

# Annual Report 2023

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## 1. General

### 1.1 Sessions, meetings and retreat

The following meetings were held in the reporting year:

#### 1.1.1 Meeting of 14 February 2023 in Bern

The budget and annual financial statements were approved at the first meeting in 2023. Information was provided on the status of the "Leaders for Equality" survey. Information on the first Sexual Harassment Awareness Day (SHAD) was shared and discussed. The CONNECT project was also presented.

#### 1.1.2 Meeting of 24 April 2023 online

In this session, the results of the "Leaders for Equality" survey were presented by Julia Nentwich (HSG). Stephanie Voser from the P7 project "Social Selectivity" also joined us to present the project in more detail.

#### 1.1.3 Retraite of 28./29 August in Lugano

On the first day we dealt with the following topics:

- (1) Negotiation skills
- (2) ERI Dispatch
- (3) PgB swissuniversities
- (4) IDEAS office, continuation of SHAD
- (5) Input Topsharing

On day 2, the focus was on the topic of sexual harassment. Rosalba Morese gave an input on the psychological consequences of sexual harassment and the USI in ascolto project. Sina Staudinger then provided more information on the sanctions for sexual harassment. Heidi Witzig concluded with an input on gender traditions in the past and today and how they have changed.

#### 1.1.4 Meeting 30 November 2023 in Bern

The new Executive Board was elected for the period from 1 January 2024 to 31 December 2025.

President:	Helene Füger (EPFL)
Vice-President:	Raphaëla Hettlage (ETHZ)
Current members:	Nicole Kälin (Finances, Uni Basel) Pia Ammann (Associate, Uni Lucerne) Verena Witzig (Associate, HSG)
New members:	Karin Gilland Lutz (Associate, UZH)

Patricia Schmidiger presented the new Pgb 2025-2028 of swissuniversities. Two SNSF documents (EDI Vision and Mission and the EDI Data report) were also discussed. The discussion on the IDEAS office was also continued.

#### 1.1.5 Board meetings

In general, the Board meetings were held prior to the IDEAS meetings. Four meetings were held in the reporting year (all online). In addition, various items of business were dealt with by correspondence.

### 1.2 Personal

The following changes were made to IDEAS in 2023.

#### 1.2.1 Members

Marie Baeriswyl is the new representative for the University of Neuchâtel and Francesca Scalici for the USI. In addition, Karin Gilland Lutz will take a seat for the University of Zurich. Melina Psycher takes over the seat for the PSI.

#### 1.2.2 Board

Due to President Carine Carvalho's maternity leave, Lilian Fankhauser took over the presidency ad interim. Carine Carvalho will relinquish the office at the end of 2023.

#### 1.2.3 Management

Gaia Fortunato continued to run the business.

#### 1.2.4 Further meetings

Regular online meetings were held with individual IDEAS members for the "Leaders for Equality" survey and its communication.

## 2. Thematic focuses

### 2.1 Federal Programme 2021-2024

The various projects led by IDEAS members were continued (e.g. H.I.T. programme, SHAD). Events have taken place.

#### 2.1.1 Think Tank Gender & Diversity

Various P7 projects led by IDEAS members actively participated in and presented themselves at the FORUM coordinated by the Gender & Diversity Think Tank.



Inclusion, Diversity and Equality  
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## **2.2 Federal Programme 2025-2028**

The outline of the programme was further processed and discussed.

## **2.3 Leaders for Equality**

Together with the "Leaders for Equality" project at the University of St. Gallen, a survey was conducted on the gender equality commitment of male professors and lecturers at Swiss universities and ETHs. The results were communicated in a detailed report.

## **2.4 Further activities**

- (1) Open letter petition women's session
- (2) Statement ERI Dispatch

December 2023

Signed: Helene Füger