



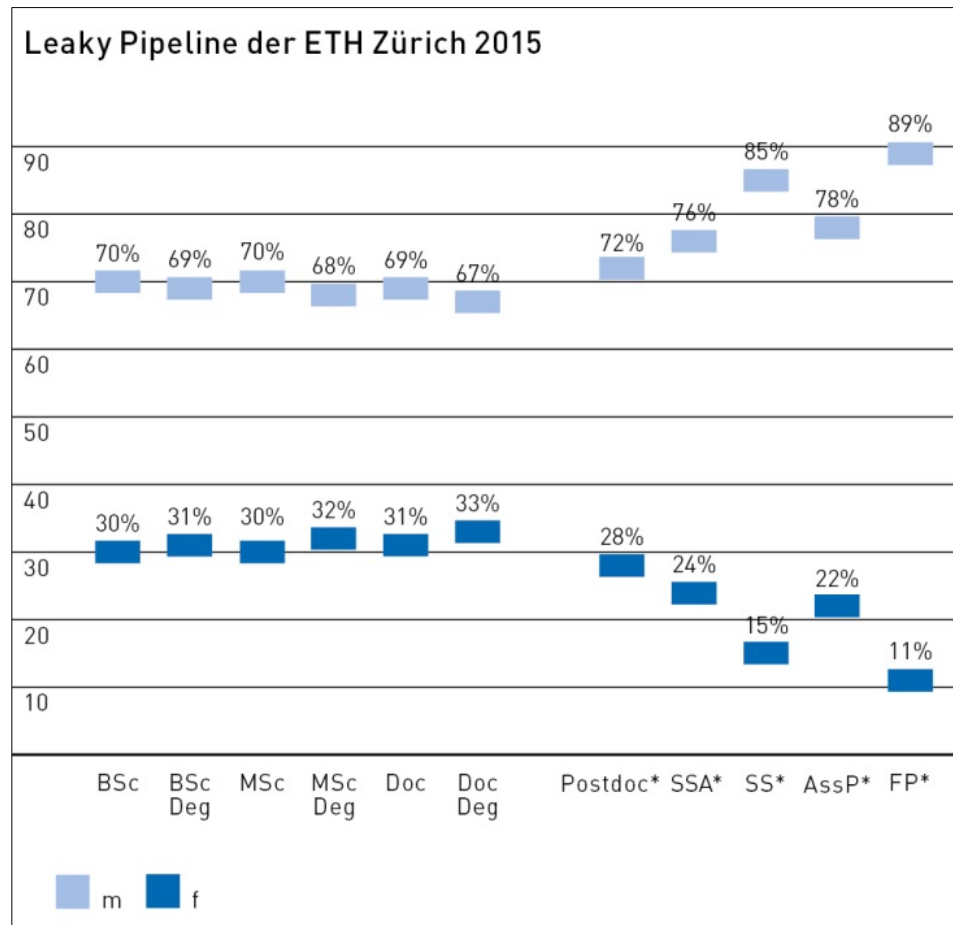
Gender Action Plan and Gender Related Activities at ETH Zurich

Professor Renate Schubert, Gender Delegate to ETH Zurich's President

Four Areas of Gender Action Plan:

