

Annual report 2020

1. General

In the reporting year 2020, IDEAS dealt with the

- (1) Website on Gender Campus for IDEAS including new logo
- (2) Within the framework of the Feder Equal Opportunities Programme 2017-20, the following were carried out
 - a. The action plans of the universities were continued
 - b. The cooperation projects were advanced
 - c. The joint project H.I.T was completed
- (3) Project ideas and finally project applications within the framework of the federal programme "Diversity, Inclusion and Equal Opportunities in Higher Education Development" was completed for submission.
- (4) An open letter was written to SBFI about COVID 19 and a letter to the SNSF about PRIMA.
- (5) The "National Day against Sexual Harassment at Swiss Universities" could only take place online
- (6) Development of «Besetzung von Professuren (Berufungen): Empfehlungen und Good Practices» for swissuniversities chamber of higher education
- (7) Exchange with Katrin Bertschy (Councillor and alliance f)

1.1 Sessions, meetings and retreat

The following meetings were held in the reporting year:

1.1.1 Meeting of 09. January 2020 in Berne

The general meeting took place on 9 January. Other topics discussed at the meeting included the new logo and the website for IDEAS <https://www.gendercampus.ch/de/ideas>. Furthermore, new project ideas for the 1st call in autumn 2020 were in focus. The English language guide "Guide-Non sexist language" is now available.

1.1.2 Meeting of 18. May 2020 online

Presentation of the project idea: " Better Science", which is to be submitted to swissuniversities. In connection with the Covid 19 pandemic, the topic "Covid19 and Equality" was discussed. An open letter to SERI was formulated «Brief zum Nationalen



The working group for the development of recommendations for appointments for the Chamber of University Professors presents a first version. The new name "IDEAS" is to be announced at all universities at the same time. Text and procedure are discussed. Looking back, the meeting of 5 May, organised by swissuniversities, on the new programme was discussed. Finally, the retreat was prepared.

1.1.3 Retraite of 10./11. September in Pfäffikon (SZ)

On the first day, the topic of COVID 19 and equality was examined from various angles (presentations and reports). The main focus was on the projects planned or in preparation for the 1st Call P-7 swissuniversities. On the 2nd day, the evaluation report of the H.I.T project was presented and discussed. Laura Lots presented news on "Akademia-Net". Finally, various concerns of Ideas were discussed and a tour de table took place.

1.1.4 Meeting of 19.11. 2020 online

At this meeting, the focus was on an intensive exchange with National Councillor Katrin Bertschy on various gender equality issues. Other topics included updating the statutes, information on the federal P-7 programme and the projects submitted. Survey on the handling of continued employment during maternity leave at universities.

1.1.5 Board meetings

As a rule, the board meetings were held 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

In 2019, the following changes occurred in KOFRAH.

1.2.1 Members

Natalie Lerch-Pieper will newly represent the ETH research institutes as a permanent guest in IDEAS.

1.2.2 Board

No changes occurred in the board.

1.2.3 Management

The establishment of a management team has proved successful. Various supplementary tasks, such as documents for the Federal Archives, were well accomplished.

2. Thematic focuses

2.1 Federal Programme 2017-20

The federal programme was extended until the end of 2021 due to Corona.



2.1.1 Module A - Action plans

The action plans of the universities were further advanced and the measures and activities for implementing equal opportunities were pushed forward. Some projects can be completed as planned by the end of 2020.

2.1.2 Module B

The cooperation projects are being driven forward and implemented. The joint project H.I.T. was successfully completed and will be continued in 2021 with new funding.

2.2 Federal Programme 2021-24

2.2.1 P-7 «Diversity, Inclusion and Equal Opportunities in Higher Education Development»

Numerous projects were entered and also approved in the 1st call of the federal programme. The "Forum" is coordinated by the Gender and Diversity Think Tank. Clarification on the "Forum" could be made in the course of the year.

2.3 Further topics:

- 1) The COVID pandemic has been on our minds throughout the year and the impact on gender equality in particular has been addressed.
- 2) The recommendations and best practices for the appointment of professors were finalised. The cooperation with the Chamber of Universities has been well established.
- 3) The IDEAS website is online
- 4) Open letters on PRIMA and COVID 19

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Signed: Christiane Löwe