

EQUALITY AND DIVERSITY AT UNIGE 2030 STRATEGIC VISION

EQUALITY & DIVERSITY ACTION PLAN 2021-2024

The Equality & Diversity Action Plan 2021-2024, written by the Equality and Diversity Service and approved by the rectorate aims to:

- Meet the new European requirement that all institutions have a gender equality plan as of 2022 as an eligibility criterion for participation in the Horizon Europe programme
- Meet Swiss government requirements following the UNIGE equality action plans (2013-2016 and 2017-2020) and the cooperation project (2017-2020)
- Develop other partnerships, notably those resulting from the European France–Switzerland Interregional Project Laboratory of Equality (2016-2020)

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CONTEXT

UNIGE has acquired national and international recognition thanks to the implementation of solid actions anchored in the framework of the Equality Action Plans (2013-2016 and 2017-2020). Some of these actions have been very successful, being taken up by multiple universities and organisations in Switzerland and abroad. They have acted as a wake-up call and triggered a change in attitude. UNIGE still takes first place among Swiss universities (other than Lucerne) with 30% female professors. It is also an international leader – according to the Times Higher Education University Impact Gender Equality Ranking 2020, UNIGE is classified number one in Switzerland and 46th of 547 internationally.

The Equality and Diversity Service has a 6-person team (4.3 FTE). It is part of UNIGE's rectorate and reports directly to the rector. This ensures its cross-functionality and solid position high in the university hierarchy. It runs numerous projects with various partners thanks to its excellent position in cantonal, national and international networks.

The Equality and Diversity Service's mission concerns the whole university community (students, administrative posts and teaching staff): **19,078 students in 2021** (of whom 62% women) and 4,645 members of staff (50% women).

The Equality and Diversity Service informs **thousands of people** about equality and diversity events using social media (**3,133** Facebook followers – **1,569** Instagram followers – **699** Twitter followers). Annually, the Equality and Diversity Service monitors **49** nomination procedures; makes **26** reports to the equality delegation; organises **25** conferences and events for the general public; awards **6** gender prizes to students; runs **5** programmes for academic careers; organises **3** further education programmes on diversity; works on **3** Switzerland-wide projects (leading 1 and participation in 2); organises **2** days on gender balance in academic fields; publishes **1** equality and diversity action plan.

KEY FIGURES

Studying

The University of Geneva is the Swiss university with the highest proportion of female students: **62%** at UNIGE and **52%** in Switzerland.

Top management

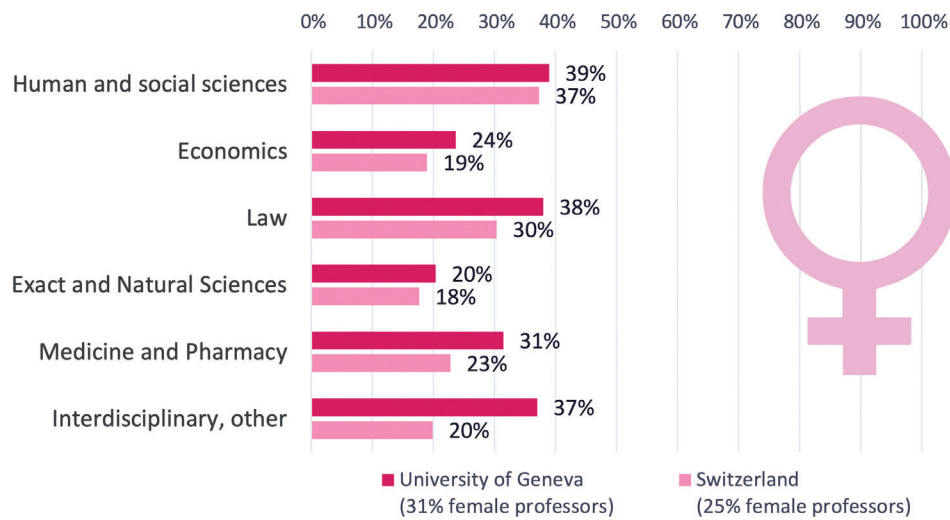
In Switzerland, **31%** of universities are directed by a woman.

At UNIGE, **30%** of professors are women and **50%** of management and decision-making positions are held by a woman.

