

Introduction

On 10 February 2014, the executive board of ETH Zurich adopted a Gender Action Plan (GAP), which requests the departments of ETH Zurich and various administrative units to take action in the following fields:

1. Careers and career development within academia
2. Integration of gender-specific aspects in research and education
3. Reconciliation of studies, work and family
4. Prevention of and combat against sexual harassment and discrimination on the basis of gender

The implementation of the GAP aims to achieve higher proportions of women on all levels of the academic career. Furthermore, the GAP intends to ensure an ETH culture which enables women and men equally to unfold their full potential.

In autumn 2014 as well as in spring 2016, the Office for Equal Opportunities evaluated which measures to implement the GAPs in the departments and key units of ETH Zurich were brought into effect (report November 2014, report May 2016). In March 2018, the Office for Equal Opportunities at ETH Zurich asked the 16 Departments for a listing of their new measures to implement the GAP. These measures are assigned to the four areas of the GAP in this report. Moreover, in the section «Female Associations und institutional measures», this report informs on the departmental activities, which affect all of the above-mentioned areas.

Since spring 2016, the implementation of the GAP in the departments has further progressed. More decentral measures than before have been put into effect. These measures are customised to the individual needs of the different departments. Over all, the number of active departments and of measures taken has increased compared with 2016. The differences in the level of departmental activities, that had been recorded already in 2016, have rather increased than decreased.

It is notable that, in 2018, in the majority of the departments we find associations of (primarily) female students, doctoral students and postdocs, so-called «Female Associations». In many cases these associations receive financial support from their respective department. Since the evaluation in 2016, more departments have established contact points and contact persons for counselling in cases of discrimination or sexual harassment.

(Page 1 of 2)

Introduction

Among the measures that have been newly implemented in 2018 are rather conventional measures, such as free childcare service during departmental events (D-ARCH, D-USYS). Yet, we also find more innovative measures such as the employment of additional assisting persons for pregnant postdocs or female postdocs with children (D-PHYS) or measures for appointing more women to assistant professorships with tenure track (D-PHYS, D-MAVT, D-MATL, D-BIOL). One department even adopted and implemented its own Gender Action Plan (D-BAUG; GAP report D-BAUG 2018).

In this report, exclusively new measures (introduced after summer 2016) for implementing the GAP in the departments are listed. Departments know best which specific measures are suited to meet the needs of different groups (from students to professors) in their respective domains. New measures to implement the GAP on a central level, such as the new ETH-wide code of conduct «Respect» or the «Respect» campaign, can be found on the website of Equal!, Office for Equal Opportunities for Women and Men.

The following table is interactive. By clicking on a particular measure, a specific department or on one of the five areas, you will be directed to the corresponding page of the document. Lists containing all measures of a specific department or all measures within a specific area can be printed out.

Our compilation is not exhaustive and will be updated within a reasonable period of time.

We express our gratitude towards the ETH Departments which supported the compilation of this report.

Renate Schubert & Romila Storjohann

(Page 2 of 2)

| | <u>Career development in academia</u> | <u>Gender aspects in research and teaching</u> | <u>Reconciliation of studies, work and family</u> | <u>Sexual harassment and discrimination</u> | <u>Female associations and institutional measures</u> |
|---------------|--|--|---|---|---|
| D-ARCH | <u>Parity doctoral programme</u> | <u>Seminar «Gender Theory»</u> | <u>Childcare</u> | | <u>Parity Talks / Parity and Diversity Committee</u> |
| D-BAUG | | <u>Quantitative analysis</u> | <u>Breastfeeding rooms</u> | <u>Contact person</u> | <u>Civil Engineer FORUM / NeWI / AG Gender & Diversity / Campaign</u> |
| D-BSSE | | | <u>Information event / Survey and leaflet</u> | <u>Website</u> | <u>Event «Design Thinking»</u> |
| D-INFK | <u>Kinderlabor / Fellowship / Teaching materials</u> | <u>Split first-year exams («Split Basisprüfung»)</u> | | <u>Code of Conduct</u> | <u>CSNOW</u> |
| D-ITET | <u>Mentoring / Recruitment of professors</u> | <u>Split first-year exams («Split Basisprüfung»)</u> | | <u>Code of Conduct</u> | <u>LIMES / LIMES researchers</u> |
| D-MAVT | <u>Promotion of girls / Mentoring / Direct appointment</u> | | | <u>Code of Conduct</u> | <u>LIMES / LIMES researchers</u> |
| D-MATL | <u>Direct appointment of assistant professors</u> | | | <u>Contact person</u> | <u>Material Girls Night / Working groups</u> |
| D-BIOL | <u>Assistant professorships concept</u> | | <u>Meeting hours</u> | <u>Contact person</u> | |
| D-CHAB | | | | <u>Website «Respect»</u> | <u>WiNS</u> |
| D-MATH | <u>«Kangaroo» contest</u> | <u>Split first-year exams («Split Basisprüfung»)</u> | | | <u>Phimale / Website / Lunch meetings</u> |
| D-PHYS | <u>Strategic Search</u> | <u>Split first-year exams («Split Basisprüfung»)</u> | <u>Pregnant Postdocs</u> | | <u>Phimale</u> |
| D-ERDW | | | <u>Family Room</u> | <u>Helpdesk</u> | <u>EqualiTea</u> |
| D-HEST | | | | <u>Support!Desk</u> | |
| D-USYS | <u>Girls' Day</u> | | <u>Family Room / Childcare</u> | <u>Website</u> | |
| D-MTEC | | <u>Research / Teaching</u> | | <u>Website</u> | <u>Brochure</u> |
| D-GESS | | | | <u>Website Counselling</u> | <u>SWiSH / Working Group GAP</u> |

Measures at D-ARCH

Career development in academia

- **Parity doctoral programme:** The doctoral programme «History and Theory of Architecture» ensures to provide equal representation on the yearly advertised fellowships.

