
  - Parental leave and special leave for staff who want to extend maternity leave. For example, there is the possibility for staff to request additional time to extend maternity/paternity leave, depending on the type of contract and staff needs. It includes leave to facilitate breast-feeding on sites in Chile, and unpaid leave, which can be extended for a period of up to the age of 2 or 3 of the child.
  - Possibility to request part-time working
  - Flexible working time arrangements where operationally possible, including options to do regular mobile working
  - Smooth re-integration after maternity/parental leave (e.g through reduction of working hours or temporary assignments to e.g Vitacura office where operationally possible)
  - Breastfeeding room at HQ
  - “Emergency childcare” room at HQ
  - Day nursery, Kindergarten where available.
- Understand the needs of staff with disabilities, define and implement accommodation measures (to be implemented)

As a follow-up of the engagement survey, the Diversity and Inclusion Committee has prepared a set of recommendations that will be discussed by Staff representatives and ESO management during 2022. Those recommendations include:

- Organize awareness talks both in Garching and in Chile.
- Identify, appoint and train a group of “Disability Contact Persons”. They will provide informal and confidential advice to staff with disabilities. They will interface with HR and management to present and discuss the needs for reasonable accommodation.
- One of the first accommodation provided officially by ESO will be guidelines for producing accessible documents and presentations. In that way, the ESO management will demonstrate its commitment to support persons with disability, encourage staff to volunteer for becoming a contact person and staff with disabilities to ask for support and accommodation.
- An assessment of the physical accessibility of the buildings shall be done at all ESO sites.



## 4.4 Strategic Priority: Dissemination and Training

This strategic priority is transversal to the three other ones as it serves all of them.

### 4.4.1 Commitment

- Engage with the internal ESO community (staff and partners) on the values of diversity, equity and inclusion;
- Represent the diversity of ESO community at large (i.e. astronomers, engineer educators, etc. In ESO' Member States);
- Embrace an inclusive use of language;
- Network with similar organizations
- Contribute to initiatives that lead to a more diverse and inclusive society

### 4.4.2 Actions

- Training of ESO staff and communication on ESO values and in particular Diversity, Equity and Inclusion  
Examples of training opportunities can be found in Appendix 1
- Communication on ESO values and in particular Diversity, Equity and Inclusion  
ESO staff give regular talks at conferences on the topic above. Few recent examples are given in Appendix 1
- Adopted the UN guidelines for gender-inclusive language (2019). The guidelines are applicable to all internal ESO documentation and communication, as well as in external communications products, e.g., digital and print text, videos, as well as in their translation into the Member States' languages.
- Issued guidelines on "Diversity-aware Communication, Education and Outreach Products" (2019). The guidelines cover the dimensions of gender, age/seniority/ position in the hierarchy, and country of affiliation (acknowledging that this is not the same as the cultural background or nationality). The guidelines are applicable to:
  - All news items (text and video, including in-house planetarium shows) and educational products, prepared by the ESO Department of Communication;
  - The ESO Messenger;
  - Teacher training workshops in the ESO Supernova.
- Celebrate diversity-related days, such as the International Day of Women and Girls in STEM and the International Women's Day through dedicated communications campaigns and events; give visibility to ESO women. Examples of recent events can be found in Appendix 1
- Network with similar organisations  
ESO is a member of the European Intergovernmental Research Organisations forum (EIROForum) that brings together eight of Europe's largest research organisations with extensive expertise in the areas of basic research and the



management of large, international infrastructures, facilities and research programmes. The mission of EIROForum is to combine resources, facilities and expertise of its member organisations to support European science in reaching its full potential, not only in their technical and scientific areas, but also for what concerns DEI-related issues and challenges. Back in 2018, ESO and CERN capitalised on their participation to the GENERA Network and promoted the founding of a dedicated Diversity and Inclusiveness Ad-hoc Working Group, that has been active since then. The main goal of this group is to

- Share best practices and benchmark DEI policies
  - Educate staff involved in DEI matters by expanding their knowledge of their peer DEI strategies and initiatives
  - Disseminate ESO's DEI strategy
- Active participation to Diversity and Gender networks (e.g. GENERA, Working Group of Women in Astronomy of the IAU, Society of Women Engineers)
    - ESO joined the Horizon 2020 Gender Equality Plan in the European Research Area (GENERA; 2015-2018) project as an observer. It got actively involved in many activities of the project, like for instance the co-organization with CERN of a Gender in Physics day, focused on the gender equality challenges in inter-governmental organizations. At the end of the natural lifetime of the project, the collaboration became a network that has now become a Community of Practice and is still actively taking action to improve DEI aspects. ESO has been co-chairing the management of this network since 2019.
  - Active participation to the organization of conferences
    - ESO participates actively to the SPIE conference, co-organizes the Equity, Diversity and Inclusion resource Room as well as the Lunch & Learn event.
  - Engage with organizations that have experience with Diversity and Inclusion matters
    - An agreement between ESO and the UN Women was signed on 30<sup>th</sup> of January 2020 in Chile to foster collaboration. ESO will use the UN's Women Empowerment Principles to structure and measure progress of its actions. Some of the planned steps are the organization of the Girl's Day in Chile to promote STEM career amongst young girls, and the participation in the Second Chance Education Program.
  - Provide Training opportunities to women
    - Second Chance Education (SCE) Program. A custom program was performed in Chile in 2021Q to give a work induction for mirror coating technologies to a group of seven women selected through the UN Women SCE program. The experience was positive and resulted in one hiring in 2022Q2 and two more planned in 2022Q3. This dedicated training (the order of 120 hours of classes and certifications obtained through commercial vendors) could become a mechanism to identify talents and support the hiring strategy of ESO or its permanent contractors.