Academic career

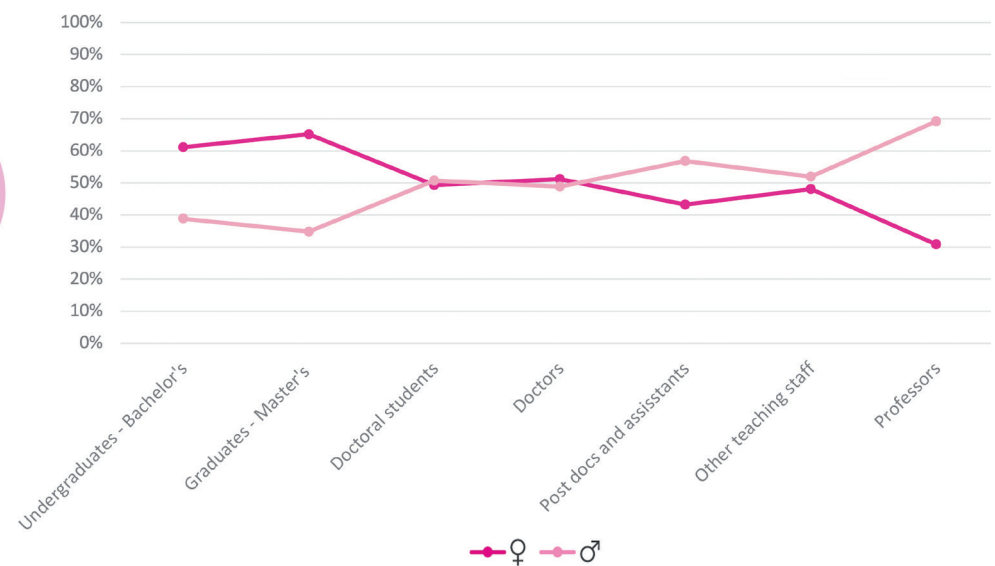
The proportion of women in teaching positions has risen from **7%** of female professors in 1994 to **30%** of female professors in 2022, with **22%** of female full professors, **38%** of female associate professors and **49%** of female assistant professors. There are significant differences between fields and stages in careers (see graphics 1 and 2).

Proportion of female professors at UNIGE and in Switzerland



Source: Federal Statistical Office (2019 data) and University of Geneva (2020 data)

Equality at different points in an academic career



Source: University of Geneva (2020 data)

2030 STRATEGIC VISION

This 2030 Equality and Diversity Strategic Vision aims to ensure continuity of strategy and strong measures taken by UNIGE during the two consecutive action plans supported by swissuniversities. It is based on the university's strategic engagements and regulatory and legal texts: UNIGE 2015 Strategic Plan; Agreement on Objectives 2020-2023; Code of Ethics and Professional Conduct 2019; Swiss Charter for Diversity in the Workplace 2018; Sustainable Development Goals (SDG) Strategy 2020; University Act 2009; University Statutes 2020; Personnel Regulations 2020; Directive for Inclusive Language 2020; Directive on Surname, First Name and/or Gender Used 2020; Directive on the Delegation for Equal Opportunities Between Men and Women in Professorial Nomination Proceedings.

It will make it possible **to broaden the field of diversity** with a participative and collaborative approach. It also aims to strengthen bridges between **research and action**.

Transparency, equity and openness are values and guidelines supporting all actions taken, adopting a participative and collaborative approach to the greatest possible extent, meaning many people within the university can be involved.

The 2030 equality and diversity vision is structured according to four major ambitions:

1. Guarantee an inclusive environment for research, work and studying free of any form of discrimination – **PREVENTION, PROTECTION**
2. Contribute to developing an equal, inclusive culture – **EQUAL AND INCLUSIVE CULTURE**
3. Promote inter- and pluridisciplinary research on questions of equality, gender and diversity – **RESEARCH AND INNOVATION**
4. Contribute to transfer of knowledge on questions of equality and diversity towards the city and foster exchange with the general population – **TRANSMISSION OF KNOWLEDGE**

The priority actions to be carried out – developed further on – will be updated, adapted or expanded annually in order to meet requirements.