Gender aspects in research and teaching

- **Seminar «Gender Theory»:** In spring semester 2018, Dr. Torsten Lange, visiting professor of architectural theory, offered an elective course named «Making Difference – Architecture of Gender». This course is an interdisciplinary introduction into Gender Theory related to architecture.

Reconciliation of studies, work and family

- **Childcare:** In collaboration with kihz Flex at Höggerberg, the department offers a free childcare service during departmental lectures (pilot project).

Female associations and institutional measures

- **Parity Talks:** In order to promote the discussion on parity and diversity within the department, the parity group of D-ARCH regularly organises a public lectures series called «Parity Talks». The lectures deal with questions on gender parity in the frame of education and work of architects and planners.
- **Parity and Diversity Committee (PDK):** Primary tasks of the newly established PDK are the definition of parity and diversity objectives for the attention of the departmental conference (DC), the formulation of measures to attain the parity and diversity objectives (to the attention of the DC) as well as the supervision of the attainment of the defined objectives. Women and men are equally represented in the PDK.

[Back to overview](#)

Measures at D-BAUG

Gender aspects in research and teaching

- **Quantitative analysis of gender differences at exams:** The exam results for the courses Analysis II, Probability and Statistics, Numerical Linear Algebra, Computer Science I/II, Mechanics I/II or GZ as well as Geodetic Metrology of the academic year 2015/16 were examined. The aggregated analysis did not indicate any significant differences between women and men. Likewise, the results of the other six examined internal Bachelor seminars at D-BAUG in the period of HS 2012 to HS 2016 did not show any gender-specific attainment differences either. Further details are available on the intranet in the UK protocols 2016, 70. II HS of 29 November 2016 and 2017, 72. II FS of 29 May 2017.

Reconciliation of studies, work and family

- **Breastfeeding rooms:** Since 2017, a breastfeeding room is available in the HIL building. Facility Management HIL and SGU provide further information on the facility use. On the Equal! website, you will find a list of all breastfeeding rooms and baby care facilities at ETH Zurich.

Sexual harassment and discrimination

- **Website «Respect»:** The departmental website refers to the ETH-wide code of conduct «Respect» and the «Respect» campaign of ETH. D-BAUG provides contact persons for any questions and concerns. In addition, ETH contact points and offices for reports on sexual harassment and discrimination, such as Equal!, Ombudspersons at ETH or the department for Safety, Security, Health and Environment (SGU), are published on the department's website.

(Page 1 of 2)

Measures at D-BAUG

Female associations and institutional measures

- **Civil Engineer Forum:** The Civil Engineer Forum organises a yearly event inviting three female engineers who provide insights into their careers.
- **NeWI «Network for water engineers»:** NeWI is a network for female water engineers in Switzerland, that was founded in 2017. NeWI seeks to actively connect female engineers who are working or have worked in the water field (drinking water, wastewater, waterbodies, flood defence, hydraulic engineering, hydrology et al.) and to increase their public visibility.
- **Committee Gender & Diversity (GDK):** Since 2017, the working group Gender & Diversity gathers every 2–3 months in order to define, implement and supervise equality policies. In FS 2018, the working group was institutionalised at the departmental conference level and transformed into a committee for Gender and Diversity. A detailed report of all measures is available on the website of the department.
- **Campaigns for «gender awareness»:** The website of AG Gender and Diversity was printed as a flyer. This flyer is handed out at the D-BAUG inside event as well as in the AVETH welcome bags. Collaboration with Equal! for the event «Leadership in Perspective» at the international women's day on 8 March 2018, including a short presentation of the D-BAUG GAP by the AG Gender & Diversity.
- **Gender Action Plan (GAP):** The D-BAUG has published a departmental Gender Action Plan which was developed by the working group/committee Gender & Diversity. Detailed information on the development and implementation of several measures are provided by the GAP report D-BAUG from May 2018.

(Page 2 of 2)

[Back to
overview](#)

Measures at D-BSSE

Reconciliation of studies, work and family

- **Information event:** For the first time in 2016, the service point Hello Kids! together with representatives of HR carried out an information event on parenthood and childcare at D-BSSE. Such information events will now take place at regular intervals.
- **Survey and leaflet:** The D-BSSE conducted a survey among their employees in collaboration with the service point Hello Kids! and HR in 2017 in order to poll the demand for childcare services and other needs of employees with children. One important insight gained from the survey was the need for more information. Therefore, «Hello Kids!» has established a Basel hotspot with comprehensive information supply. The survey will be repeated periodically.

Sexual harassment and discrimination

- **Website «Code of Conduct»:** The departmental website refers to the ETH-wide code of conduct «Respect» and the respective contact points for counselling, (e.g. Equal!, Conflict Consulting and Bullying Prevention Unit at HR or the unit for Safety, Security, Health and Environment, SGU).

Female associations and institutional measures

- **Event «Design Thinking» by Alexander Boll, Innovation Manager at Haufe group:** In 2018, the department organised an event with the Swiss Association Women++, which is committed to diversity in the technical sector and aims to support women by establishing a professional network.

