

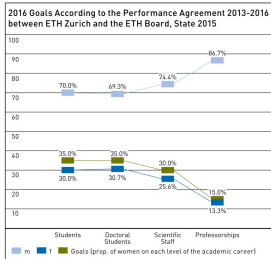
# Gender Action Plan at ETH Zurich

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Equal Opportunities for Women and Men

## 1 Motivation



Source: Gender Monitoring ETH Zurich 2015/16, [www.gender-monitoring.ethz.ch](http://www.gender-monitoring.ethz.ch)

ETH Zurich, just as all leading global science and technology universities, exhibits low percentages of women at all levels of the academic career. Therefore, in spring 2014 the Executive Board adopted a Gender Action Plan (GAP) and gave instructions for its implementation. ETH Zurich acknowledges four areas of action that require specific measures to reach the goals according to the Performance Agreement between ETH Zurich and the ETH Board.

## 2 The Gender Action Plan (GAP)

- Career Development**
- Coaching
  - Courses/Mentoring
  - Equal opportunities in application procedures

- Research & Teaching**
- Enriching courses or curricula with gender aspects
  - Integrating gender in research contents

- Work/Life Balance**
- Child care offers
  - Part-time and flexibility of working hours and location
  - Parent's workshops

- Discrimination**
- Counselling and contact persons
  - Raising awareness
  - Zero tolerance policy

## 3 Top-Down and Bottom-Up: Areas of Action

Executive Board

### 4 Areas of Action

1. Career Development in Academia
2. Gender Aspects in Research and Teaching
3. Reconciliation of Work/Life Balance
4. Sexual Harassment and Discrimination

Collection of departments' specific best practice

### Actions according to the 4 Areas

1. Every individual department and each administrative unit is held accountable for the implementation
2. Regular report on actions within departments and administrative units to the executive board

Departments & administrative units

## 4 GAP Evaluation

### Evaluation 2016

Individual Interviews with all departments and various units on their experience with their suggested measures and with the GAP in general were conducted.

- Departments' heads have increasingly perceived gender as «top-management» issue
- The willingness to participate is prominent and tangible
- Equal opportunities matters are integrated more strongly into existing measures to promote academic careers, reconciliation of work/studies and family and improvements in teaching and research
- Departments with a low percentage of female students (< 20%) are more engaged in providing equal opportunities than departments with a high percentage of female students (> 40%).
- Additional support is demanded by the departments and units
  - Regular courses for training awareness for and the handling of gender stereotypes
  - «Tool Box» of best practice examples (from ETH but also from other universities) for handling different questions in the area of «equal opportunities»
- Both types of measures will be pushed forward during the next year

## 5 Conclusions

- Increasing awareness of the importance of gender-related topics throughout ETH Zurich
- Individual departments and units have implemented and pursued measures, some very innovative, to different extents and in different amounts
- Uncompromising engagement by the executive board is essential for GAP's success

## 6 References

- The GAP and its reports on the implementation are at [www.ethz.ch/gender-action-plan](http://www.ethz.ch/gender-action-plan)
- Gender Monitoring 2015/16: [www.gender-monitoring.ethz.ch](http://www.gender-monitoring.ethz.ch)

