

Introduction

On 10 February 2014, the executive board of ETH Zurich adopted a Gender Action Plan (GAP), which requires that the 16 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 Zurich culture which enables women and men equally to unfold their full potential.

In autumn 2014, in spring 2016 and in summer 2018 the Office for Equal Opportunities and Diversity (EQUAL) evaluated which measures the departments and key units of ETH Zurich were brought into effect to implement the GAPs ([report November 2014](#), [report May 2016](#), [report July 2018](#)). In March 2020, the Office for Equal Opportunities and Diversity at ETH Zurich asked the 16 Departments to list their (new) measures to implement the GAP. In this report, these measures are assigned to the four areas of the GAP. 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 summer 2018, the implementation of the GAP in the departments has further progressed. Many measures will continue to be implemented in a decentralised manner and tailored to the needs of the various departments.

For the period of 2018 until 2020, it is notable that most departments focused their efforts on career development for women and on supporting girls (direct professorial appointments, mentoring, initiatives for school-aged girls) along with founding/supporting female associations and gender and diversity groups. Only few departmental measures focused on the work/study/family balance or on sexual harassment.

Some departments increasingly tackled issues of discrimination and stereotypes and offered training courses on dealing with stereotypes.

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Among the new measures introduced since 2018, we find rather conventional measures such as setting up a family room (D-USYS). But also more innovative measures can be found, like workshops to raise employees' and students' awareness of gender stereotypes and biases in different areas. These areas cover appointment procedures for new professors, research, teaching or employment conditions (D-PHYS, D-MAVT, D-USYS). Inviting female visiting professors was another approach taken by some departments (D-ERDW, D-USYS). Two departments adopted their own Gender Action Plan (D-BAUG, D-GESS). One department (D-PHYS) took an unconventional step towards direct appointments for several female assistant professors.

In this report, essentially new measures for implementing the GAP in the departments are listed. In general, 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 an ETH Zurich wide level, such as the new ETH Zurich-wide code of conduct «Respect» or the «Respect» campaign, can be found on the [website of Equal!](#), Office for Equal Opportunities and Diversity.

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 Zurich Departments which supported the compilation of this report.

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ETH zürich (New) Measures to Implement the Gender Action Plan Within the Departments of ETH Zurich

	<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 during events</u>		<u>Parity Talks / Parity and Diversity Committee</u>
D-BAUG	<u>Mentoring- and coaching programme</u>		<u>Working from home</u>	<u>Website «Code of Conduct»</u>	<u>Civil Engineer FORUM / Commission / Campaign / GAP / 2018 annual Report</u>
D-BIOL	<u>«Your Future in Biology» event</u>			<u>Equal Opportunity Officer</u>	<u>Website on gender-related initiatives</u>
D-BSSE	<u>PhD-Days</u>				<u>Event «Design Thinking»</u>
D-CHAB	<u>Hiring women</u>		<u>Guidelines on maternity issues</u>	<u>Website «Respect»</u>	<u>WiNS / Seminar series for female researchers / Inviting female speakers</u>
D-ERDW		<u>Colloquium on gender and science</u>	<u>Family Room</u>		<u>Diversity and Equality Committee</u>
D-GESS					<u>SWiSH / Working Group GAP / GAP</u>
D-HEST					<u>Annual Process Report</u>
D-INFK	<u>Children's Lab / Fellowship</u>	<u>Split first-year exams («Split Basisprüfung»)</u>			<u>CSNOW</u>
D-ITET	<u>Mentoring</u>	<u>Split first-year exams («Split Basisprüfung»)</u>		<u>Welcome event featuring diversity topics / Employee dialogue</u>	<u>LIMES / Diversity@D-ITET</u>
D-MATH	<u>«Kangaroo» contest / Lunch meetings</u>	<u>goMATH / Split first-year exams («Split Basisprüfung»)</u>			<u>Phimale</u>
D-MATL	<u>Direct appointment of female assistant professor</u>				<u>Material Girls Night</u>
D-MAVT	<u>Mentoring / Direct appointment of female assistant professor</u>	<u>Raising awareness for stereotypes</u>		<u>Website «Code of Conduct»</u>	<u>LIMES / LIMES researchers</u>
D-MTEC		<u>Research topics / Diversity in MAS</u>	<u>Breastfeeding room</u>		
D-PHYS	<u>Strategic search for female professors and direct appointment of female assistant professors</u>	<u>Split first-year exams («Split Basisprüfung»)</u>	<u>Assistants for pregnant postdocs</u>	<u>Website on gender-related «Regulations & Directives»</u>	<u>Phimale</u>