[Back to overview](#)

Measures at D-INFK

Career development in academia

- **Kinderlabor:** Kinderlabor offers courses in programming for girls at D-INFK on ETH's future day. Furthermore, the Kinderlabor organises a workshop named «Programming from an early age with Bee-Bots» for younger girls (Kindergarten to second year primary school) in the frame of the Pro Juventute «Ferienplausch». Usually, the course instructors are female students. (Responsible: Dr. P. Adamaszek, Prof. B. Gärtner)
- **SSRF «Student Summer Research Fellowship»:** During summer, BSc and MSc students can gain research experience at D-INFK in the frame of a new programme. Despite the marked higher number of male applicants (3/4 of the 1232 applications), 12 women and 4 men in 2017 and 8 women and 8 men in 2018 were selected. (Responsible: Prof. M. Püschel)
- **Teaching resources:** The centre for education and counselling for teaching information science («Ausbildungs- und Beratungszentrum für Informatikunterricht», ABZ) develops gender-neutral teaching resources for computer science and mathematics for all school levels. Several thousand kids have been profiting from these resources. (Responsible: G. Serafini, Prof. J. Hromkovic)
- **Split first-year exams («Split Basisprüfung»):** In the more recent past, women performed significantly worse than men in some first-year exams. A closer examination demonstrated, that the start at ETH is problematic for female students. One reason seems to be the low proportion of non-mathematical-scientific Higher School Certificates among female students compared to male students. Besides, on average, male students seem to have more basic knowledge of programming before they start a study programme at ETH than girls (see project EQUATES). Surveys conducted as part of the project EQUATES (2016 to 2018) indicate further that female students suffer more from temporal strains in the first study year. Based on these insights, the INFK study programme has been adjusted. In HS 2016, the split first-year exam was introduced to lower the strain per exam session and to give early feedback on learning achievements. The first results of the pilot project split first-year exam («Split Basisprüfung») are encouraging.

(Page 1 of 2)

[Back to overview](#)

Measures at D-INFK

Sexual harassment and discrimination

- **Code of conduct:** The D-INFK has a code of conduct already since 2014. Besides, the [departemental website](#) refers to ETH's code of conduct «Respect» and the ETH-wide «Respect» campaign.

Female associations and institutional measures

- **CSNOW «Network of Women in Computer Science»:** CSNOW is a network of female students, which offers a short study programme for female grammar school pupils as well as mentoring programmes, courses, lectures and corporate events for female students at D-INFK. Since 2011, [Prof. Dr. Olga Sorkine](#) is the professor in charge. CSNOW has its own [departemental website](#) and is financially supported by the D-INFK.

(Page 2 of 2)

Measures at D-ITET

Career development in academia

- **Mentoring:** D-ITET has launched its own mentoring programme for female BSc first-semester students in 2017 in collaboration with LIMES. Experienced female students help young female students to make their first steps into the academic studies. The programme will be continued in HS 2018.
- **Recruitment of professors:** By actively addressing qualified female candidates in the recruitment process, D-ITET tries to further increase the proportion of female professors at the department.

Gender aspects in research and teaching

- **Split first-year exams («Split Basisprüfung»):** In the more recent past, women performed significantly worse than men in some first-year exams. A closer examination demonstrated, that the start at ETH is problematic for female students. One reason seems to be the low proportion of non-mathematical-scientific Higher School Certificates among female students compared to male students. Besides, on average, male students seem to have more basic knowledge of programming before they start a study programme at ETH (see [project EQUATES](#)). Surveys conducted as part of the project EQUATES (2016 to 2018) indicated further that female students suffer more from the temporal strains in the first study year. Based on these insights, the bachelor programme has been adjusted. In HS 2016, the split first-year exam was introduced to lower the strain per exam session and to give early feedback on learning achievements. The first results of the pilot project split first-year exam («Split Basisprüfung») are encouraging. From HS 2018 on, new students will be relieved in the first semester. Instead of starting with the lecture computer science I («Informatik I»), students will attend a short and practice-oriented pre-course in computer science («Vorkurs in Informatik»). On the one side, this course allows students with low prior knowledge in programming to catch up. On the other side, this change reduces the number of first-semester courses from 6 to 5.

Sexual harassment and discrimination

- **Code of Conduct:** Since 2017, D-ITET has its own code of conduct ([flyer](#)). The [person responsible for communication](#) was appointed as confidential person. She acts as contact person for all matters related to the code of conduct and supports individuals in need of help or advice.

(Page 1 of 2)

[Back to
overview](#)

Measures at D-ITET

Female associations and institutional measures

- **LIMES «Ladies in Mechanical and Electrical Studies»:** LIMES is a network of female students of D-ITET and D-MAVT, which is financially supported by the D-ITET and which organises, besides several events for women, a pupils' day for female grammar school pupils as well as the above mentioned mentoring for female first-semester students.
- **LIMES Researchers:** An association of and for female doctoral students, which mainly organises networking events.

(Page 2 of 2)

Measures at D-MAVT

Career development in academia

- **Promotion of girls:** In 2017, General Electric (GE) and the Product Development Group Zurich PDZ at ETH organised the GE Girls Camp at the district school of Baden. The camp was co-organised and supported by the department's communication officer.
- **Mentoring:** D-MAVT has launched its own mentoring programme for female BSc first-semester students in 2017 in collaboration with LIMES. Experienced female students of mechanical engineering help young female to make their first steps into the academic studies. The programme will be continued in HS 2018.
- **Direct appointment of female professors:** By the end of 2018, a new female professor (directly appointed by the ETH president) will assume office. The professors of D-MAVT have dedicated parts of their financial means to finance this professorship.

