Dialogue Meeting
EPFL Assembly - ETH Board

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EPFL Campus Sion

Aleksandra Radenovic, Fabio Zuliani, Nicolò Ferrari, Jacqueline Morard
Summary

- Diversity
- Participation
- Growth
What does diversity mean to us?

- Most academic institutions have some combination of the following words or variations of the words: Diversity, multiculturalism, global, access, inclusive, equity, opportunity, outreach, difference, and tolerance.
- But few have articulated and implemented a strategy or structure to support such aspirations.
How do we currently see diversity at EPFL?

- Diversity
- Inclusion
- Belonging
- Participation
How can diversity play a positive role at EPFL?

- Fostering, Diversity promotes excellence by enabling EPFL to benefit from the unique knowledge and competencies of the community's diverse members.
- It also helps build feelings of belonging and identification with EPFL’s values and educational mission.
- Diversity, inclusion and Belonging are prerequisite for all community to associate with EPFL and facilitate attitude.

WE ARE EPFL
How can we work together towards a more diverse campus?

- Identify **purpose** of Diversity planning process-
- Establish indicators **where do we need to improve** beyond gender issues- **checkpoint targets**
- Establish objectives, **goals, action steps**-
- Identify measurable indicators for each goal
- Establish **guiding principles**
- Improve assessment of and **accountability for inclusivity** at every level of the campus
  - including leadership
Diversity in ETH board strategic planning

- **Implement** Diversity as priority in ETH board strategic documents
- Coordinate and support efforts at EPFL and ETH
- Monitor progress
- Reward successful programs
What does participation mean to us?

- Give a voice to the community
- Dialogue
  - Information bottom-up for ideation
  - Information top-down to explain
- Opportunities to get involved at various levels
- Reward the community to get involved
How is participation currently defined?

- Federal Act on the Federal Institutes of Technology
  - Assemblies present motions on
    - Legislative instruments issued by the ETH Board or its subordinate bodies
    - Budgeting and planning and the creation/abolition of teaching and research units
    - Structural and participation issues.
How is participation currently defined?

- Lex 1.1.1 Ordinance on the organisation of the EPFL
  - EPFL Assembly
    - It makes sure that all EPFL members have the opportunity to participate.
      - School Councils
      - Consultations
    - It submits proposals to the direction
    - It is the channel for proposals and/or concerns from the community
What we want for more participation?

● Make participation fancy!
  ○ Get more people involved
  ○ Create momentum

● Get more information
  ○ Give meaningful feedback
  ○ Be useful
**Growth** is inevitable

- Planning and implementation of spatial and financial concepts (RFGK)
  - +25% students
  - +19% professors
- Classrooms full
- Research buildings full

by 2032
What is ETH Board’s plan for expected growth?

- Continue expansion
  - Where? How?
- Rely on flexibility (remote work, desk sharing, online teaching)
  - And then what...?
- 3rd Polytechnical School in Switzerland?
Thank you!

ae.epfl@epfl.ch