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<u>D-USYS</u>	<u>"Kangaroo" contest / Direct appointment of female professors/ Increasing the proportion of female adjunct professors / Scientific staff website</u>	<u>Seminar with female scientists / Amendments to guidelines governing permanent appointments</u>	<u>Family Room</u>	<u>Website «Respect»</u>	<u>Workshop on «unbiased recruitment procedures»</u>

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Measures at D-ARCH

Career development in academia

- **Parity doctoral programme:** The doctoral programme «History and Theory of Architecture» ensures equal representation of men and women 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 during events:** In collaboration with kihz Flex at Höggerberg, the department offers a free childcare service during departmental lectures (pilot project). This offer is free of charge for interested relatives/guests.

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 organises a regular public lecture 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 to be taken up by the departmental conference (DC), the formulation of measures to attain the parity and diversity objectives (directed towards the DC) as well as the control of achieving the objectives. Women and men are equally represented in the PDK.

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Measures at D-BAUG

Career development in academia

- **Mentoring and coaching:** In 2018, D-BAUG launched a mentoring and coaching programme for scientific assistants. In a pilot phase, three mentor-mentee pairs were working. Taking into account this experience, Equal! set up a similar programme within the Fix-the-leaky-pipeline Program.

Reconciliation of studies, work and family

- **Working from home:** D-BAUG allows its employees to work from home (already in place before the COVID-19 pandemic).

Sexual harassment and discrimination

- **Website «Code of Conduct»:** The D-BAUG website highlights ETH Zurich's Code of Conduct «Respect» and provides links to the relevant ETH Zurich contacts and specialist's units (e.g. the Respect Office attached to HR, Ombudspersons or the Safety, Security, Health and Environment SGU).

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.
- **Committee Gender & Diversity (GDK):** Since 2017, the working group Gender & Diversity gathers every two to three 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.

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Measures at 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](#). The process of implementing the Gender Action Plan at D-BAUG began as early as 2014 and was developed over three phases.
- **2018 annual report:** The 2018 annual report for D-BAUG focused on female role models and careers in management and leadership.

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Measures at D-BIOL

Career development in academia

- **«Your Future in Biology» event:** In 2018, D-BIOL held an event entitled «[Your Future in Biology](#)». Successful professionals in the life sciences – professors as well as employees in academia and the private sector – were invited to give a short talk about the opportunities available to holders of a biology degree.

Sexual harassment and discrimination

- **Equal Opportunity Officer:** The department appointed an Equal Opportunity Officer in late 2018. The officeholder is a professor in the department who works very closely with the departmental board to find solutions to gender-related topics or problems. Sensitive issues such as sexual harassment can be discussed with a female contact person at D-BIOL.

Female associations and institutional measures

- **Website on gender-related initiatives in the department:** The newly designed [D-BIOL website](#) makes mention of the diverse gender-related offerings within the department and at ETH Zurich as a whole.

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Measures at D-BSSE

Career development in academia

- **PhD Days:** PhD Days, a two-day workshop for doctoral students at D-BSSE to explore the challenges of an academic career, took place in 2019. The event included a podium discussion with three young female professors, some from D-BSSE, on achieving a balance between work and family responsibilities.

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.

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Measures at D-CHAB

Career development in academia

- **Hiring women:** To support the career path of D-CHAB female researchers and to promote work-family balance, the chairs of the Institute of Pharmaceutical Sciences (IPW) contributed to financing an assistant professorship in the department. Additional funds came from third-party sources. The early appointment of a (female) professor of Pharmaceutical Immunology was prioritized.

Reconciliation of studies, work and family

- **Guidelines on maternity issues:** Guidelines on maternity issues and lab safety were published on the D-CHAB website in 2018.

Sexual harassment and discrimination

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

Female associations and institutional measures

- **The Society for Women in Natural Sciences (WiNS):** The department supports WiNS with a fixed annual contribution and with the active participation of female professors from the department.
- **Seminar series for female researchers:** In 2018, the Institute of Pharmaceutical Sciences (IPW) held a special series of seminars for female researchers.
- **Inviting female speakers:** In the Autumn Semester of 2019, the Laboratory of Inorganic Chemistry (LAC) invited female scientists only to be part of its lecture series.