Sexual harassment and discrimination

- **Code of Conduct:** Since 2016, D-MAVT has its own code of conduct (flyer). The respective website refers to several internal and external contact persons, the «Respect» campaign of ETH and the ETH-wide code of conduct «Respect».

Female associations and institutional measures

- **LIMES «Ladies in Mechanical and Electrical Studies»:** LIMES is a network of female students of D-ITET and D-MAVT, which is financially supported by the D-MAVT and which organises, besides several events for women, a pupils' day for female grammar school pupils as well as the above mentioned mentoring for female first-semester students.
- **LIMES Researchers:** An association of and for female doctoral students, which mainly organises networking events.

[Back to
overview](#)

Measures at D-MATL

Career development in academia

- **Appointment of a female assistant professor:** In 2018, an excellent young female researcher received an additional assistant professorship with tenure track (direct appointment). The professorship is essentially financed by resources from the department.

Sexual harassment and discrimination

- **Contact person:** D-MATL has created a [website with reference to the ETH-wide code of conduct «Respect»](#) and to the contact persons at the department level.

Female associations and institutional measures

- **Material Girls Night:** The «Material Girls Night» is a social network event for female researchers at D-MATL. It has been carried out for the first time in FS 2018.
- **Working groups:** Working groups were formed within each professorship in order to implement the ETH-wide code of conduct «Respect».

[Back to
overview](#)

Measures at D-BIOL

Career development in academia

- **Strategy to hire assistant professors:** Since a couple of years, D-BIOL has a specific strategy for hiring assistant professors. The aim is to recruit young researchers in an early stage of their career and thus facilitate their academic career start. As a result of this early recruiting, young female researchers in particular are enabled to manage their career and family planning jointly.

Reconciliation of studies, work and family

- **Meeting times:** The department ensures that meetings, especially departmental and professorial conferences, are finished at the latest at 5 p.m.

Sexual harassment and discrimination

- **Contact person:** In fall 2018, D-BIOL will nominate a female contact person for sensitive topics such as bullying, discrimination or sexual harassment issues.

[Back to
overview](#)

Measures at D-CHAB

Sexual harassment and discrimination

- **Website «Respect»:** The departmental website refers to the ETH-wide code of conduct «Respect», the «Respect» campaign of ETH and several internal and external contact persons.

Female associations and institutional measures

- **WiNS «The Society for Women in Natural Sciences»:** The department provides financial support for WiNS and several female professors make active contributions.

[Back to
overview](#)

Measures at D-MATH

Career development in academia

- **«Kangaroo» contest:** The best 100 girls in the «Kangaroo» math contest of the seventh grade in Swiss schools have been invited to an ETH event, coordinated by Dr. Meike Akveld of D-MATH. Dr. Akveld is also Head of this Swiss Contest. (Article + movie 06/2018: «Kangaroo goes Science»)

Gender aspects in research and teaching

- **Split first-year exams («Split Basisprüfung»):** In the more recent past, women performed significantly worse than men in some first-year exams. A closer examination demonstrated, that the start at ETH is problematic for female students. One reason seems to be the low proportion of non-mathematical-scientific Higher School Certificates among female students compared to male students. Besides, on average, male students seem to have more basic knowledge of programming before they start a study programme at ETH (see project EQUATES). Surveys conducted as part of the project EQUATES (2016 to 2018) indicated further that female students suffer more from the temporal strains in the first study year. Based on these insights, the bachelor programme has been adjusted. In HS 2016, the split first-year exam was introduced to lower the strain per exam session and to give early feedback on learning achievements. The first results of the pilot project split first-year exam («Split Basisprüfung») are encouraging.

Female associations and institutional measures

- **Phimale «the commission for equal opportunities in and around VMP»:** This commission has been founded in 2016 and has been organising several events, such as coffee lectures on gender equality and equal opportunities. The department provides financial support to the female association.
- **Website «female doctoral students»:** A departemental website for female doctoral students lists interesting links to pages on career development or work/life balance.
- **Lunch meetings:** The department sporadically organises informal lunch meetings with a small number of participants. (Responsible: Dr. A. Cannas da Silva)

[Back to overview](#)

Measures at D-PHYS

Career development in academia

- **Strategic Search:** A strategic search for excellent female candidates for an assistant professorship with tenure track at D-PHYS has started. Given the great number of vacancies that will arise in the department during the next few years, the search has been initiated without focusing on a specific field in physics. The first new female assistant professors will take office towards the end of 2018.

Gender aspects in research and teaching

- **Split first-year exams («Split Basisprüfung»):** In the more recent past, women performed significantly worse than men in some first-year exams. A closer examination demonstrated, that the start at ETH is problematic for female students. One reason seems to be the low proportion of non-mathematical-scientific Higher School Certificates among female students compared to male students. Besides, on average, male students seem to have more basic knowledge of programming before they start a study programme at ETH (see [project EQUATES](#)). Surveys conducted as part of the project EQUATES (2016 to 2018) indicated further that female students suffer more from the temporal strains in the first study year. Based on these insights, the bachelor programme has been adjusted. In HS 2016, the split first-year exam was introduced to lower the strain per exam session and to give early feedback on learning achievements. Some of the first results of the pilot project split first-year exam («Split Basisprüfung») are encouraging.