**PREVENTION
& PROTECTION**

**EQUAL
AND INCLUSIVE
CULTURE**

**RESEARCH
AND INNOVATION**

**TRANSMISSION
OF KNOWLEDGE**

AMBITIONS AND STRATEGIC OBJECTIVES

AMBITION 1 – STRATEGIC OBJECTIVES

PREVENTION & PROTECTION

- **Measure – Take stock of the situation and define priorities**
 - Use the results of surveys of staff and students
 - Improve the quality and quantity of data: work together to improve the quantity and quality of useful data collected by strategic monitoring in terms of equality, diversity and inclusion, notably access to and quality of sensitive, transversal data; participate in systematic recording of situations of discrimination or sexual harassment that are acted on; participate in working groups and thematic actions; organise meetings and involve key players
 - Publish key figures and carry out monitoring
- **Raise awareness & educate – Actions to raise awareness and educate key players**
 - Contribute to raising awareness of questions of gender and diversity among all staff
 - Carry out awareness-raising campaigns on sexual and gender-based harassment and other forms of discrimination
 - Develop further education programmes for members of the university community (e.g. gender bias, diversity and inclusion – HR managers, presidents of nomination committees and professors)

AMBITION 1 – STRATEGIC OBJECTIVES

PREVENTION & PROTECTION

- **Act – Improve framework conditions and institutional measures**
 - Ensure equality in recruitment and promotion policies and salary conditions
 - Promote female and minority academic careers
 - Create new measures to support female administrative and technical careers: mentoring and networking programme
 - Contribute to improving tools for preventing and fighting sexism and harassment (development of activities in different areas of the university, updating directives, training faculty contacts, etc.)
 - Contribute to improving tools for preventing, reacting to and protecting against all other types of discrimination (racism, disability, sexual orientation, gender minorities, social origins, age)
 - Provide information and implement measures in favour of parenthood and work–life balance at UNIGE

AMBITION 1 – STRATEGIC OBJECTIVES



FOCUS | ONGOING KEY PROJECTS

- **Promote female researchers:** Strengthen existing programmes (Mentorat Relève, Subsidés tremplin, Réseau Romand de Mentoring Professeures and REGARD workshops).
- **UNIUNIE contre le harcèlement:** Continue to publish anti-harassment campaign posters and guides, verbal self-defence workshops, gender bias video Equality in IT, #UNIUNIE website.
- **Recruitment without discrimination:** Continue the work of the delegation for equality; systematically sign the conflict-of-interest declaration at the beginning of nomination committees; systematically use secret ballots; distribute the Extra-ordinary brochure, the LERU advice paper and the gender bias video.
- **Parenthood:** Update the publication “Parents follow the guide!”; propose improvements.
- **Pay equity:** Acquisition of the international EDGE label underway, following an initial study on pay equity. Situational analysis, specific action plan and measures for improving the figures.
- **Key figures & monitoring:** Statistics generated are published annually (statistics report, equality in numbers, management report, pay equity) and various complementary studies take place during the year (gendered results of quarterly nomination, Times Impact Rankings by SDG, results of the annual student OVE and CCER surveys).
- **Specific needs:** Continue, and improve, the work of the existing transversal working group.



COOPERATION PROJECTS

- Participation in the project High Potential University Leaders Identity & Skills Training (HIT).
- Participation in the swissuniversities cooperation project against sexual harassment that will be launched on 23 March 2023.
- Participation in dynamic actions across French-speaking Switzerland following submission of the rainbow universities project (Unis Arc-en-ciel).

AMBITION 2 – STRATEGIC OBJECTIVES

EQUAL AND INCLUSIVE CULTURE

- **Gender-sensitive and inclusive communication**
 - Entrench gender-sensitive and inclusive communication
 - Continue and develop inclusive writing training for staff and students (online module, workshops, posters)
 - Join working groups and get involved in actions on inclusive language (online, plain language, etc.); work with other Swiss universities on the promotion of gender-sensitive and inclusive language
- **Inclusive and equal teaching**
 - Contribute to training new people in inclusive teaching and implication of the faculty equality commissions for monitoring inclusive teaching (toolkit)
 - Contribute to developing a platform for all courses // SDGs // equality // gender
- **Excellence & diversity**
 - Highlight excellent female and minority researchers and propose role models (photo exhibitions, events, communications)
 - Promote visibility of female scientists: set up a website and a database in the context of the 150th anniversary of the first female students at UNIGE
 - Promote visibility of female students: 150th anniversary of the first female students at UNIGE
 - Develop specific initiatives in areas where female researchers are underrepresented