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Measures at D-ERDW

Gender aspects in research and teaching

- **Colloquium on gender and science:** In 2018, D-ERDW invited Professor Tomas Brage to host a colloquium entitled «What does gender have to do with science?». Brage is a mathematical physicist whose interests include gender inequality in the field of physics.

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.

Female associations and institutional measures

- **Diversity and Equality Committee:** D-ERDW has implemented a Diversity and Equality Committee that regularly reports to the Department's Conference and the Professors' Conference. The committee is compiling statistics from ETH Zurich, peer institutions and professional societies. It is planning to implement various initiatives over the course of 2020.

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Measures at D-GESS

Female associations and institutional measures

- **Society for Women in Social Studies and Humanities (SWiSH):** 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 in spring 2018. Representatives of all academic levels are supposed to develop new measures to implement the GAP at D-GESS. D-GESS now has a document outlining its own Gender Action Plan.

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Measures at D-HEST

Female associations and institutional measures

- **Annual Process Report:** In 2018, D-HEST introduced the Annual Process Report (APR), an instrument for assessing the performance of doctoral students. By putting problems on the table via this report rather early on, a departmental dialogue should be stimulated, especially in cases involving perceived gender discrimination.

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Measures at D-INFK

Career development in academia

- **Kinderlabor:** The Children's Lab offers courses in programming for girls at D-INFK, especially at the occasion of the National Future Day. Furthermore, the Children's Lab 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)
- **Student Summer Research Fellowship (SSRF):** During summer, BSc and MSc students can gain research experience at D-INFK in the frame of a new programme. Despite the higher number of male applicants (3/4 of the 1'232 applications), 12 women and 4 men had been selected in 2017 and 8 women and 8 men in 2018. In 2019, there were 10 men and 10 women in this programme (Responsible: Prof. M. Püschel).

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 Zurich is problematic for female students, especially in some departments with low female students' shares. One reason seems to be the low proportion of women in mathematics and science oriented profiles at grammar schools. Besides, on average, male students seem to have more basic knowledge of programming than girls before they start a study programme at ETH Zurich (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 D-INFK study programme has been adjusted. In the autumn semester 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. At D-INFK, the split of first-year examinations will be continued in the future.

Female associations and institutional measures

- **Network of Women in Computer Science (CSNOW):** 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 2020, [Prof. Dr. Julia Vogt](#) is the professor in charge. CSNOW has its own departmental website and is financially supported by the D-INFK.

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Measures at D-ITET

Career development in academia

- **Mentoring:** Back in 2009, D-ITET launched a mentoring programme for female Bachelor students in their first semester. Later, the programme was run with LIMES, a new organisation at the time. Experienced female students were matched with new female students in order to help them adjust to life at the ETH Zurich.

Gender aspects in research and teaching

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Sexual harassment and discrimination

- **Welcome event featuring diversity topics:** Since 2016, D-ITET has held welcome events for new doctoral students. Since 2018, the event has also featured diversity and inclusion issues.
- **Employee dialogue:** An annual employee dialogue was introduced in Autumn Semester 2018 in conjunction with the [vmitet](#) (Association of the Mittelbau at the Department of Information Technology and Electrical Engineering), the association of scientific staff at the Department of Computer Science at ETH Zurich. The main aim is to provide a better platform for discussing the mutual expectations of dissertation supervisors and doctoral candidates beyond purely scientific concerns.

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Measures at D-ITET

Female associations and institutional measures

- **Ladies in Mechanical and Electrical Studies (LIMES)**: 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.
- **Diversity@D-ITET**: Some members of "LIMES Researchers", an association of female doctoral students, founded the Diversity@D-ITET group, which holds various events on diversity and inclusion topics every semester.

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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 had been invited to an ETH Zurich 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»).
- **Lunch meetings:** The department sporadically organises informal lunch meetings with a small number of participants to enable discussions with female scientists. (Responsible: Dr. A. Cannas da Silva)

Gender aspects in research and teaching

- **goMATH – Women in Mathematics:** From 11–22 March 2019, the Department of Mathematics organised a series of events dedicated to women in mathematics called goMATH – Women in Mathematics. The programme included a symposium where internationally renowned female mathematicians presented their current research. Additionally, an exhibition illustrated the research and professional life of female mathematicians in the past and today.
- **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 Zurich is problematic for female students, especially in some departments with low female students' shares. One reason seems to be the low proportion of women in mathematics and science oriented profiles at grammar schools. Besides, on average, male students seem to have more basic knowledge of programming than girls before they start a study programme at ETH Zurich (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 D-MATH study programme has been adjusted. In the autumn semester 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. At D-MATH, the split of first-year examinations will be continued in the future.