Reconciliation of studies, work and family

- **Pregnant Postdocs:** Postdocs who are pregnant and pursuing an academic career can apply for a grant to finance a doctoral student supporting them in their work. The Postdoc functions as a co-supervisor for the newly employed doctoral student within the research group of her professor.

Female associations and institutional measures

- **Phimale «the commission for equal opportunities in and around VMP»:** This commission has been founded in 2016 and has been organising several events, such as coffee lectures on gender equality and equal opportunities. The department provides financial support to the Female Association.

[Back to
overview](#)

Measures at D-ERDW

Reconciliation of studies, work and family

- **Family Room:** The family room, which was established in 2016 and has been utilised regularly, is still very much appreciated by its users and will be kept in function. (Article 06/2016: «Oase für die Familie»)

Sexual harassment and discrimination

- **Helpdesk (VAME):** Since the end of 2017, the department offers a helpdesk, which is a service point in case of sexual harassment, bullying, discrimination etc. This contact point was initiated by the Association of scientific staff of the Earth Science department (Verein Akademischer Mittelbau des Departement Erdwissenschaften, VAME) and provides its services particularly to doctoral students. However, it is also a contact point for students and employees within the department.

Female associations and institutional measures

- **EqualiTea «Support Group for Gender, Equality and Fairness in the Earth Sciences»:** «EqualiTea» meetings have taken place every month since April 2017. These informal gatherings of female scientists (non-professorial teaching staff, including doctoral students) serve to discuss women-specific topics, especially concerning gender equality in science.

[Back to
overview](#)

Measures at D-HEST

Sexual harassment and discrimination

- **Support!Desk (HAS):** The Support!Desk by HEST Association of Scientific Staff (HAS) is a newly established, permanent and strongly confidential mediation service for scientific staff and students at D-HEST. Volunteers offer a safe space where conflicts can be addressed and – if possible – resolved. All internal and external counselling services for advice seeking members of D-HEST can be found on the respective departmental website.

[Back to
overview](#)

Measures at D-USYS

Career development in academia

- **Girls' day:** The Center for Climate Systems Modelling (C2SM) by D-USYS organised a Girls' Day on 16 July 2018. This day was promoted by the «ProJuventute Ferienplausch». Since 12 years already, this day has been organised at the Institut for Atmospheric and Climate Science (IAC) of D-USYS, carried out alternatively by an IAC and C2SM team. The participants (24 girls at the age of 10 – 13 years) learn how to build basic instruments for weather observation and conduct experiments related to weather forecast and climate. (Report: Girls' day 2017)

Reconciliation of studies, work and family

- **Family Room:** In summer 2018, D-USYS opened up a family room for USYS employees and students. This room provides working spaces, breastfeeding facilities and facilities for baby care, sleeping and playing.
- **Childcare:** Childcare services are offered for USYS conferences. In addition, the department works on flexible solutions for students with children for the period of their apprenticeship in the BSc studies of Agricultural Sciences (10 weeks).

Sexual harassment and discrimination

- **Website:** The departmental website refers to the ETH-wide code of conduct «Respect», the «Respect» campaign of ETH and to external contact persons.

[Back to
overview](#)

Measures at D-MTEC

Gender aspects in research and teaching

- **Research:** Various professorships are researching on diversity subjects, e.g. Professor Gudela Grote (Gender aspects in health management) or Professor Stefano Brusoni (Diversity, Innovation, collective intelligence).
- **Diversity:** Diversity subjects are discussion topics in several courses, e.g. «Personal Leadership Skills» (the lecture discusses the reconciliation of job and family) or «Human Resource Management» (the lecture covers topics such as team diversity, equal wage for equal work etc.).

Sexual harassment and discrimination

- **Website:** The departmental website refers to the ETH-wide code of conduct «Respect», the «Respect» campaign of ETH and to external contact persons.

Female associations and institutional measures

- **Brochure:** 50% of all testimonials in the recent MAS Information Brochure were contributed by women.

[Back to
overview](#)

Measures at D-GESS

Sexual harassment and discrimination

- **Website counselling:** The department lists internal and external contact points for counselling, such as Equal!, [Ombudspersons at ETH](#) or the unit [for Safety, Security, Health and Environment \(SGU\)](#) on its website.

Female associations and institutional measures

- **SWiSH «Society for Women in Social Studies and Humanities»:** A Female Association has been founded in spring 2018, which organises several events and receives financial support from the D-GESS.
- **Working Group GAP:** A «Working Group for implementing the GAP at D-GESS» was created. The idea is that representatives of all academic levels are developing ideas for measures to implement the GAP at D-GESS.

[Back to
overview](#)

