

# Annual Report 2022

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## 1. General

In the reporting year 2021, IDEAS dealt with the following issues:

- (1) Federal programme "Diversity, Inclusion and Equal Opportunities in Higher Education Development":
  - a. Engagement with the FORUM (think tank)
  - b. Projects of the 2nd call have started
  - c. In the joint project H.I.T. the 2nd round was carried out and the 3rd round started (selection, programme etc.)
- (2) Federal programme Equal Opportunities 2017-20/21:
  - a. Final reporting
  - b. The summary report commissioned by the P7 steering group could not be published due to incompleteness.
  - c. H.I.T. project launched in revised form and 1st round started
- (3) The topics of racism, LGBTIQ and maternity (WG's) were further worked on.
- (4) The monitoring of activities within the framework of the women's session was continued.

### 1.1 Sessions, meetings and retreat

The following meetings were held in the reporting year:

#### 1.1.1 Meeting of 24 February 2022 online

The general meeting was held on 24 February. The budget and the annual accounts were approved. Sabine Kradolfer from the Gender and Diversity Think Tank presented the P7 Forum and outlined the plans.

First discussions on the federal programme PgB 7 2025-28 took place.

The WG Motherhood and Racism reported on the current status.

#### 1.1.2 Meeting of 24 May 2022 online

The following topics were presented in this session: "Hate Speech", "Charter for equal pay in the public sector", HI-FRAME (Open Science).

Support letters for the motions/petitions of the women's session were discussed.

"Academic age in CVs" was discussed.

Julia Nentwich presented the project "Leaders for Equality" for the first time.

Preparations for the 2022 Retreat in September.

#### 1.1.3 Retraite of 01/2 September in Neuchâtel

On the first day we dealt with the following topics:

The "Leaders for Equality" project for the academy was presented. The questions should be adapted to the needs of the universities by the end of the year. It was decided that iDEAS will conduct the survey as a joint project in 2023.

The following other topics were explored in more depth:

- (1) intelligence and meritocracy
- (2) HI-FRAME ([https://www.gleichstellung.uzh.ch/de/projekte/hi\\_frame.html](https://www.gleichstellung.uzh.ch/de/projekte/hi_frame.html))
- (3) Implicit Bias in Appointment procedures

Furthermore, several smaller issues were discussed and presented (menstrual products, CV and age, equal pay charter).

On day 2, the focus was on inclusive language. After an input from P. Gygax, related issues such as 3rd option of gender/ preferred names were discussed and exchanged on the different practices at the universities.

#### 1.1.4 Meeting 05. December 2022 in Worblaufen (Gosteli Stiftung Archiv)

Der neue Vorstand wurde gewählt für die Periode 1.1.2023 bis 31.12. 2024.

President:	Carine Carvalho (UniL)
Vice-President:	Lilian Fankhauser (UniBe)
Current members:	Nicole Kälin (Finanzen, UniBas) Kristin Becker (Associate, EPFL) Pia Ammann (Associate, UniLU)
New member:	Verena Witzig (Associate, UniSG)

#### 1.1.5 Board Meetings

In general, the board meetings took place prior to the IDEAS meetings. Four meetings (all online) were held in the reporting year. In addition, various business was handled by correspondence.

### 1.2 Personal

Im Jahr 2022 ergaben sich die folgenden Änderungen für IDEAS.

#### 1.2.1 Members

Anna-Katrin Heydenreich represents the HSG together with Verena Witzig. Simona Isler left the SNSF around the middle of the year. Jasmine Lorenzini is the new representative for the SNSF at iDEAS. Aurélia Robert Tissot has taken over the representation of SERI at short notice. As of December, Marlene Iseli has taken over this task.

Melina Meyer was replaced by Gaia Fortunato as an assistant from February 2022.

#### 1.2.2 Board

There were no changes in the Executive Board.

#### 1.2.3 Management

Gaia Fortunato continued to run the business. The maintenance of the website and Switchdrive continued. In particular, the good preparation of the retreat should be mentioned. Finally, the transfer of the iDEAS documents to the Federal Archives was completed (MM).

#### 1.2.4 Further meetings

On 18 November, the exchange meeting between the gender equality officers of the UHs, FHs and PHs took place in Bern.



Various FORUM events took place throughout the year.  
(<https://www.gendercampus.ch/de/ttgd/veranstaltungen>)

## 2. Thematic focuses

### 2.1 Federal Programme 2021-2024

The federal programme is halfway through and the projects of the 1st and 2nd call are being implemented.

#### 2.1.1 FORUM

Various projects have actively participated and presented themselves within the framework of the FORUM.

#### 2.1.2 H.I.T. Program

The second round of the H.I.T. programme was conducted and the programme for the third round was prepared. The participants for the 3rd round have also been identified. A short proposal was prepared to serve as a basis for the continuation of the programme.

### 2.2 Federal Programme P7 2025-28

The programme outline has been edited and is in preparation for input.

### 2.3 Further Topics

- (1) Follow-up of the women's session
- (2) Preparation of the "Leaders for Equality" survey (survey for professors at universities from February 2023)

December 2022

Signed: Christiane Löwe