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## ETH ZURICH'S GENDER STRATEGY ON THE PROFESSORIAL LEVEL

ETH Zurich has a highly international community. People from different cultural, religious and other backgrounds come together and bring perceptions from vastly different areas. A strong institutional anchorage and the commitment of ETH Zurich's Executive Board are central factors for the implementation and effectiveness of diversity balance and equal opportunity policies within ETH Zurich. The diversity of opinions, research concepts and experiences are valued and enrich ETH's knowledge-based mission. At several occasions, such as on-boarding events, leadership trainings, workshops, ETH news etc., ETH Zurich is taking action to enhance awareness among their faculty regarding stereotypes and the related impacts. ETH Zurich also implemented a respect code of conduct, emphasising mutual respect and the absence of discrimination, bullying, mobbing, threats, violence and sexual harassment, as key elements. The Executive Board of ETH Zurich is continuously stressing the importance to comply with these principles and is ready to take measures against inappropriate behaviours. ETH Zurich ensures equal treatment regarding salary conditions and access to resources and infrastructure. In its Gender Action Plan ETH Zurich defines its position on equal opportunities for all gender. The realisation of the Gender Action Plan in the departments is assessed every two years. Many departments have since implemented numerous conventional and innovative measures. These include childcare for evening events, family rooms, the creation of gender equality positions at the level of department managements to name just a few. An important goal of ETH Zurich is to further implement adequate measures, which allow to reconcile an academic career and family-related tasks. This is equally crucial to the career development of women and men. Instruments for compensation for maternity leave, parental leave or family-related absences and a "stop the tenure evaluation scheme" for tenure track positions are in place. Day nurseries and childcare facilities on regular basis and for specific occasions (like emergency childcare, flexible childcare, holiday activities, or childcare solutions for conferences) are further developed, based on the employees' needs. If both partners are employed in the ETH Domain, the four months of maternity leave can be split between the parents, i.e. the father can take up to two months' parental leave.

Over the past years, ETH Zurich has established a stronger presence of women in most areas. Nevertheless, the total number of female professors is still below ETH's objectives.

In order to further accelerate and increase the portion of female professors, the President of ETH Zurich specifically defined the following measures **at the level of faculty recruitments**:

- ETH Zurich has created a pool of ten additional professorships to be filled until 2024. This pool will be activated whenever there is an opportunity on top of the existing recruitment schedule to attract leading female researchers as professors. For example: candidates do not exactly match the advertised academic profile, but their scientific expertise would be an ideal addition to the relevant discipline or, in the case of a Dual Career situation, an additional professorship for the partner, based on a consequent quality assessment. In other words, the pool provides earmarked resources that will only be drawn upon if a chance arises to recruit a top female talent for ETH Zurich.
- The President is highly supportive to efforts by the departments to increase their share of female faculty by direct appointment procedures.
- Advertisements of faculty positions are written with a gender neutral or female supporting vocabulary and explicitly encourage women to apply. Further, it is mentioned that ETH Zurich takes a stand for equal opportunities, the needs of Dual Career couples and the compatibility of family and career.
- Before the advertisement is placed, the departments must demonstrate that an adequate number of qualified female scientists have been identified within the scope of an active search.
- Search committees must include, as general a rule, at least three female professors as committee members. Wherever possible, this proportion should be increased to the point where 50 percent of the members are women.
- The search committees of ETH Zurich are chaired by professors from outside the corresponding field. The chairs are requested by the President to ensure that the selection procedure complies with the DORA principles and that the committee pro-actively searches for potential female

candidates. The chairs of the search committees received their first training on the topic of unconscious bias in a workshop at ETH Zurich in November 2019.

- On the occasion of an instructional meeting between the President and the persons in charge of the search committee, the applicants' pool is discussed not only with regard to its excellence but also with regard to its balance. Any further need for action, such as extended encouragement of qualified female scientists to apply, is decided upon if necessary.
- In every search committee one voting member (preferably a male member from the department) takes over the role of a Gender and Diversity Advocate. Their task is to support the committee in ensuring that the selection procedure is fair, unprejudiced and transparent, and to inform the President in a short written report about the male/female balance, the efforts to approach proactively potential female candidates, and the fairness and transparency of the evaluation procedure.
- As a rule, at least two female candidates should be invited to interviews. Any exceptions to this rule must be justified to the President.
- The committee's final recommendation – usually a shortlist of up to three candidates – should include at least one female candidate. Any exceptions to this rule must be justified to the President.
- Upper age limits may be elongated by the President when appointing assistant professors in the case of maternity leaves, industry experience or relevant competences acquired outside of academia. The academic age of the different candidates is compared and all different criteria in the evaluation of each individual candidate are taken into account.
- ETH Zurich's dual career support plays a major role in the context of professorial recruitments, as faculty mobility is often hindered by family situations. The Dual Career Advice office offers support to all candidates who are invited for negotiations with ETH Zurich regarding the professional integration of their partners. This is done by connecting the partner to the relevant work community in Switzerland. In this context, since funding might not be available at the very beginning, the President may co-finance a position in Academia for the partners during an initial period. Presidential directives concerning the employment of spouses, partners and relatives at ETH Zurich contribute towards the transparency and sustainability of dual career measures and guarantee the regular employment standards and quality checks. In addition, the Dual Career Advice office helps with the personal integration of newly arriving family members, namely with the search for an apartment, for schools or (privileged) access to childcare facilities, insurances of all kind, social security and pension funds, and contacts to networks or other (professorial) families.
- Further measures for mitigating unconscious bias in the selection procedures are continuously evaluated and implemented by the Office for Faculty Affairs.

**During the active phase**, the careers of female Professors at ETH Zurich are supported by the following measures:

- Female professors have budget available to hire a postdoc/scientist during maternity leave.
- During a tenure procedure, an additional year is granted for each maternity.
- In order to increase the influence of female professors within ETH Zurich, they are adequately represented in the strategically important commissions inside ETH Zurich (such as the Research Commission or the Strategy Committee) and they are encouraged to assume leading functions.
- When it comes to inquiries regarding suitable persons for awards and prizes and also for representatives in scientific committees outside ETH Zurich, women must be listed adequately in the corresponding proposals, keeping in mind, that they should not be absorbed by too much committee work which slows down their research activities.
- The ETH Women Professors Forum, founded in 2011 at ETH Zurich, aims to connect women professors of ETH Zurich and EPFL Lausanne. It creates platforms for exchange and mentoring through its networking events and it serves for the ETH Executive Boards as a sounding board in the area of promoting women in science.