Career development in academia

- **Parity doctoral programme:** The doctoral programme «History and Theory of Architecture» ensures to provide equal representation on the yearly advertised fellowships. (D-ARCH)
- **Kinderlabor:** Kinderlabor offers courses in programming for girls at D-INFK on ETH's future day. Furthermore, the Kinderlabor organises a workshop named «Programming from an early age with Bee-Bots» for younger girls (Kindergarten to second year primary school) in the frame of the Pro Juventute «Ferienplausch». Usually, the course instructors are female students. (Responsible: Dr. P. Adamaszek, Prof. B. Gärtner) (D-INFK)
- **SSRF «Student Summer Research Fellowship»:** During summer, BSc and MSc students can gain research experience at D-INFK in the frame of a new programme. Despite the marked higher number of male applicants (3/4 of the 1232 applications), 12 women and 4 men in 2017 and 8 women and 8 men in 2018 were selected. (Responsible: Prof. M. Püschel) (D-INFK)
- **Teaching resources:** The centre for education and counselling for teaching information science («Ausbildungs- und Beratungszentrum für Informatikunterricht», ABZ) develops gender-neutral teaching resources for computer science and mathematics for all school levels. Several thousand kids have been profiting from these resources. (Responsible: G. Serafini, Prof. J. Hromkovic) (D-INFK)
- **Split first-year exams («Split Basisprüfung»):** In the more recent past, women performed significantly worse than men in some first-year exams. A closer examination demonstrated, that the start at ETH is problematic for female students. One reason seems to be the low proportion of non-mathematical-scientific Higher School Certificates among female students compared to male students. Besides, on average, male students seem to have more basic knowledge of programming before they start a study programme at ETH than girls (see project EQUATES). Surveys conducted as part of the project EQUATES (2016 to 2018) indicate further that female students suffer more from temporal strains in the first study year. Based on these insights, the INFK study programme has been adjusted. In HS 2016, the split first-year exam was introduced to lower the strain per exam session and to give early feedback on learning achievements. The first results of the pilot project split first-year exam («Split Basisprüfung») are encouraging. (D-INFK)

(Page 1 of 3)

[Back to overview](#)

Career development in academia

- **Mentoring:** D-ITET and D-MAVT have launched their own mentoring programme for female BSc first-semester students in 2017 in collaboration with LIMES. Experienced female students help young female students to make their first steps into the academic studies. The programme will be continued in HS 2018. (D-ITET, D-MAVT)
- **Recruitment of professors:** By actively addressing qualified female candidates in the recruitment process, D-ITET tries to further increase the proportion of female professors at the department. (D-ITET)
- **Promotion of girls:** In 2017, General Electric (GE) and the Product Development Group Zurich PDZ at ETH organised the GE Girls Camp at the district school of Baden. The camp was co-organised and supported by the department's communication officer. (D-MAVT)
- **Direct appointment of female professors:** By the end of 2018, a new female professor (directly appointed by the ETH president) will assume office. The professors of D-MAVT have dedicated parts of their financial means to finance this professorship. (D-MAVT)
- **Appointment of a female assistant professor:** In 2018, an excellent young female researcher received an additional assistant professorship with tenure track (direct appointment). The professorship is essentially financed by resources from the department. (D-MATL)
- **Strategy to hire assistant professors:** Since a couple of years, D-BIOL has a specific strategy for hiring assistant professors. The aim is to recruit young researchers in an early stage of their career and thus facilitate their academic career start. As a result of this early recruiting, young female researchers in particular are enabled to manage their career and family planning jointly. (D-BIOL)
- **«Kangaroo» contest:** The best 100 girls in the «Kangaroo» math contest of the seventh grade in Swiss schools have been invited to an ETH event, coordinated by Dr. Meike Akveld of D-MATH. Dr. Akveld is also Head of this Swiss Contest. (Article + movie 06/2018: «Kangaroo goes Science») (D-MATH)

(Page 2 of 3)

[Back to overview](#)

Career development in academia

- **Strategic Search:** A strategic search for excellent female candidates for an assistant professorship with tenure track at D-PHYS has started. Given the great number of vacancies that will arise in the department during the next few years, the search has been initiated without focusing on a specific field in physics. The first new female assistant professors will take office towards the end of 2018. (D-PHYS)
- **Girls' day:** The Center for Climate Systems Modeling (C2SM) by D-USYS organised a Girls' Day on 16 July 2018. This day was promoted by the «ProJuventute Ferienplausch». Since 12 years already, this day has been organised at the Institut for Atmospheric and Climate Science (IAC) of D-USYS, carried out alternatively by an IAC and C2SM team. The participants (24 girls at the age of 10 – 13 years) learn how to build basic instruments for weather observation and conduct experiments related to weather forecast and climate. (Report: Girls' day 2017) (D-USYS)s

(Page 3 of 3)

Gender aspects in research and teaching

- **Seminar «Gender Theory»:** In spring semester 2018, Dr. Torsten Lange, visiting professor of architectural theory, offered an elective course named «Making Difference – Architecture of Gender». This course is an interdisciplinary introduction into Gender Theory related to architecture. (D-ARCH)
- **Quantitative analysis of gender differences at exams:** The exam results for the courses Analysis II, Probability and Statistics, Numerical Linear Algebra, Computer Science I/II, Mechanics I/II or GZ as well as Geodetic Metrology of the academic year 2015/16 were examined. The aggregated analysis did not indicate any significant differences between women and men. Likewise, the results of the other six examined internal Bachelor seminars at D-BAUG in the period of HS 2012 to HS 2016 did not show any gender-specific attainment differences either. Further details are available on the intranet in the UK protocols 2016, 70. II HS of 29 November 2016 and 2017, 72. II FS of 29 May 2017. (D-BAUG)
- **Split first-year exams («Split Basisprüfung»):** In the more recent past, women performed significantly worse than men in some first-year exams. A closer examination demonstrated, that the start at ETH is problematic for female students, because the proportion of non-mathematical-scientific Higher School Certificates among female students is higher than among male students. Besides, male students have more basic knowledge of information science on average before they start a study programme at ETH (results project EQUATES). Surveys as part of the project EQUATES conducted among students from 2016 to 2018 indicated further that female students suffer more from the temporal strains in the first study years. With the knowledge gained the bachelor programme can be adjusted. In HS 2016, the split first-year exam was introduced in four departments in order to lower the strain per exam session and give feedback on learning achievements sooner. The first results of the pilot project split first-year exam («Split Basisprüfung») are encouraging. (D-INFK, D-ITET, D-PHYS, D-MATH)
- **Research:** Various professorships are researching on diversity subjects, e.g. Professor Gudela Grote (Gender aspects in health management) or Professor Stefano Brusoni (Diversity, Innovation, collective intelligence). (D-MTEC)
- **Diversity:** Diversity subjects are discussion topics in several courses, e.g. «Personal Leadership Skills» (the lecture discusses the reconciliation of job and family) or «Human Resource Management» (the lecture covers topics such as team diversity, equal wage for equal work etc.). (D-MTEC)