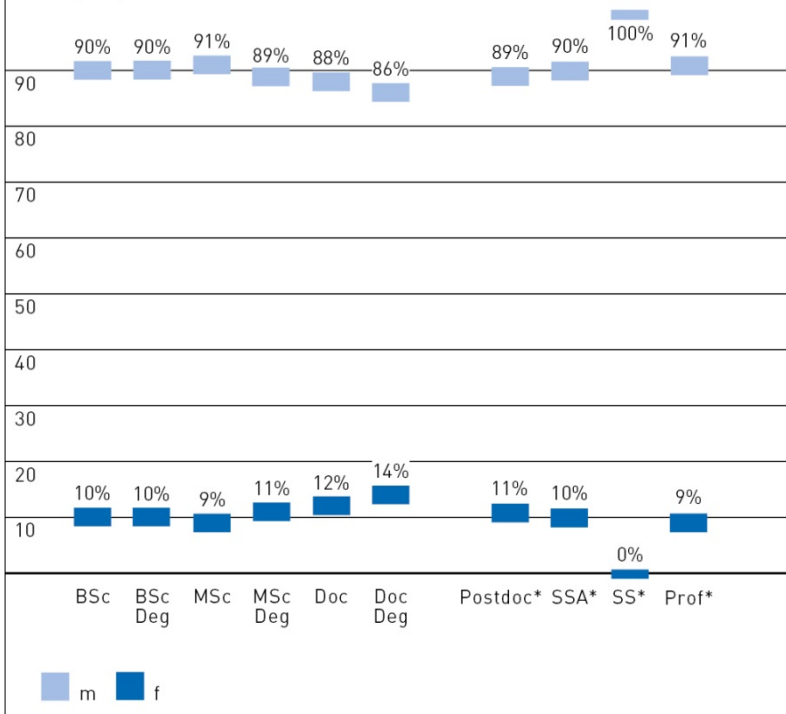
- Academic Careers and Career Development
Female students appr. 30%; Female doctoral students & Postdocs appr. 25-27%; Female Assistant Professors 25%; Female Tenured Professors 12%
- Integration of Gender Issues in Research and Teaching
- Balance of Work/Studying and Family
- Preventing and Fighting Against Sexual Harassment and Discrimination