AMBITION 2 – STRATEGIC OBJECTIVES

EQUAL AND INCLUSIVE CULTURE

- **Durable strategy and international certification**
 - Develop a comprehensive inclusivity policy covering – in particular – questions of gender, gender identity and sexual orientation, nationality, ethnicity, class, disability and work-life balance
 - Highlight and strengthen UNIGE's equality and diversity policy at national and international level: international EDGE certification; highlight and communicate on actions related to the SDGs: participation in the SDGs council, development of joint communication strategies
 - Participate in implementation of directives for sustainable events
 - Organise or participate in information and awareness-raising campaigns, e.g. period poverty, accessibility & inclusion, healthy campus

AMBITION 2 – STRATEGIC OBJECTIVES



FOCUS | ONGOING KEY PROJECTS

- **100 women and thousands more:** Continue to distribute the materials developed (book, videos and website)
- **Inclusive and gender-sensitive communication:** Continue to distribute the directive, re-read documents and organise workshops
- **International EDGE certification:** Acquire 2021-2023 certification
- **Women in STEM:** Continue work on the interregional equality laboratory project (PILE), particularly relating to businesses (diversity working group), the cantonal STEM action plan, Université de Franche-Comté
- **Period poverty:** Communication campaign and events about the taboo of periods, bodies and pain; pilot project with dispensers and activities relating to reusable period products
- **Photo exhibition:** Ethnic diversity at UNIGE as seen by students, *University | Diversity*



COOPERATION PROJECTS

- Participation in the project Better Science – Academic Culture
- UNI-ACCESS cooperation project – highlight the results (leading house UNIGE FTI)

AMBITION 3 – STRATEGIC OBJECTIVES

RESEARCH AND INNOVATION

- Use transversal projects to consolidate connections between entities
 - Highlight and promote research and training on questions of gender, equality and diversity; create a platform grouping courses, training and research projects on gender and diversity
 - Involve experts in the creation of a transversal course on diversity and/or a new diversity prize
- Promote and highlight student work
 - Encourage and highlight student work on questions of gender with the “gender prize”
 - Create a diversity prize in connection with the entities concerned
 - Support student initiatives related to equality, gender and diversity (surveys, events, research, etc.)
- Encourage and promote research including gender – Gendered innovations
 - Contribute to supporting applicants for funds on questions of promoting female careers and gendered innovations;¹ participate in the exchange of best practice between holders of NCCRs
 - Communicate on these questions and provide information
- Support and promote projects relating to the faculties’ equality commissions
 - Carry out activities to publicise and raise awareness together with the relevant entities, internally and in the city

¹ Integration of gender and sex in research as a factor for innovation. <https://genderedinnovations.stanford.edu/>

AMBITION 3 – STRATEGIC OBJECTIVES



FOCUS | ONGOING KEY PROJECTS

- Annual gender prize
- Interfaculty platform grouping classes on gender, sexuality and diversity
- Travelling Continuum exhibition – UNIL and EPFL 2021
- Collaboration on the project “Sciences, sexes et identités” (Sciences, sexes and identities) with the Faculty of Medicine’s equality commission: “Genitalia” videos, brochure “Mon sexe et moi”, etc.

AMBITION 4 – STRATEGIC OBJECTIVES

TRANSMISSION OF KNOWLEDGE

- **Ambitions for all**
 - Contribute to promoting diversity of subjects by participating in various large annual projects
 - Participate in implementation of new pilot projects for young people
- **International days and participation in city events**
 - Get involved in and organise events at UNIGE and in the city, particularly in the context of international days and cultural events
 - Inform people about and raise awareness of questions of equality, gender and diversity (12-14 de l'égalité, meetings, roundtable)
- **Continuing education on questions of equality and diversity**
 - Maintain and expand the range of continuing education offered
 - Create a new annual continuing education course aimed at businesses and/or teachers in local schools

AMBITION 4 – STRATEGIC OBJECTIVES



FOCUS | ONGOING KEY PROJECTS

- **Collaboration and/or communication connected to continuing education sessions and summer schools** “Développer un milieu de travail inclusif: management de la diversité et droits LGBT”; “Promouvoir l’égalité et la diversité dans le monde professionnel”; “Prejudice, discrimination, and the diversity challenge”
- **Diversity of subjects:** Diffusion of tools created (videos from the “Oses tes rêves” project; special days) Annual “Futur en tous genres” day, “Expanding Your Horizons”, International Day of Women and Girls in Science
- **Continue creating events** for international days (8 March, 17 May and 25 November)

IMPLEMENTATION OF THE ACTION PLAN 2021-2024

The 2020 equality and diversity strategic vision is ambitious and will make it possible to offer a more equal and inclusive environment for work, research and study. The priority actions on which most resources will be concentrated are described in detail in the annexe “Equality and Diversity Action Plan: Priority Actions 2021-2024”. The other actions will be carried out as possible, within the stated timeframes and dependent on available resources.