[Back to overview](#)

Reconciliation of work, studies and family

- **Childcare:** In collaboration with kihz Flex at Höggerberg, the department offers a free childcare service during departmental lectures (pilot project). (D-ARCH)
- **Breastfeeding rooms:** Since 2017, a breastfeeding room is available in the HIL building. Facility Management HIL and SGU provide further information on the facility use. On the Equal! website, you will find a list of all breastfeeding rooms and baby care facilities at ETH Zurich. (D-BAUG)
- **Information event:** For the first time in 2016, the service point Hello Kids! together with representatives of HR carried out an information event on parenthood and childcare at D-BSSE. Such information events will now take place at regular intervals. (D-BSSE)
- **Survey and leaflet:** The D-BSSE conducted a survey among their employees in collaboration with the service point Hello Kids! and HR in 2017 in order to poll the demand for childcare services and other needs of employees with children. One important insight gained from the survey was the need for more information. Therefore, «Hello Kids!» has established a Basel hotspot with comprehensive information supply. The survey will be repeated periodically. (D-BSSE)
- **Meeting times:** The department ensures that meetings, especially departmental and professorial conferences, are finished at the latest at 5 p.m. (D-BIOL)
- **Pregnant Postdocs:** Postdocs who are pregnant and pursuing an academic career can apply for a grant to finance a doctoral student supporting them in their work. The Postdoc functions as a co-supervisor for the newly employed doctoral student within the research group of her professor. (D-PHYS)
- **Family Room:** The family room, which was established in 2016 and has been utilised regularly, is still very much appreciated by its users and will be kept in function. (Article 06/2016: «Oase für die Familie») (D-ERDW)
- **Family Room:** In summer 2018, D-USYS opened up a family room for USYS employees and students. This room provides working spaces, breastfeeding facilities and facilities for baby care, sleeping and playing. (D-USYS)
- **Childcare:** Childcare services are offered for USYS conferences. In addition, the department works on flexible solutions for students with children for the period of their apprenticeship in the BSc studies of Agricultural Sciences (10 weeks). (D-USYS)

[Back to overview](#)

Sexual harassment and discrimination

- **Website «Respect»:** The departmental website refers to the ETH-wide code of conduct «Respect» and the «Respect» campaign of ETH. D-BAUG provides contact persons for any questions and concerns. In addition, all ETH contact points for reports on sexual harassment and discrimination, such as Equal!, Ombudspersons at ETH and the department for Safety, Security, Health and Environment (SGU), are published on the website of the department. (D-BAUG)
- **Website «Code of Conduct»:** The departmental website refers to the ETH-wide code of conduct «Respect» and the respective contact points for counselling, (e.g. Equal!, Conflict Consulting and Bullying Prevention Unit at HR or the unit for Safety, Security, Health and Environment, SGU). (D-BSSE)
- **Code of conduct:** The D-INFK has a code of conduct already since 2014. Besides, the departemental website refers to ETH's code of conduct «Respect» and the ETH-wide «Respect» campaign. (D-INFK)
- **Code of Conduct:** Since 2017, D-ITET has its own code of conduct (flyer). The person responsible for communication was appointed as confidential person. She acts as contact person for all matters related to the code of conduct and supports individuals in need of help or advice. (D-ITET)
- **Code of Conduct:** Since 2016, D-MAVT has its own code of conduct (flyer). The respective website refers to several internal and external contact persons, the «Respect» campaign of ETH and the ETH-wide code of conduct «Respect». (D-MAVT)
- **Contact person:** D-MATL has a departemental website with reference to the ETH-wide code of conduct «Respect» and to the contact persons at the department available. (D-MATL)
- **Contact person:** D-BIOL will provide an additional female contact person for sensitive topics such as sexual harassment in autumn 2018. (D-BIOL)
- **Website «Respect»:** The departmental website refers to the ETH-wide code of conduct «Respect», the «Respect» campaign of ETH and several internal and external contact persons. (D-CHAB)

(Page 1 of 2)

[Back to overview](#)

Sexual harassment and discrimination

- **Helpdesk (VAME):** Since the end of 2017, the department offers a helpdesk, which is a service point in case of sexual harassment, bullying, discrimination etc. This contact point was initiated by the Association of scientific staff of the Earth Science department (Vereins Akademischer Mittelbau des Departement Erdwissenschaften (VAME)) and provides its services particularly to doctoral students. However, it is also a contact point for students and employees within the department. (D-ERDW)
- **Support!Desk (HAS):** The Support!Desk by HEST Association of Scientific Staff (HAS) is a newly established, permanent and strongly confidential mediation service for scientific staff and students at D-HEST. Volunteers offer a safe space where conflicts can be addressed and resolved. All internal and external counselling services for advice seeking members of D-HEST can be found on the respective webseite. (D-HEST)
- **Website:** The departmental website refers to the ETH-wide code of conduct «Respect», the «Respect» campaign of ETH and to external contact persons. (D-USYS, D-MTEC)
- **Website counselling:** The department lists internal and external contact points for counselling, such as Equal!, Ombudspersons at ETH or the unit for Safety, Security, Health and Environment (SGU) on its website. (D-GESS)