Leaky Pipeline for ETH Zürich

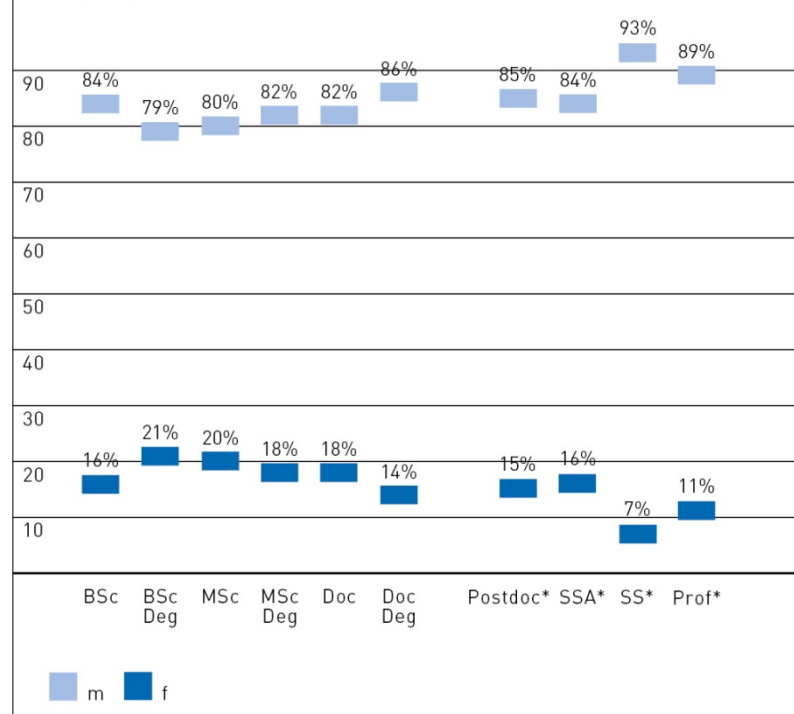


Mechanical Engineering and Physics

Leaky Pipeline D-MAVT 2015

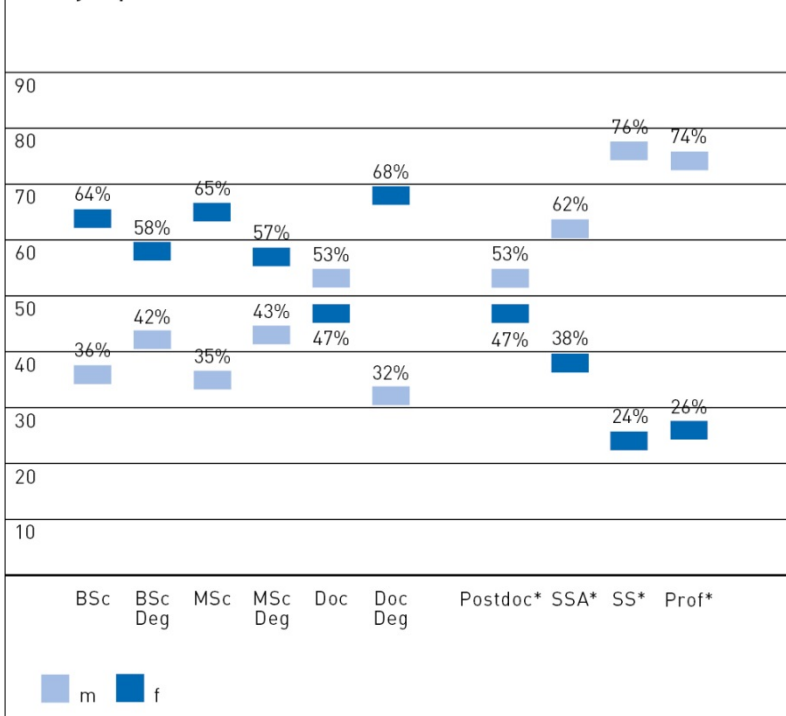


Leaky Pipeline D-PHYS 2015

