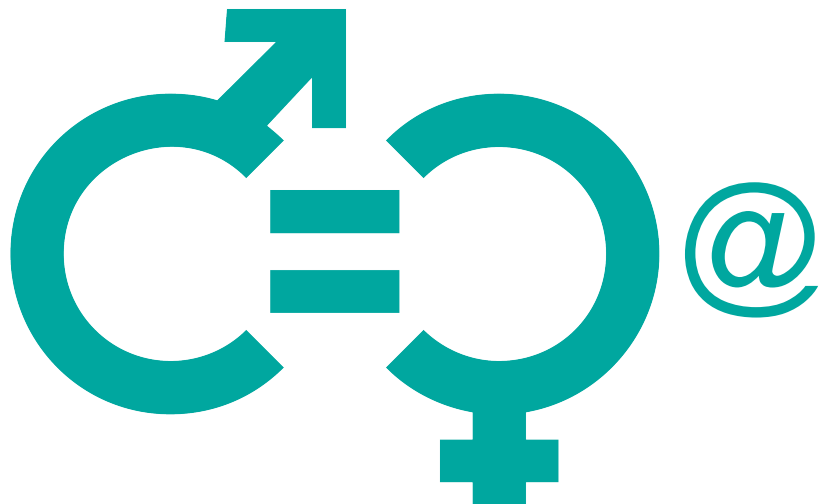


EPFL



ENAC



**ENAC
General
Assembly
2020**

Gender Equality at ENAC

1 DECEMBER 2020

Equal Opportunities
office

Vice-Presidency for
Responsible
Transformation

EPFL Services

EPFL • **WISH**
FOUNDATION
WOMEN IN SCIENCE AND HUMANITIES

Foundation

EPF
elles

eth wpcf
WOMEN PROFESSORS FORUM

PLANQUEER

POLYQUITY

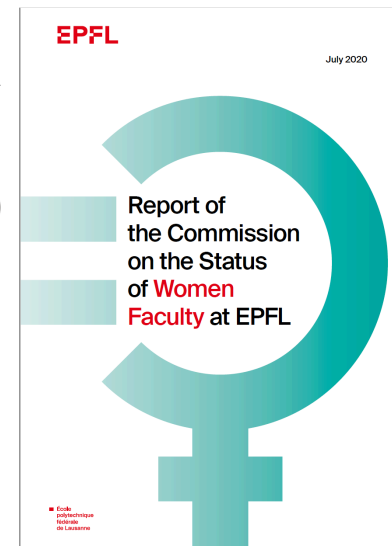
Associations

Gender Equality at EPFL

- Survey of women professors (2018)
 - Survey of issues important to women professors
 - Too few women full professors (98%)
 - Too few women in decision-making boards (94%)
- Commission on the Status of Women professors (2020)
 - No systematic difference in resource allocation between women and men professors
 - Issues in hiring, gender climate, grievance procedures, number of women in leadership positions, ...



