



Eidgenössische Technische Hochschule Zürich  
Swiss Federal Institute of Technology Zurich

## Lecturers' Conference (KdL)

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### **Internal Consultation: Strategy for Diversity, Equality and Inclusion 2025 - 2028 of the ETH Board for the ETH Domain**

Dear Raphaela Hettlage

The KdL would like to thank you for the opportunity to comment on the Internal Consultation: Strategy for Diversity, Equality and Inclusion 2025 - 2028 of the ETH Board for the ETH Domain. The KdL very much welcomes the Diversity and In Strategy of the ETH Domain and looks forward to its implementation at ETH Zurich, especially in teaching.

#### **We suggest the following changes:**

- While gender is mentioned very often and explicitly throughout the document, other dimensions of diversity are only mentioned in the glossary or rarely. At the moment, the document reads more like a gender strategy than a diversity strategy. We suggest that other dimensions of diversity (such as migration or socio-economic background) should be included throughout the document or, if the focus is on gender, that this should be acknowledged more explicitly.
- While the document states that this is an overall strategy for the institutions of the ETH Domain, and that it is up to the individual institutions to implement it, there are in fact many operational examples of how to improve gender equality. We suggest that a clearer distinction be made between overall goals and examples of operational measures.
- In addition to operational measures for gender equality, examples of measures to improve other dimensions of diversity should be given. For example, waiving the application fee for students from low-income countries. So far, examples are only given for gender (notably in section 3.1).
- In addition to focus areas and objectives, we suggest that explicit (and measurable) targets should be included.
- Focus Area 4 reads more like a collection of operational measures for equal opportunities in career development and an inclusive culture (Focus Areas 2 and 3) rather than a separate Focus Area, and we would suggest integrating these into Focus Areas 2 and 3.

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- We call for the reintroduction of a financial target of 0.5 % of federal funding, as the disappearance of the financial target of the previous strategies is very regrettable. There can be no impact on the ETH's Equality Diversity Inclusion budget, especially against the backdrop of budget cuts. In addition, the decision sends the signal, both internally and externally, that the issues of equality, diversity and inclusion are less important, or have even already been resolved, which is not true.

**Minor, specific comments:**

- Page 1: Given the focus of the document, we would suggest that the terms diversity and inclusion be clearly defined in the introduction (and not just in the glossary).

- Page 1: Scientific evidence for more diversity and inclusion seems to come as an afterthought ("also consider"). We think that as a research institution, ETH should in particular use scientific evidence to achieve greater diversity and inclusion.

- For greater clarity, we suggest renaming Focus Area 1: Monitoring and Evaluation, Focus Area 2: Inclusive Culture, Focus Area 3: Equal Opportunities in Career Development, and Focus Area 5: Inclusive Research and Teaching.

- In addition to the glossary, the document could list resources that the ETH Domain institutions already have on diversity and inclusion in research and teaching, such as the ETH Zurich KDL documents on diversity and inclusion in teaching ([Report by the KdL working group \(July 2022\)](#), [ABC of Inclusion in Teaching](#), [Data for Diversity](#)). Other ETH institutions may already have similar guidelines for research and teaching.

- Glossary: We would suggest adding the term "gender" to the glossary to make it clear that this term refers to the full reality of gender identity, rather than the female-male binary, and/or to include the mention of trans and non-binary people when discussing gender equality.

- One of the strengths of the strategy document is the proposal that the institutions of the ETH Domain will provide training in various areas, including training on compliance with the DEI principles, unconscious bias, and training for supporters and contact persons in the workplace. These areas require resources and expertise to be developed meaningfully and appropriately. We suggest that the document touch upon where the responsibility will lie to organise and offer these many trainings. Will this be the responsibility of the existing Diversity departments in the institutions? Will additional resources or support infrastructure be offered to carry out these programs?

Best regards



Prof. Dr. Mirko Meboldt  
President of the Lecturer's Conference