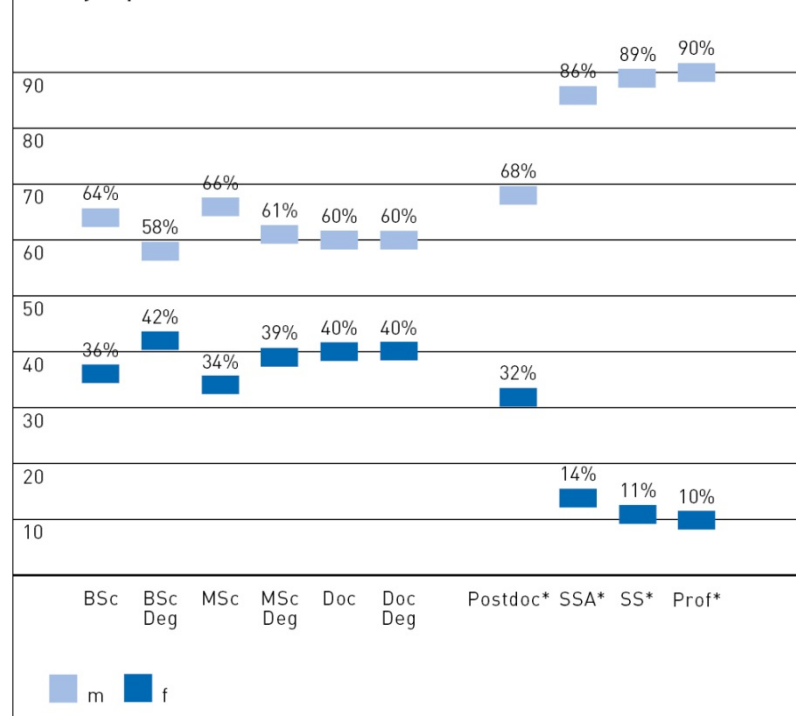


Health, Science & Technology and Earth Sciences

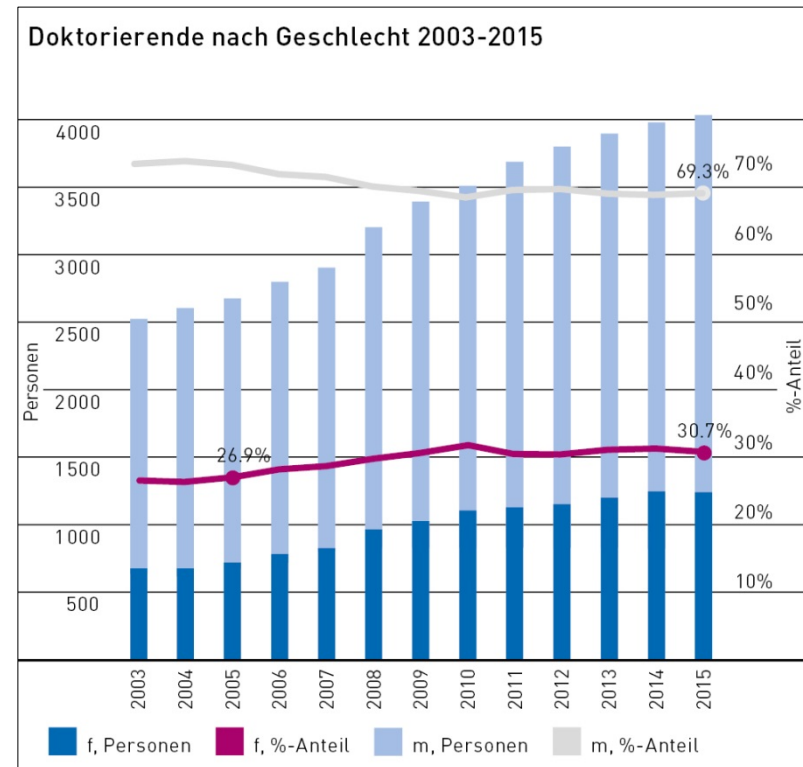
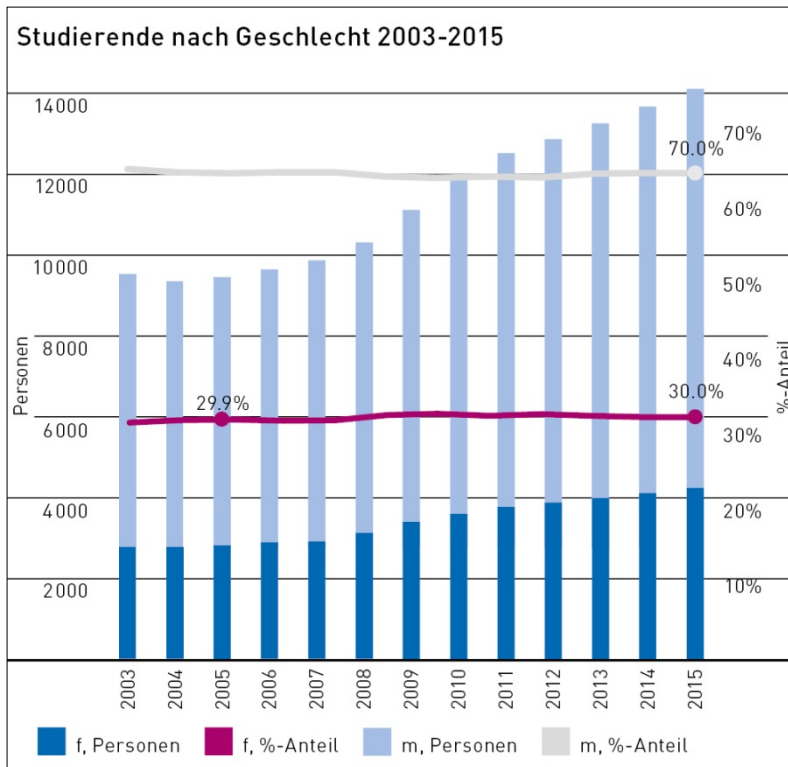
Leaky Pipeline D-HEST 2015



