

Gender Action Plan (GAP) of D-GESS

This GAP is replacing the first GAP of D-GESS from 2014. It includes three elements:

1. Measures to substantially increase the proportion of women among the professors;
2. Measures to enhance gender equality at D-GESS and
3. Specific recommendations on how to improve ongoing processes.

The GAP was slightly adapted for the web publication and some details not relevant for the public were left out. The original version is available at the department secretariat.

I. Measures to increase the proportion of women on the level professorship at D-GESS

1. Short- as well as long-time measures are expected to increase the share of female professors at D-GESS by one third in the next 10 years.
 - a. Short-term, the following measures will be taken regarding the job advertisement and appointment of the professorships who are currently being created, especially within the ETH+ Initiative. The declared objective is to appoint at least three out of five professorships to women. At the same time the criterion of excellence with new appointments remains unchanged.
 - b. Long-term, D-GESS will have the opportunity to appoint more than 10 professorships in almost all disciplines of the department sections in the next 15 years due to retirements, and will be able to determine their conceptualization.
2. The future strategic focus of the department will be implemented in two steps:
 - c. In a first step, the department will identify excellent candidates throughout all disciplines and recruit them, if applicable, in a pulled forward procedure.
 - d. In a second phase, the department will advertise the remaining professorships in the regular process with accordingly focused profile papers or openly. In this process, the departmental strategy will be taken into account with regards to the department's content-related and methodological focus.
3. In all cases of new appointments, specific measures for increasing the number of female candidates will be determined in the profile paper. The profile paper will also give an estimation, whether an adequate number of excellent female candidates can be expected.

B. Equality at D-GESS

4. In a two-year long pilot project, D-GESS will investigate the reasons for the existing underrepresentation of women and the need of support at D-GESS by conducting a survey on the level of PhD and Postdoc at the time of their leaving ETH Zürich. The aim is to gain insights on their experiences during their time at ETH and their further career path, as well as suggestions for improvement and ideas on how to promote careers at D-GESS. The results of this data collection will complement the yearly stock-taking of the equal! - gender monitoring with qualitative insights in the career decisions of graduates from D-GESS.
5. D-GESS will establish an annual *roundtable* as a forum, where employees of all functions discuss experiences and problems with regards to equality at D-GESS. The aim is to create awareness for structural discrimination and gender questions in the field of teaching and research and to reflect upon the status quo and improvement strategies.
6. D-GESS will establish a contact point for discrimination and harassment in the working environment, which offers a low threshold opportunity to address cases of discrimination or sexual harassment to a

contact person of the department. This contact point helps employees to determine possible solutions for the problem, informs them about existing conflict resolution procedures at D-GESS and refers to further services at ETH such as ombudsperson, psychological counseling or AVETH counseling. It will be filled with two persons, one representative of each gender and one of them being a postdoc.

7. The department will examine the current range of courses critically with regards to gender matters and consider how to incorporate gender aspects more strongly into the offered courses.
8. The members of D-GESS pay attention to a well-balanced, gender-sensitive language in official documents by following the equal!-Guideline.
9. The success of the GAP measures will be reviewed and objectives possibly adapted via an annual report of the Department Head in the first department conference of the academic year (September).

II. Recommendations regarding ongoing processes

10. The Head of Department drafts a guideline for appointment procedures that allows him or her to contact female candidates suitable for a professorship directly and early on together with the responsible contact person. In this first contact he or she informs the potential candidate about ETH and requirements for ETH professors.
11. At the first meeting of the search committee, the contact person and the head of department raise awareness to the urgent need of the department, to increase the number of female professors at the department.
12. Prior to maternity leave PhDs and postdocs agree on their involvement into the research group during and after their absence using the “conversation guide on maternity” of ETH Human Resources. After returning from maternity leave, the workload can be handled flexibly and enable a return to a (near) full-time workload step-by-step.
13. The evaluation questionnaire for seminars and lectures will be supplemented with a question about inclusiveness.

Adopted by the department conference on March 26, 2019