eth wpf
WOMEN PROFESSORS FORUM

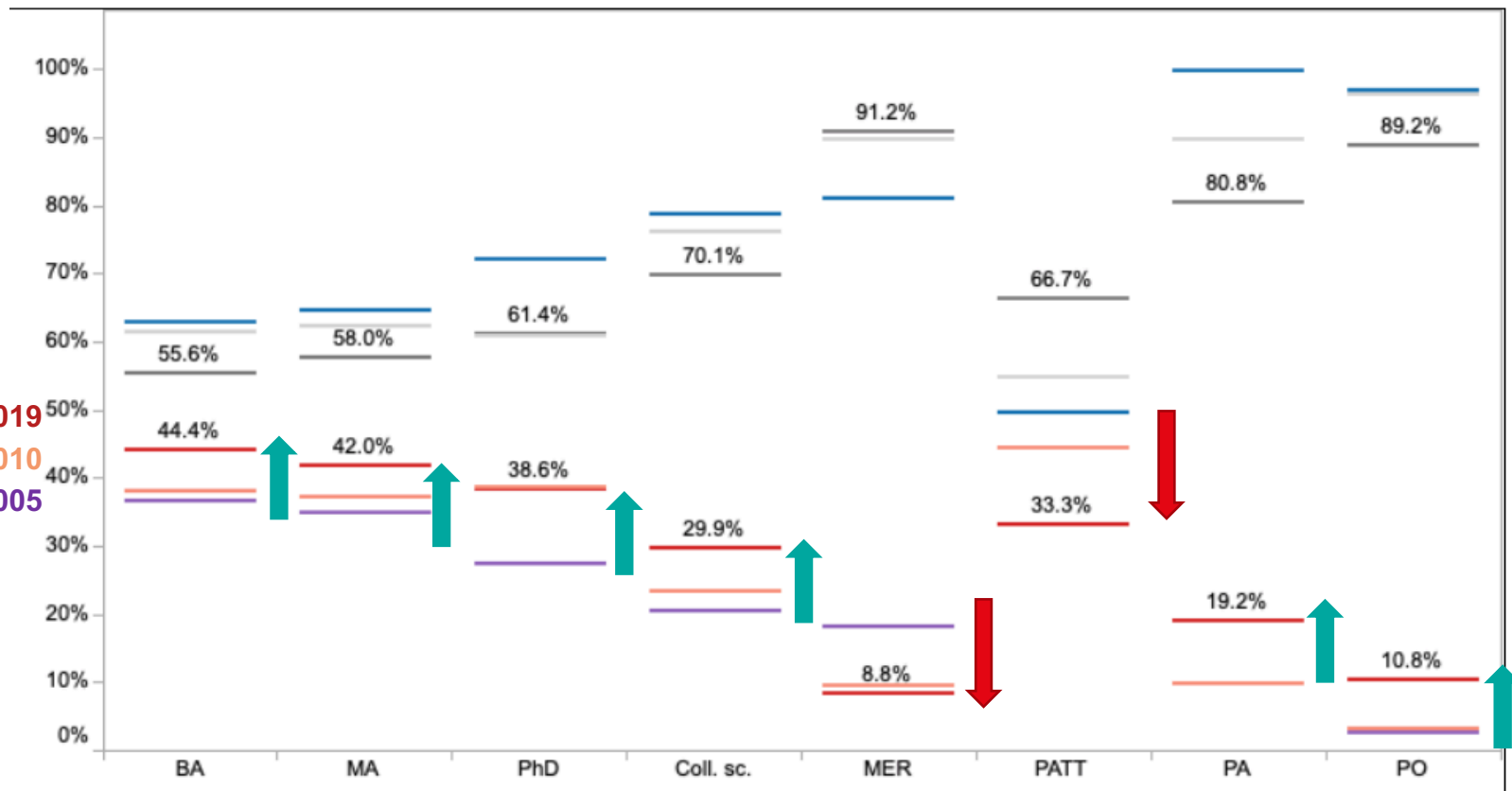


- **Equal Opportunity Group:** created at each School and College with matching funds from EPFL
- **Hiring:**
 - Implementation of hiring policy (procedures not following the gender ratios are interrupted)
 - Yearly hire of one woman full professor as a competition across all Schools
 - Dual career policy clarified and implemented and its visibility increased
- **Work-Life balance:**
 - Increase daycare offer to ensure access to all who want it
 - Stop-the-clock, parental leave, and teaching relief to non-birthing parent
 - Meetings restricted to the hours between 8:30a and 5p
- **Student body/post-docs:**
 - Bias awareness training for undergraduate and PhD students and post-docs
 - Analyze student trajectory according to gender and educational background
 - Devise strategy to attract underrepresented students
 - Implement required training on implicit bias awareness, diversity and inclusiveness (teachers, PIs, supervisors, coaches, super coaches)
- **Staff (administrative and technical):**
 - Good practice to enhance diversity in apprenticeship positions
 - Provide targeted career development actions for women managers
 - Analyze recruitment and turnover of men and women in technical and administrative positions/define targets