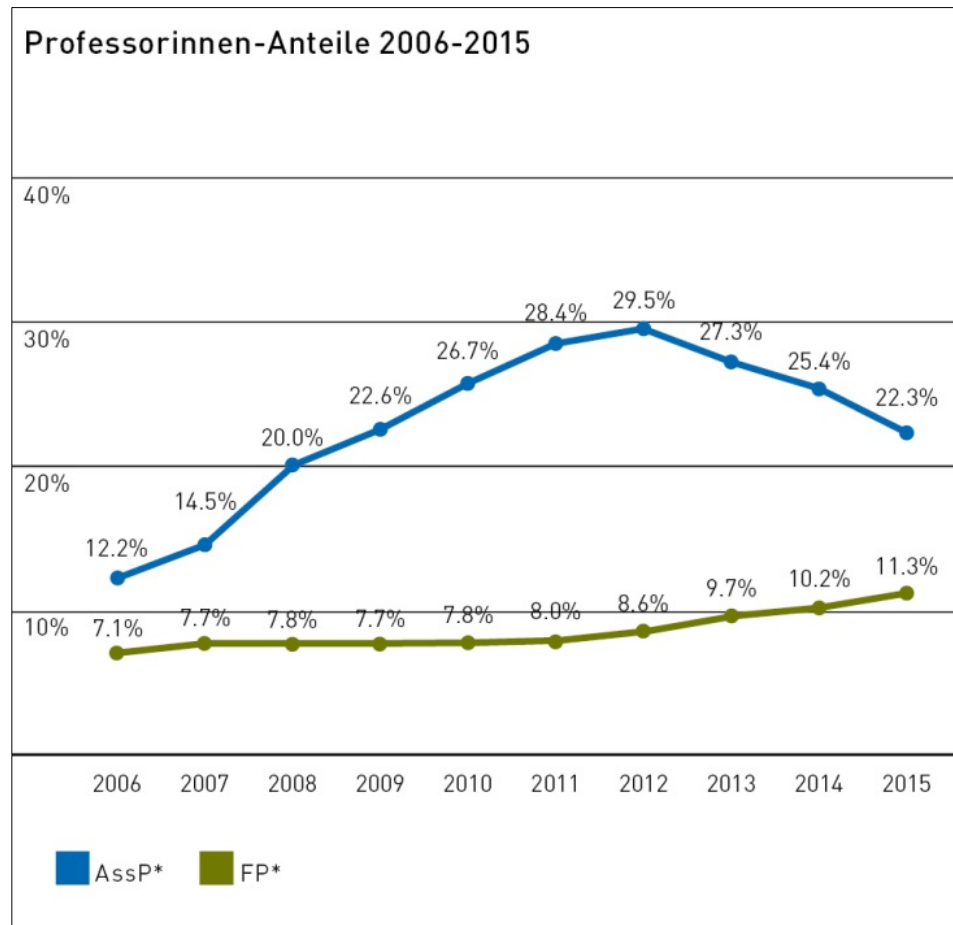
Leaky Pipeline D-ERDW 2015



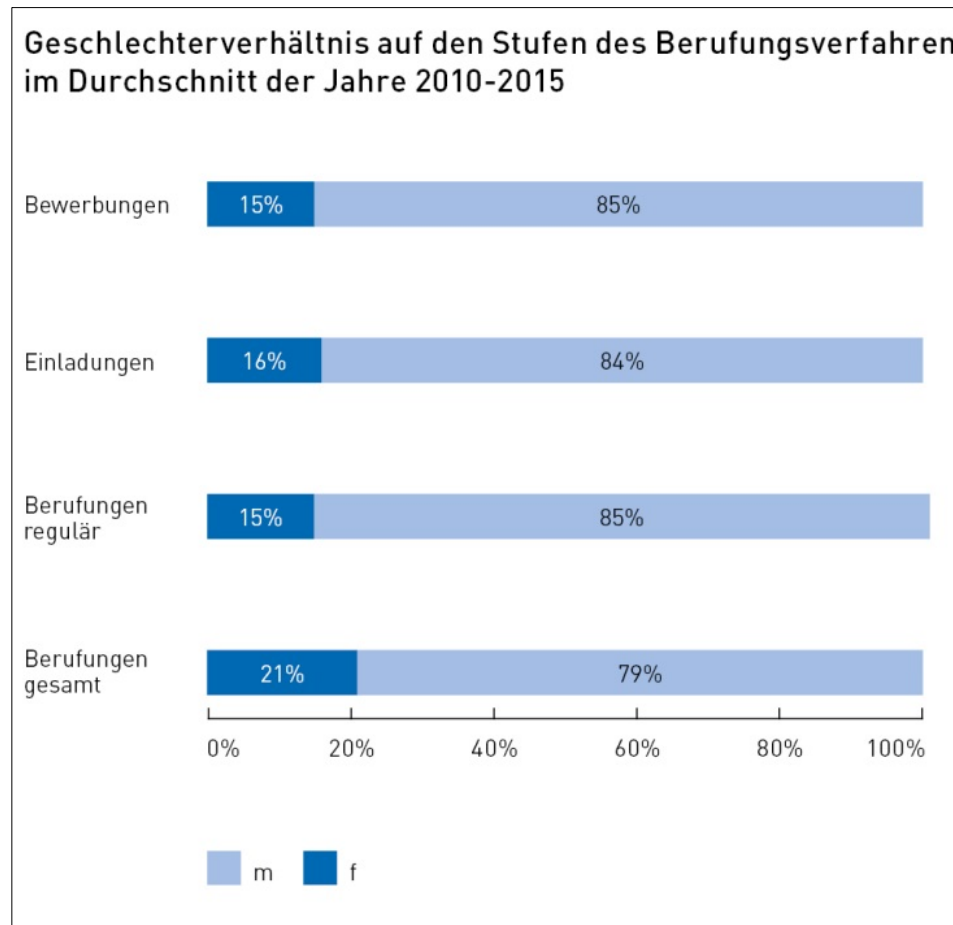
Female Students and PhD Students at ETH Zurich 2003-2015



