

Equal Opportunities Action Plan 2025-2028 Faculty of Science

Approved by the Faculty 07.11.2024

Field of action	new/continued	measure	indicator	responsible EO coordinator / head of EO commission	realisation (years)	status of measure
HF1: Institutionalisierung der Gleichstellungsarbeit	new	hire EO coordinator	MAG to see impact and quality of EO coordinator	head of EO commission + dean office	2	new
	new PgB	networking meeting for EO work in the faculty including EO contact points of each institute/department/center	designation of EO contact point of each institute/department/center + 1 network meeting/year	EO coordinator	1/year	new
	new	develop online data base to collect EO relevant data (starting 2025)	online data base	EO coordinator	4 years	new
HF2: Geschlechtergerechte Personalauswahl	new	standardize hiring and promotion processes: availability of online course "Avoid unconscious bias" and sharing of best practices (net academic age, Dora and better science)	number of commissions using best practice package and online course	EO commission in collaboration	4 years	new
	continued	target that at least 50% of all new faculty appointees are women or minorities	online data base	dean	4 years	continued
	continued	promoting option of job sharing and part-time in all job advertisements	job advertisements	dean office	4 years	continued
	continued	net academic age is introduced across all faculty businesses, taking into account care obligations during tenure clock as well as effect of COVID-19 pandemic on academic productivity	standardized CV format, discuss introduction of HR software	dean	4 years	continued
	continued	new professors are informed about action plan, programs and measures of the AfC and EO commission	onboarding package for new hires	EO coordinator	4 years	continued
HF3: Förderung von Nachwuchswissenschaftlerinnen	continued PgB	Emilie Jäger Lecture once a year with inspiring scholars who receive the award for outstanding DEI work in their field	realisation of EJ lecture once a year	EO commission + host institute	1/year	continued
	continued	coordinate with Early Career Researcher-ECR commission	meeting once a year with head of ECR commission	head of EO commission	1/year	continued
	new	info email to all ECR once per semester on grants, links, contact points	email once a semester to all lecturers	EO coordinator	1/semester	new
HF4: Beruf, Studium, Care	continued	child care grant	grants granted per year	head of EO commission + EO coordinator	4 years	continued
	new	report teaching with focus on gender and diversity issue to gendercampus for Swiss gender studies syllabus	email before semester starts to all lecturers	EO coordinator	1/semester	new

	new	systematic evaluation of Nachteilsausgleiche to evaluate the situation of mental/physical health of students	online data base	EO coordinator + studies	1/semester	new
HF5: Stereotypenfreie Studienwahl und Zugang zum Studium	continued	MINT Day	number of students participating at event	Regula Gesemann		
HF6: Respektvolles und inklusives Studien- und Arbeitsumfeld	continued	diversity grants for Diversity, Equity & inclusion- DEI activities and events	number of DEI events	EO commission + host institute	4 years	continued
	new	list about sexual harrassment and other contact points to report discrimination, conflict, misconduct + respectful, inclusive space, Best Practice collection on website of the commission	homepage updated once a semester and information sent out to all members of the faculty	EO coordinator	1/semester	new
	new	improve representation of women, net academic age and minorities in boards and commissions of the faculty (initiate discussion about compensation system)	online data base	head of EO commission + dean	4 years	new
	new PgB	workshop "DEI and better science"	workshop once a year, number of participants	head of EO commission + EO coordinator	1/year	new
	new PgB	onboarding for new faculty members in EO issues	percentage of new hires trained/numbers of participants	head of EO commission + EO coordinator	1/year	new
HF7: Kommunikation	continued	report once a semester in faculty meeting to increase visibility of commission and actions	report	head of EO commission	1/semester	continued
	new	develop information channels to departments/institutes/centers	communication system developed	EO coordinator	4 years	new