

KOFRAH – CODEFUHES - CODEUS

Annual report 2019

1. general

In the reporting year of 2019 the KOFRAH dealt with the following

- (1) the women's strike of the 14th of July and wrote an open letter about it
- (2) Within the federal programme «equal opportunities»
 - a. The action plans were continued
 - b. The cooperation projects were driven forward
 - c. The implementation of the joint project H.I.T. started
- (3) The project proposal «Diversität, Inklusion und Chancengleichheit in der Hochschulentwicklung» (Diversity, Inclusion and Equal Opportunities in Higher Education Development) was completed for submission. Project ideas both for KOFRAH/IDEAS as a whole and for cooperation projects were discussed.
- (4) KOFRAH decided to change its name to IDEAS.

1.1 Meetings and the retreat

In the reporting year the following meetings took place:

1.1.1 Meeting 20th February 2019 in Lausanne

In the meeting and general assembly of the 20th of February the elections of the executive board were held. Open positions could be filled. Discussion and exchange with Frank Dobbin took place. Questions around the action plans and potential strategies for the realisation of Gender- and Diversity strategies were discussed. «Athena Swan» as a possible leading example of a quality label for Switzerland was presented.

1.1.2 Meeting 16th of May 2019 in Bern

Activities for the women's strike 2019 were discussed, the open letter was prepared. Furthermore, the retreat planned in September and the idea of a new KOFRAH website were discussed. The development of a new language guide was decided.

1.1.3 Retreat of 5./6. September in Neuchâtel

The following topics were looked at in more detail:

- (1) Swissuniversities PgB "Diversity" 2021-24 and other PgBs, digitalization, slow science, women in big data, women and innovation
- (2) sexual harassment (and bullying)

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1.1.4 Meeting 18th of November 2019 in Bern

At the meeting in Bern, details for the logo and the new website were further developed. A working group was appointed to develop the guidelines and best practices for the Chamber UH and to prepare a proposal. The English language guide was presented, and the further procedure was discussed. The main focus lay again on the project ideas for the federal programme 2021-24.

1.1.5 Board meeting

Generally, the board meetings were held before the KOFRAH meetings. In the reporting year four meetings (3x Skype; 1x physically) were held. In addition, various transactions were handled by correspondence.

1.2 Personnel matters

In 2019 the following changes took place within KOFRAH:

1.2.1 Members

Romila Storjahn from the ETH was replaced by Maria Youssefzadeh.

1.2.2 Directors Board

After elections, some changes occurred in the board of directors. Kristin Becker (EPFL) and Pia Amman (UniLu) were elected to the board. Carine Carvalho (UniL) took over the vice-presidency. This means that there is a good distribution in the board between the Latin and German-speaking part of Switzerland as well as between large and small universities.

1.2.3 Management Board

Melina Meyer started working for KOFRAH. The protocol was adapted and the Switchdrive platform was increasingly used for jointed usage and distribution of information. As a further task she took over the coordination of the activities for the development of the website on Gender Campus for KOFRAH/IDEAS.

2. Thematic Priorities

2.1 Federal programme 2017-20

2.1.1 Modul A – action plans

The action plans of the universities were further advanced and the measures and activities for implementing equal opportunities were pushed forward.

2.1.2 Modul B

The cooperation projects gained momentum and for many projects the first results can be seen. In the joint H.I.T. project, the definitive programme was defined and the first implementation was successfully started.

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2.2 Federal programme 2021-24

2.2.1 Project proposal «Diversity, Inklusion und Chancengerechtigkeit in der Hochschulentwicklung» (Diversity, Inclusion and Equal Opportunities in Higher Education Development)

The proposal was further formulated, and, based on the outline, could be submitted to swissuniversities. In this context, the development of new ideas for new projects are in full swing and numerous topics ranging from sexual harassment and appointment procedures to Gender and digitalisation or women and innovation are being discussed and consolidated.

2.3 Further topics

- 1) With the open letter on the women's strike 2019, addressed to university management, politics and science was made aware of concerns and open questions. Attention was generated.
- 2) The KOFRAH gave itself a new name and is now called IDEAS – Inclusion, Diversity and Equality Association of Swiss Universities.
- 3) A new LOGO was designed as well as a new website, which will be implemented in 2020.
- 4) The development of guidelines and best practices for appointment procedures of professors for swissuniversities has been initiated and should be implemented in the first half of 2020.

January 2020/ completed May 2020

Signed: Christiane Löwe