Female Professors at ETH Zurich 2006-2015



Recruiting Professors at ETH Zurich 2010-2015



1. Careers within Academia

- For *prospective students*: study weeks, trial weeks, holiday courses, national future day, etc.
- For *students and doctoral students*: mentoring programmes (Femtec), career programmes (Fix-the-Leaky-Pipeline), info-events, excellence scholarships
- *Alumni/Alumnae*: enhanced exchange between current students, researchers and professionals

1. Careers within Academia

- For *postdocs, senior assistants, senior scientists*: career programmes (FLP), info-events, re-integration opportunities
- For *assistant professors*: mentoring within the departments, transparency of tenure processes
- For *full professors*: equal opportunities in appointment procedures, Dual-Career coachings, membership in important ETH committees, Women Professors Forum (WPF)

2. Gender-Specific Aspects in Research and Teaching

- Seminars, workshops, courses concerning appropriate teaching and assessments for women and men
- Gender as criterion for Innovedum proposals
- Gender as criterion for evaluations of departments and for research projects

3. Balancing of Work/Studies and Family Matters

- Part-time employment, Leadership prize, maternity and paternity leave, info-events, mother's and father's lunches, family room in D-ERDW; parenthood guidelines
- Salaries during maternity leave to be given to the respective units
- Childcare (kihz foundation), Family Campus and financial aid for toddlers in daycare, New: kihzFlex and Robert-Gnehm Contributions

4. Prevention and Prosecution of Sexual Harassment & (Gender Related) Discrimination

- Zero-tolerance policy at ETH Zurich
- If individual counselling is needed: Human Resources, Equal Office, (Ombudspersons), Legal Office
- Internal regulation of responsibilities according to the severity of the case
- Regularly held surveys to estimate the prevalence and severity of harassment and discrimination issues

Important Principles behind GAP

- ETH's Executive Board fully supports the GAP
- Responsibilities for individual measures are clearly defined and more detailed planning has to be presented
- A central responsibility is often assigned to the Departments