Female associations and institutional measures

- **The commission for equal opportunities in and around VMP (Phimale):** 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. This association has a focus on events in which men and women discuss gender-related issues together.

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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.

Female associations and institutional measures

- **Material Girls Night:** The «Material Girls Night» is a regular social network event for female researchers at D-MATL. It has been carried out for the first time in spring semester 2018.

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Measures at D-MAVT

Career development in academia

- **Mentoring:** D-MAVT has launched its own mentoring programme for BSc first-semester students in 2017. This programme is run in collaboration with LIMES. Experienced students of mechanical engineering help young (female) students to make their first steps into the academic field. Since its start, the programme has taken place every autumn semester.
- **Direct appointment of female professor:** By the end of 2018, a new female professor (directly appointed by the ETH Zurich president) will assume office. The professors of D-MAVT have dedicated parts of their financial means to finance this professorship.

Gender aspects in research and teaching

- **Raising awareness:** In 2018, D-MAVT offered various workshops, lectures and online tools to help staff and students to become more aware of gender stereotypes and biases related to research, teaching and employment conditions.

Sexual harassment and discrimination

- **Website «Code of Conduct»:** The [D-MAVT website](#) highlights the department's own code of conduct and provides links to the relevant ETH Zurich contacts and specialist units (e.g. the Respect Office attached to HR, Ombudspersons or the Safety, Security, Health and Environment SGU).

Female associations and institutional measures

- **Ladies in Mechanical and Electrical Studies (LIMES):** 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.

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Measures at D-MTEC

Gender aspects in research and teaching

- **Research topics:** 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 in MAS:** 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.).

Reconciliation of studies, work and family

- **Breastfeeding room:** A breastfeeding room was set up in the MEV building.

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Measures at D-PHYS

Career development in academia

- **Strategic search for female professors:** D-PHYS has focused on female candidates when searching for new tenure-track assistant professors. All professorships becoming vacant in the next few years have been pooled, and female physics professors should be hired without restrictions on their subject area. Four female professors were hired for these positions in 2019 and 2020.

Gender aspects in research and teaching

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Reconciliation of studies, work and family

- **Assistance for pregnant postdocs:** Postdocs who are pregnant and pursue 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.

Sexual harassment and discrimination

- **Website on gender-related «Regulations & Directives»:** The [D-PHYS website](#) website highlights the ETH Zurich Code of Conduct «Respect» and provides links to the relevant ETH Zurich contacts and specialist units (e.g. Equal! and the internal advice and conciliation service).

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Measures at D-PHYS

Female associations and institutional measures

- **The commission for equal opportunities in and around VMP (Phimale):** 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. This association has a focus on events in which men and women discuss gender-related issues together.

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Measures at D-USYS

Career development in academia

- **Participation in the «Kangaroo» contest:** Participation in the «Kangaroo» open house organized by D-MATH. (D-USYS)
- **Direct appointments of female professors:** A female professor (full professor) was directly appointed.
- **Increasing the proportion of female adjunct professors:** The department successfully suggested more women than men for these roles.
- **Scientific staff website:** Detailed site for scientific staff with information on career development, hiring, teaching and research, continuing education, family, etc.

Gender aspects in research and teaching

- **Seminar with female scientists:** In 2018 the Distinguished Women in Environmental Systems Science Seminar was launched and has been held several times since then. Only women are invited to present at the seminar, which is open to all members of D-USYS. The selection of speakers is discussed by all institutes. A networking event takes place following the seminar. There, female scientists talk about their careers and share their experiences with up-coming scientists of both genders.
- **Amendments to guidelines governing permanent appointments:** D-USYS amended its guidelines on applications for the permanent appointment of scientific assistants (senior scientists). Female scientific assistants will now receive financial support from the department for a maximum of eight years, and male scientific assistants will be supported for a maximum period of five years. The department is implementing this rule in order to increase the share of women with permanent employment as scientific assistants at the D-USYS.

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.