- Mentoring female students in STEM career: three female staff of the Paranal Observatory (two engineers and one astronomer) participated in the Program LIQCAU run by a consortium of Antofagasta's universities (UA and UCN) to increase women in STEM careers by providing mentoring of students by professional female workers. The experience was a pilot for ESO and could be repeated to have a local action in the Observatory Region.
- The GENERA Network has prepared a training course for young scientists on EDI aspects and career development. This will be offered to all ESO Students and Fellows starting with Fall (Spring) 2022 (Northern/Southern Hemisphere, since ESO has two main locations, one in Germany and one in Chile).
- Contribute to initiatives that lead to a more diverse and inclusive workforce.
  - ESO is part of the H2020 Opticon Radionet Pilot (ORP) project (2021-2025) and has taken the lead of the Joint Action on Accessibility, Equal Opportunities and Diversity. The main focus here is to share EDI best practices within the collaboration, but also and specially to share and discuss the implementation of best practices (e.g., in the review of telescope time requests) that will benefit the entire astronomical community. ESO is leading the way in this field and has been making important changes in the way it issues calls for and it reviews observing proposals for telescope time.
  - ESO is part of the Big Science Business Forum, a business oriented congress which congregates all the European Research Infrastructures, focused on technology and with the aim to be the main meeting point between Research Infrastructures and industry. This year marks the first introduction of DEI matters to the agenda and ESO involvement in this underlines our commitment to raise awareness and to bring these important topics to a broader community and society.



## Appendix 1

- Examples of training opportunities for ESO staff on ESO values and in particular Diversity, Equity and Inclusion
  - March 2022: Talk "Get to know ESO's Respectful Workplace Policy and the role of Respectful Workplace Advisors (RWA) in Garching", by Camilo Azcarate & Steffi Steins
  - December 2021: Diversity&Inclusion at ESO presented in the Departments, for instance, see the Slides prepared for the "PSO SciOps Dept Meeting"
  - From October 2021: Recognising and valuing diversity in the ESO multicultural environment: monthly seminars on "Training on CULTURES @ ESO", by the Ombuds Camilo Azcarate, in English and Spanish
  - 14 February 2020: Mini-workshop "Women in STEM and the challenges they face"
  - 6 August 2020: P. Hibon and M. F. Labayru presentation "Recent diversity and inclusion activities at ESO"
  - 2 April 2019: talk "Hot-headed Italians and humourless Germans - Intercultural communication at ESO", by Claudio Cumani
  - May 2018: talks in Chile and Garching about "Diversity management", by Lorena Agüero, Novar Consultores
  - 25 June 2018: talk "How Unconscious Bias in our Brain Sabotages Diversity", by Dr. Karolien Notebaert
  - 3 December 2018: talk "What does gender have to do with physics?", by Prof. Tomas Brage
  
- Examples of talks given by ESO staff on our values and in particular Diversity, Equity and Inclusion
  - February 2022: ASTRO2022 conference, "Equitable hiring at ESO", F. Primas on behalf of the ESO D&I Committee
  - February 2022: ESO Garching on-line Workshop: The present and future of Astronomy. A critical look at hiring, evaluation processes, the way we do science, and our role in society
  - July 2022: SPIE Conference 12186 "Observatory Operations: Strategies, Processes, and Systems IX", "Diversity, Equity and Inclusion (DEI) at ESO : updates on the current practices and strategies for the future.", Author: Hibon, Pascale, European Southern Observatory
  - 18-20 July 2022: Public Awareness of Research Infrastructures Conference: "Diversity and Inclusion in ESO's science communication products", talk by Mariya Lyubenova
  - 27 June 2021: European Astronomical Society annual meeting, Leiden (online) at ["Diversity and Inclusion Day" special session](#): "Diversity and



Inclusion in ESO's science communication products", talk by Mariya Lyubenova

- Examples of recent events to celebrate diversity-related days and give visibility to ESO women
  - “ESO Blog”, 11.02.2021: Day of Women and Girls in Science 2021 - Female role model in astronomy + Virtual Tour
  - 12.03.2021: On-line talk for International Women's Day, by Maria Ines Salamanca, UN Women
  - “ESO Blog”, 11.02.2022 and 18.02.2022: celebrating Women in Science Day 2022 at ESO
  - “ESO Blog”, 22.10.2021: A day in the life of an ALMA astronomer (Marie-Lou Gendron-Marsolais)

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