Equal's Activities – Reports and Studies

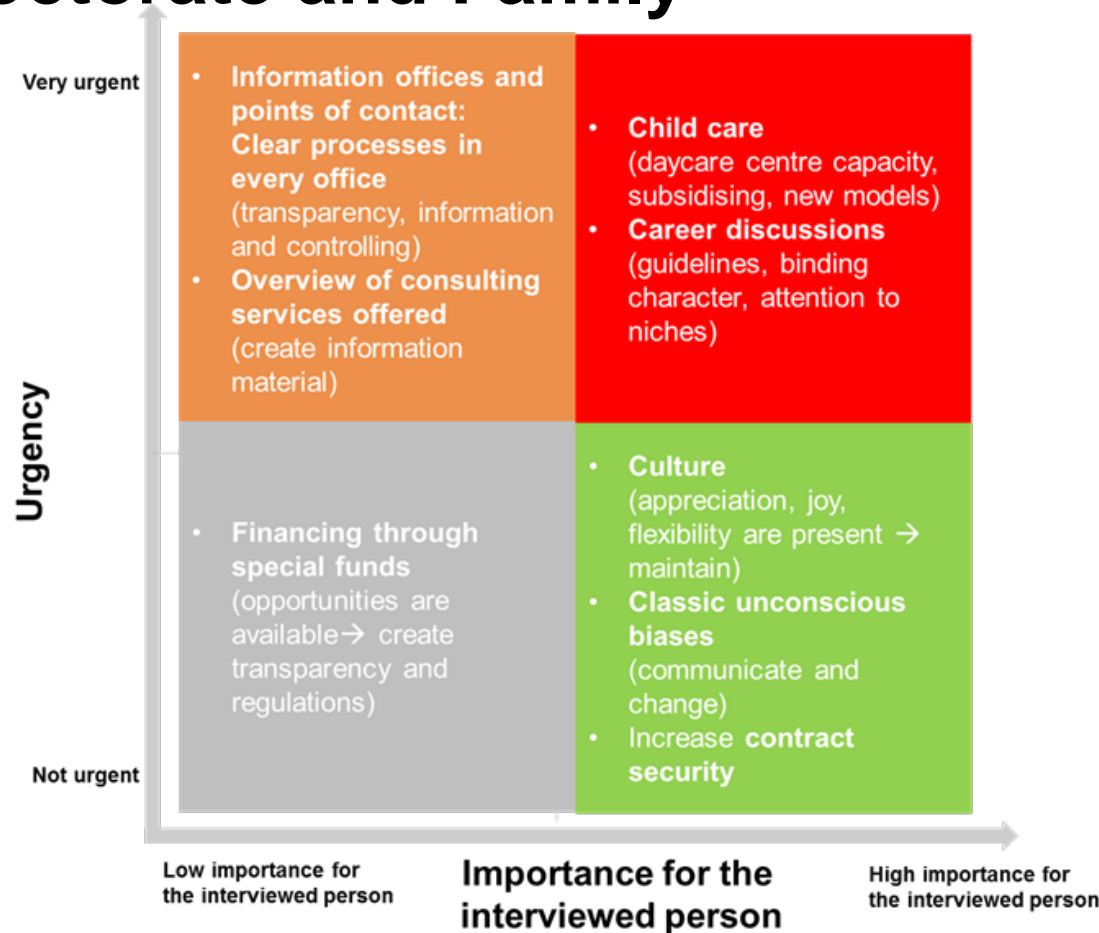
- Annual Gender Monitoring
 - Version 2015/16 in summer 2016
 - Focus on Compatibility of Research & Family
- Gender Action Plan Assessment
 - Early Spring 2016: Interviews with all departments and other ETH Units
 - Since June 2016: Detailed report available online
- Pilot Study on Compatibility of (Post) Doctorate and Family 2015
- Ongoing: Evaluation of First-Year Exams (Equates project)



Main Findings of the GAP Assessment

- GAP raised awareness in departments
 - No substantial changes of GAP necessary
 - Commitment of the School Board is important
 - Very different actions in different departments
 - Negative correlation between engagement for GAP implementation and female student's share
 - ETH **culture** should be free from discrimination
- ➔ Equal's plan: stereotype awareness courses & best practice lists; Code of conduct for all Departments; Departments' Gender Delegates

Resumé of the Pilot study „Compatibility of (Post) Doctorate and Family“



http://www.equal.ethz.ch/gender_monitoring/vereinbarkeitsstudie/index_EN

Equal's Further Activities

- Discussions/Exchange with HR
- Jury for Leadership Prize (for family-friendly team leaders)
- “Help-Desk” for cases of discrimination and sexual harassment
- List of ETH's rooms for breastfeeding & diaper changing
- Support of Departments' Female Associations
- Support of National Future Day, School Holiday Workshops, Workshops with Schools etc.

Equal's Activities – Regular and Special Events

- Lunchtime talks
 - Appointment procedures (twice a year)
 - Grants Portfolio (twice a year)
- Workshops and additional events (selection)
 - Meeting with «Back-to-Research» Fellows (once a year)
 - Workshops on Gender Stereotypes
 - Workshops on Inclusion
 - Workshops with Renowned Female Professors
 - Workshop on Gender Differences & Similarities in Science & Math
 - Workshops on Work-Life Balance for Scientists
 - Lectures «Leadership in Perspective»