Sexual harassment and discrimination

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

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Measures at D-USYS

Female associations and institutional measures

- **Workshop on unbiased recruitment procedures:** D-USYS held two half-day workshops on the topic of unbiased recruitment procedures for professors. Participants learned how to carry out fair and impartial appointment processes.

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Career development in academia

- **Parity doctoral programme:** The doctoral programme «History and Theory of Architecture» ensures equal representation of men and women on the yearly advertised fellowships. (D-ARCH)
- **Mentoring and coaching:** In 2018, D-BAUG launched a mentoring and coaching programme for scientific assistants. In a pilot phase, three mentor-mentee pairs were working. Taking into account this experience, Equal! set up a similar programme within the Fix-the-leaky-pipeline Program. (D-BAUG)
- **«Your Future in Biology» event:** In 2018, D-BIOL held an event entitled «Your Future in Biology». Successful professionals in the life sciences – professors as well as employees in academia and the private sector – were invited to give a short talk about the opportunities available to holders of a biology degree. (D-BIOL)
- **PhD Days:** PhD Days, a two-day workshop for doctoral students at D-BSSE to explore the challenges of an academic career, took place in 2019. The event included a podium discussion with three young female professors, some from D-BSSE, on achieving a balance between work and family responsibilities. (D-BSSE)
- **Hiring women:** To support the career path of D-CHAB female researchers and to promote work-family balance, the chairs of the Institute of Pharmaceutical Sciences (IPW) contributed to financing an assistant professorship in the department. Additional funds came from third-party sources. The early appointment of a (female) professor of Pharmaceutical Immunology was prioritized. (D-CHAB)
- **Kinderlabor:** The Children's Lab offers courses in programming for girls at D-INFK, especially at the occasion of the National Future Day. Furthermore, the Children's Lab 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)
- **Student Summer Research Fellowship (SSRF):** During summer, BSc and MSc students can gain research experience at D-INFK in the frame of a new programme. Despite the higher number of male applicants (3/4 of the 1'232 applications), 12 women and 4 men had been selected in 2017 and 8 women and 8 men in 2018. In 2019, there were 10 men and 10 women in this programme (Responsible: Prof. M. Püschel). (D-INFK)
- **Mentoring:** Back in 2009, D-ITET launched a mentoring programme for female Bachelor students in their first semester. Later, the programme was run with LIMES, a new organisation at the time. Experienced female students were matched with new female students in order to help them adjust to life at the ETH Zurich. (D-ITET)

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Career development in academia

- **«Kangaroo» contest:** The best 100 girls in the «Kangaroo» math contest of the seventh grade in Swiss schools had been invited to an ETH Zurich, 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)
- **Lunch meetings:** The department sporadically organises informal lunch meetings with a small number of participants to enable discussions with female scientists. (Responsible: Dr. A. Cannas da Silva) (D-MATH)
- **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)
- **Mentoring:** D-MAVT has launched its own mentoring programme for BSc first-semester students in 2017. This programme is run in collaboration with LIMES. Experienced students of mechanical engineering help young (female) students to make their first steps into the academic field. Since its start, the programme has taken place every autumn semester. (D-MAVT)
- **Direct appointment of female professors:** By the end of 2018, a new female professor (directly appointed by the ETH Zurich president) will assume office. The professors of D-MAVT have dedicated parts of their financial means to finance this professorship. (D-MAVT)
- **Strategic search for female professors:** D-PHYS has focused on female candidates when searching for new tenure-track assistant professors. All professorships becoming vacant in the next few years have been pooled, and female physics professors should be hired without restrictions on their subject area. Four female professors were hired for these positions in 2019 and 2020. (D-PHYS)
- **Participation in the «Kangaroo» contest:** Participation in the «Kangaroo» open house organized by D-MATH. (D-USYS)
- **Direct appointments of female professors:** A female professor (full professor) was appointed. (D-USYS)
- **Increasing the proportion of female adjunct professors:** The department successfully suggested more women for these roles. (D-USYS)
- **Scientific staff website:** Detailed site for scientific staff with information on career development, hiring, teaching and research, continuing education, family, etc. (D-USYS)