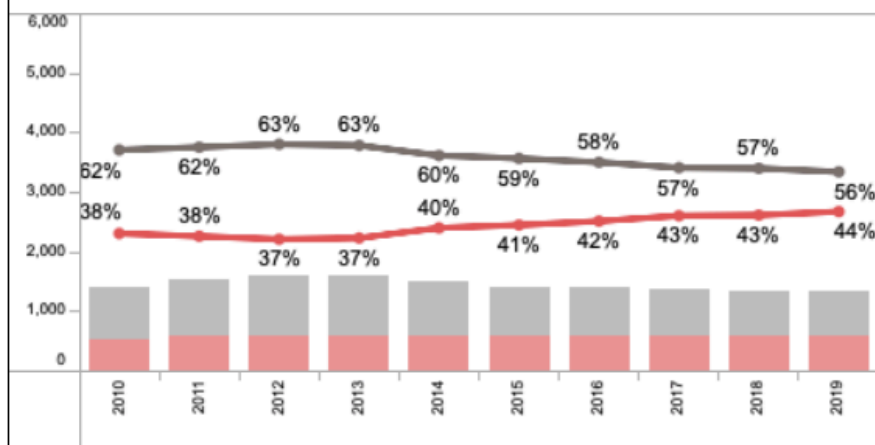
Gender Equality at ENAC

The leaky pipeline

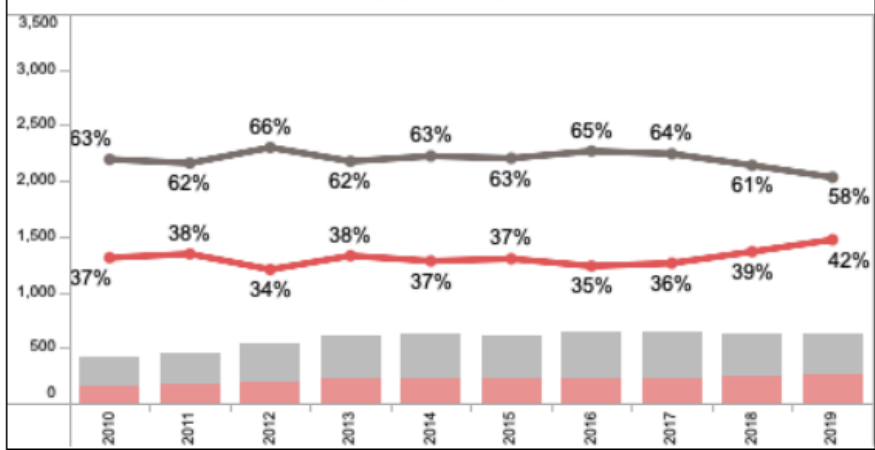
women 2019
women 2010
women 2005



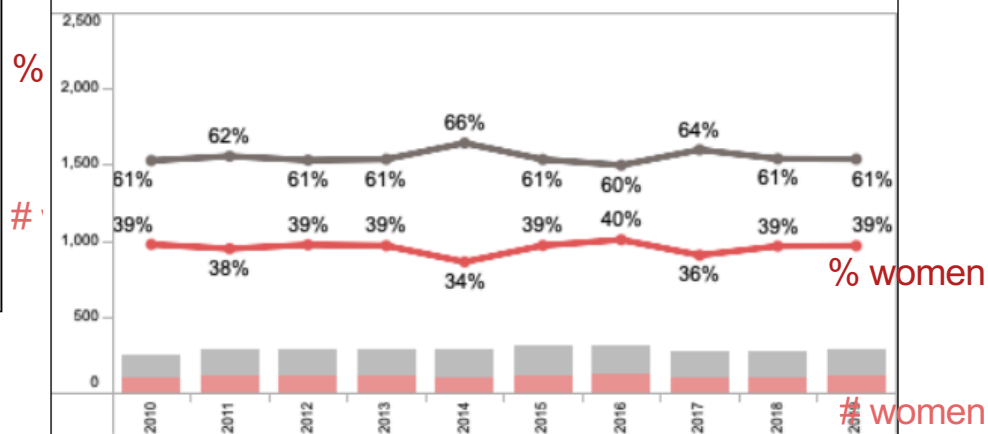
Bachelor Students



Master Students



PhD Students



#

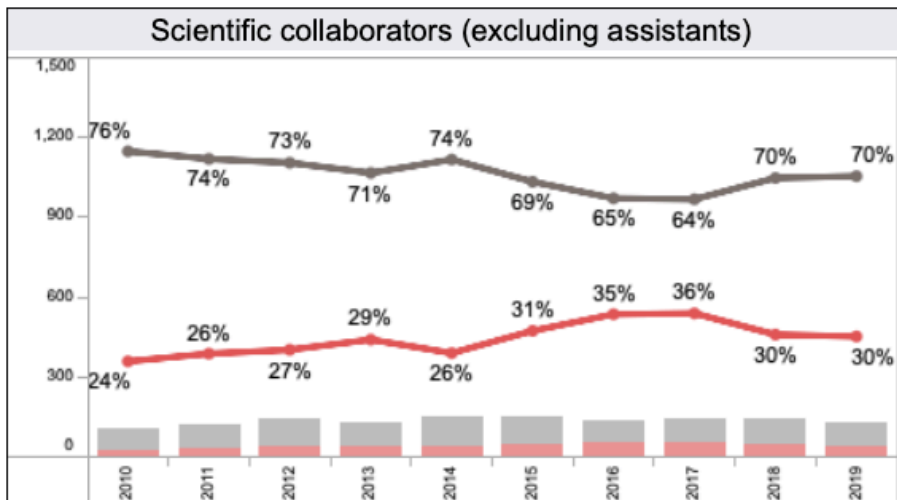
#

% women

women

% women

women



% men

% women

men

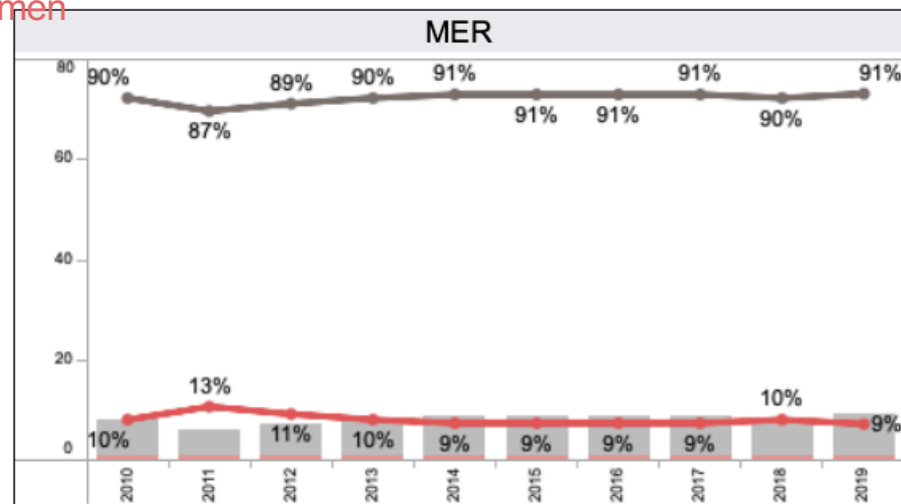
women

% men

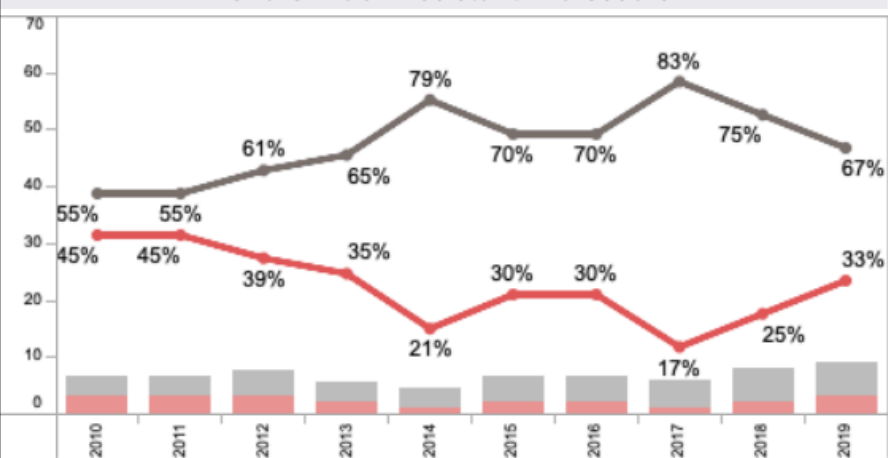
% women

men