(Page 2 of 2)

Female associations und institutional measures

- **Parity Talks**: In order to promote the discussion on parity and diversity within the department, the parity group of D-ARCH regularly organises a public lectures series called «Parity Talks». The lectures deal with questions on gender parity in the frame of education and work of architects and planners. (D-ARCH)
- **Parity and Diversity Committee (PDK)**: Primary tasks of the newly established PDK are the definition of parity and diversity objectives for the attention of the departmental conference (DC), the formulation of measures to attain the parity and diversity objectives (to the attention of the DC) as well as the supervision of the attainment of the defined objectives. Women and men are equally represented in the PDK. (D-ARCH)
- **Civil Engineer Forum**: The Civil Engineer Forum organises a yearly event inviting three female engineers who provide insights into their careers. (D-BAUG)
- **NeWI «Network for water engineers»**: NeWI is a network for female water engineers in Switzerland, that was founded in 2017. NeWI seeks to actively connect female engineers who are working or have worked in the water field (drinking water, wastewater, waterbodies, flood defence, hydraulic engineering, hydrology et al.) and to increase their public visibility. (D-BAUG)
- **Committee Gender & Diversity (GDK)**: Since 2017, the working group Gender & Diversity gathers every 2–3 months in order to define, implement and supervise equality policies. In FS 2018, the working group was institutionalised at the departmental conference level and transformed into a committee for Gender and Diversity. A detailed report of all measures is available on the website of the department. (D-BAUG)
- **Campaigns for «gender awareness»**: The website of AG Gender and Diversity was printed as a flyer. This flyer is handed out at the D-BAUG inside event as well as in the AVETH welcome bags. Collaboration with Equal! for the event «Leadership in Perspective» at the international women's day on 8 March 2018, including a short presentation of the D-BAUG GAP by the AG Gender & Diversity. (D-BAUG)
- **Gender Action Plan (GAP)**: The D-BAUG has published a departmental Gender Action Plan which was developed by the working group/committee Gender & Diversity. Detailed information on the development and implementation of several measures are provided by the GAP report D-BAUG from May 2018. (D-BAUG)

(Page 1 of 3)

[Back to
overview](#)

Female associations und institutional measures

- **Event «Design Thinking» by Alexander Boll, Innovation Manager at Haufe group:** In 2018, the department organised an event with the Swiss Association Women++, which is committed to diversity in the technical sector and aims to support women by establishing a professional network. (D-BSSE)
- **CSNOW «Network of Women in Computer Science»:** CSNOW is a network of female students, which offers a short study programme for female grammar school pupils as well as mentoring programmes, courses, lectures and corporate events for female students at D-INFK. Since 2011, Prof. Dr. Olga Sorkine is the professor in charge. CSNOW has its own departemental website and is financially supported by the D-INFK. (D-INFK)
- **LIMES «Ladies in Mechanical and Electrical Studies»:** LIMES is a network of female students of D-ITET and D-MAVT, which is financially supported by the D-ITET and which organises, besides several events for women, a pupils' day for female grammar school pupils as well as the above mentioned mentoring for female first-semester students. (D-ITET, D-MAVT)
- **LIMES Researchers:** An association of and for female doctoral students, which mainly organises networking events. (D-ITET, D-MAVT)
- **Material Girls Night:** The «Material Girls Night» is a social network event for female researchers at D-MATL. It has been carried out for the first time in FS 2018. (D-MATL)
- **Working groups:** Working groups were formed within each professorship in order to implement the ETH-wide code of conduct «Respect». (D-MATL)
- **WiNS «The Society for Women in Natural Sciences»:** The department provides financial support for WiNS and several female professors make active contributions. (D-CHAB)
- **Phimale «the commission for equal opportunities in and around VMP»:** This commission has been founded in 2016 and has been organising several events, such as coffee lectures on gender equality and equal opportunities. The department provides financial support to the female association. (D-MATH, D-PHYS)
- **Website «female doctoral students»:** A departemental website for female doctoral students lists interesting links to pages on career development or work/life balance. (D-MATH)

(Page 2 of 3)

[Back to overview](#)

Female associations und institutional measures

- **Lunch meetings:** The department sporadically organises informal lunch meetings with a small number of participants. (Responsible: Dr. A. Cannas da Silva) (D-MATH)
- **EqualiTea «Support Group for Gender, Equality and Fairness in the Earth Sciences»:** «EqualiTea» meetings have taken place every month since April 2017. These informal gatherings of female scientists (non-professorial teaching staff, including doctoral students) serve to discuss women-specific topics, especially concerning gender equality in science. (D-ERDW)
- **Brochure:** 50% of all testimonials in the recent MAS Information Brochure were contributed by women. (D-MTEC)
- **SWiSH «Society for Women in Social Studies and Humanities»:** A Female Association has been founded in spring 2018, which organises several events and receives financial support from the D-GESS. (D-GESS)
- **Working Group GAP:** A «Working Group for implementing the GAP at D-GESS» was created. The idea is that representatives of all academic levels are developing ideas for measures to implement the GAP at D-GESS. (D-GESS)

(Page 3 of 3)

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