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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)
- **Colloquium on gender and science:** In 2018, D-ERDW invited Professor Tomas Brage to host a colloquium entitled «What does gender have to do with science?». Brage is a mathematical physicist whose interests include gender inequality in the field of physics. (D-ERDW)
- **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 Zurich is problematic for female students, especially in some departments with low female students' shares. One reason seems to be the low proportion of women in mathematics and science oriented profiles at grammar schools. Besides, on average, male students seem to have more basic knowledge of programming than girls before they start a study programme at ETH Zurich (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 study programme has been adjusted. In the autumn semester 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. At D-INFK, D-ITET, D-MATH and D-PHYS the split of first-year examinations will be continued in the future. (D-INFK, D-ITET, D-MATH, D-PHYS)
- **goMATH – Women in Mathematics:** From 11–22 March 2019, the Department of Mathematics organised a series of events dedicated to women in mathematics called "goMATH – Women in Mathematics". The programme included a symposium where internationally renowned female mathematicians presented their current research. Additionally, an exhibition illustrated the research and professional life of female mathematicians in the past and today. (D-MATH)
- **Raising awareness:** In 2018, D-MAVT offered various workshops, lectures and online tools to help staff and students to become more aware of gender stereotypes and biases related to research, teaching and employment conditions. (D-MAVT)
- **Research topics:** 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 in MAS:** 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)

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Gender aspects in research and teaching

- **Seminar with female scientists:** In 2018 the Distinguished Women in Environmental Systems Science Seminar was launched and has been held several times since then. Only women are invited to present at the seminar, which is open to all members of D-USYS. The selection of speakers is discussed by all institutes. A networking event takes place following the seminar. There, female scientists talk about their careers and share their experiences with up-coming scientists of both genders. (D-USYS)
- **Amendments to guidelines governing permanent appointments:** D-USYS amended its guidelines on applications for the permanent appointment of scientific assistants (senior scientists). Female scientific assistants will now receive financial support from the department for a maximum of eight years, and male scientific assistants will be supported for a maximum period of five years. The department is implementing this rule in order to increase the share of women with permanent employment as scientific assistants at the D-USYS. (D-USYS)

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Reconciliation of work, studies and family

- **Childcare during events:** In collaboration with kihz Flex at Höggerberg, the department offers a free childcare service during departmental lectures (pilot project). This offer is free of charge for interested relatives/guests. (D-ARCH)
- **Working from home:** D-BAUG allows its employees to work from home (already in place before the COVID-19 pandemic). (D-BAUG)
- **Guidelines on maternity issues:** Guidelines on maternity issues and lab safety were published on the D-CHAB website in 2018. (D-CHAB)
- **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. (D-ERDW)
- **Breastfeeding room:** A breastfeeding room was set up in the MEV building. (D-MTEC)
- **Assistance for pregnant postdocs:** Postdocs who are pregnant and pursue 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:** 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)

- **Life balance coaching:** The Human Resources department at ETH Zurich provides a free coaching/advice service to help employees and students optimise the balance between their family life, work and studies. ETH Zurich staff and students can receive two free coaching/advice sessions from UND, a centre of excellence for achieving work-life balance.
- **Parenthood and emergency childcare:** In early 2020, the HR department at ETH Zurich drew up two leaflets on parenthood and emergency childcare for parents of small children.

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Sexual harassment and discrimination

- **Website «Code of Conduct»:** The [D-BAUG website](#) highlights ETH Zurich's Code of Conduct «Respect» and provides links to the relevant ETH Zurich contacts and specialist's units (e.g. the Respect Office attached to HR, Ombudspersons or the Safety, Security, Health and Environment SGU). (D-BAUG)
- **Equal Opportunity Officer:** The department appointed an Equal Opportunity Officer in late 2018. The officeholder is a professor in the department who works very closely with the departmental board to find solutions to gender-related topics or problems. Sensitive issues such as sexual harassment can be discussed with a female contact person at D-BIOL. (D-BIOL)
- **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)
- **Website «Respect»:** The [departmental website](#) refers to the ETH Zurich wide code of conduct «Respect», the «Respect» campaign of ETH Zurich and several internal and external contact persons. (D-CHAB)
- **Welcome event featuring diversity topics:** Since 2016, D-ITET has held welcome events for new doctoral students. Since 2018, the event has also featured diversity and inclusion issues. (D-ITET)
- **Employee dialogue:** An annual employee dialogue was introduced in Autumn Semester 2018 in conjunction with the [vmitet](#) (Association of the Mittelbau at the Department of Information Technology and Electrical Engineering), the association of scientific staff at the Department of Computer Science at ETH Zurich. The main aim is to provide a better platform for discussing the mutual expectations of dissertation supervisors and doctoral candidates beyond purely scientific concerns. (D-ITET)
- **Website «Code of Conduct»:** The [D-MAVT website](#) highlights the department's own code of conduct and provides links to the relevant ETH Zurich contacts and specialist units (e.g. the Respect Office attached to HR, Ombudspersons or the Safety, Security, Health and Environment SGU). (D-MAVT)
- **Website on gender-related “Regulations & Directives”:** The [D-PHYS website](#) website highlights the ETH Zurich Code of Conduct “Respect” and provides links to the relevant ETH Zurich contacts and specialist units (e.g. Equal! and the internal advice and conciliation service). (D-PHYS)