This document groups all the ambitions and strategic objectives defined here. For each action, it mentions a timeframe for implementation, people responsible and envisaged cooperation.

For better understanding, it is also mentioned whether each strategic action is ongoing and/or from the previous UNIGE 2017-2020 equality action plan, whether it is a new measure specific to the 2021-2024 equality and diversity action plan, or whether it is part of another institutional plan.

The 2021-2024 equality and diversity action plan fully meets the new European requirement that all institutions have a gender equality plan as of 2022 as an eligibility criterion for participation in the Horizon Europe programme.

All five elements recommended by this programme are covered by ongoing or planned actions. To summarise, we have 44 ongoing actions and 24 new actions planned in the 5 dimensions, namely: work-life balance and organisational culture; gender balance in leadership and decision-making; gender equality in recruitment and career progression; integration of the gender dimension into research and teaching content; measures against gender-based violence including sexual harassment.

The application for EDGE² certification (reference year 2020) that is underway demonstrates the scope of UNIGE's commitment to matters of equality.

In light of the Service's focuses and the current university-wide context, the priority actions for the period 2021-2024 are described below.

² Economic Dividends for Gender Equality Certification (EDGE) was launched in 2011, in Davos, during the World Economic Forum. The label was devised by a group of around 10 experts and is based on evaluation of 5 areas: pay, recruitment/promotion, training for leadership/mentoring, flexible working and organisational culture.



FOCUS PRIORITY ACTIONS 2021-2024

PREVENTION AND PROTECTION

- **Improve the quality and quantity of data:** Participate in improving the quantity and quality of useful data for transversal strategic monitoring in terms of equality, diversity and inclusion; participate in systematic recording of cases of discrimination or sexual harassment.
- **Contribute to raising awareness among all staff and training them in matters of gender and diversity:** Develop training programmes (gender bias; diversity and inclusion; recruitment); organise public awareness-raising events.
- **Contribute to improving tools for preventing, reacting to and protecting against all other types of discrimination (racism, disability, sexual orientation, gender minorities, social origins, age):** Improve communication on existing services; exchange best practice; new measures in favour of inclusion.

EQUAL AND INCLUSIVE CULTURE

- **Inclusive and equal teaching:** Contribute to training new people in inclusive teaching and implication of the faculty equality commissions for monitoring inclusive teaching
- **Excellence & diversity:** Promote visibility of female scientists
- **Sustainable strategy and international certification:** Participate in implementation of guidelines for sustainable events

RESEARCH AND INNOVATION

- **Use transversal projects to consolidate connections between entities:** Involve experts in the creation of a transversal course on diversity and/or a new diversity prize.
- **Encourage and promote research including gender – Gendered innovations:** Contribute to supporting applicants for funds; exchange of best practice between holders of NCCRs.

TRANSMISSION OF KNOWLEDGE

- **Continuing education on questions of equality and diversity:** Create a new annual continuing education course aimed at businesses and/or teachers in local schools as per needs expressed.

OPERATIONAL

Communication

This document is communicated and published internally and among key partners.

- At the beginning of 2022, a version was published at www.unige.ch/egalite
- This action plan is published internally
- The final version is printed and published in 2022

Resources

The equality & diversity action plan 2021-2024 is led by the Equality and Diversity Service directed by Juliette Labarthe, who reports to the rector. It is managed in close cooperation with the vice rectors, the secretary general, and the divisions and services involved in the actions (in particular, HR, DIFE, STEPS, SJ, faculties and centres).

Monitoring

Statistics are published annually (statistical report) and various complementary studies take place throughout the year (e.g. quarterly nomination).

APPROVAL

The project as described above was approved by the Rectorate in December 2021. It will be discussed in detail with the faculties in 2022.

More information

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