Sexual harassment and discrimination

- **Website «Respect»:** The departmental website refers to the ETH Zurich wide code of conduct «Respect», the «Respect» campaign of ETH Zurich and to external contact persons. (D-USYS)
- **External Advice Centre:** Since 2019, ETH Zurich has provided external independent advice services to all members of, ETH Zurich offering advice and support regarding bullying, harassment and discrimination. This is in addition to internal advice services already in place.

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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 organises a regular public lecture 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 to be taken up by the departmental conference (DC), the formulation of measures to attain the parity and diversity objectives (directed towards the DC) as well as the control of achieving the 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)
- **Committee Gender & Diversity (GDK):** Since 2017, the working group Gender & Diversity gathers every two to three 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. (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. The process of implementing the Gender Action Plan at D-BAUG began as early as 2014 and was developed over three phases. (D-BAUG)
- **2018 annual report:** The 2018 annual report for D-BAUG focused on female role models and careers in management and leadership. (D-BAUG)
- **Website on gender-related initiatives in the department:** The newly designed D-BIOL website makes mention of the diverse gender-related offerings within the department and at ETH Zurich as a whole. (D-BIOL)
- **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)

Female associations und institutional measures

- **The Society for Women in Natural Sciences (WiNS):** The department supports WiNS with a fixed annual contribution and with the active participation of female professors from the department. (D-CHAB)
- **Seminar series for female researchers:** In 2018, the Institute of Pharmaceutical Sciences (IPW) held a special series of seminars for female researchers. (D-CHAB)
- **Inviting female speakers:** In the Autumn Semester of 2019, the Laboratory of Inorganic Chemistry (LAC) invited female scientists only to be part of its lecture series. (D-CHAB)
- **Diversity and Equality Committee:** D-ERDW has implemented a Diversity and Equality Committee that regularly reports to the Department's Conference and the Professors' Conference. The committee is compiling statistics from ETH Zurich, peer institutions and professional societies. It is planning to implement various initiatives over the course of 2020. (D-ERDW)
- **Society for Women in Social Studies and Humanities (SWiSH):** 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 in spring 2018. Representatives of all academic levels are supposed to develop new measures to implement the GAP at D-GESS. D-GESS now has a document outlining its own Gender Action Plan. (D-GESS)
- **Annual Process Report:** In 2018, D-HEST introduced the Annual Process Report (APR), an instrument for assessing the performance of doctoral students. By putting problems on the table via this report rather early on, a departmental dialogue should be stimulated, especially in cases involving perceived gender discrimination. (D-HEST)
- **Network of Women in Computer Science (CSNOW):** 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 2020, Prof. Dr. Julia Vogt is the professor in charge. CSNOW has its own departmental website and is financially supported by the D-INFK. (D-INFK)

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Female associations und institutional measures

- **Ladies in Mechanical and Electrical Studies (LIMES)**: 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)
- **Diversity@D-ITET**: Some members of "LIMES Researchers", an association of female doctoral students, founded the Diversity@D-ITET group, which holds various events on diversity and inclusion topics every semester. (D-ITET)
- **The commission for equal opportunities in and around VMP (Phimale)**: 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. This association has a focus on events in which men and women discuss gender-related issues together. (D-MATH, D-PHYS)
- **Material Girls Night**: The «Material Girls Night» is a regular social network event for female researchers at D-MATL. It has been carried out for the first time in spring semester 2018. (D-MATL)
- **LIMES Researchers**: An association of and for female doctoral students, which mainly organises networking events. (D-MAVT)
- **Workshop on unbiased recruitment procedures**: D-USYS held two half-day workshops on the topic of unbiased recruitment procedures for professors. Participants learned how to carry out fair and impartial appointment processes. (D-USYS)

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