women



Tenure Track Assistant Professors



% men

% women

men

women

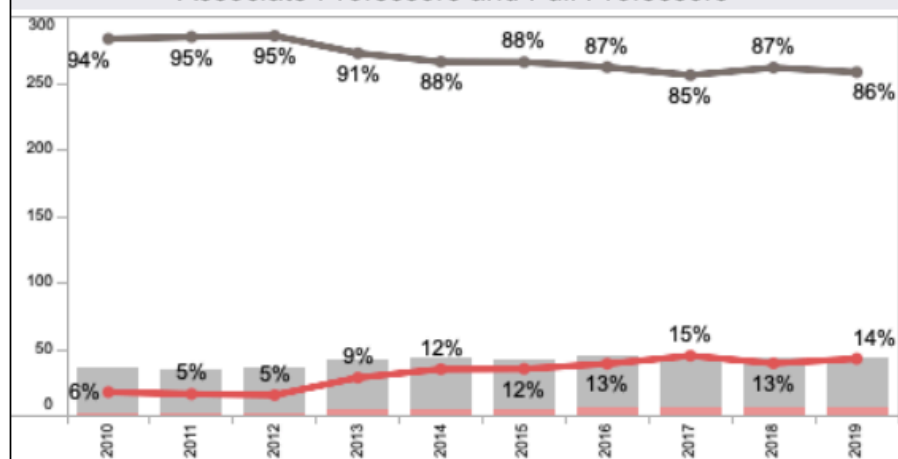
% men

% women

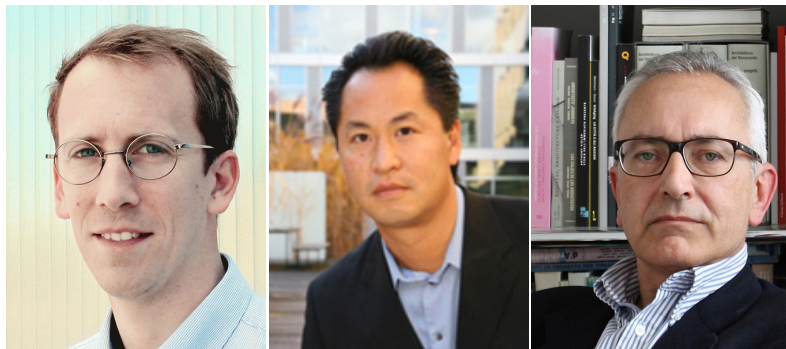
men

women

Associate Professors and Full Professors



Gender Equality at ENAC (ENGW)





ENAC Gender Equality Working Group (ENGW):

Group of professors that assist hiring committee chairs to identify outstanding women candidates for professor positions.



Proposed additional actions for ENGW:

- Staff:
 - Work with HR to provide career trajectories for staff members
 - Ensure more gender-neutral hiring
 - Work with representatives of 'corps intermediaire', administrative and technical staff to identify gender issues and measures
 - Undergraduate (BA/MA):
 - Work with TREE and AEGC, and ASAR to identify gender issues and measures
- 

ASAR
- PhD:
 - Work with EDCE and EDAR PhD representatives to identify gender issues and measures
 - Post-docs:
 - Work with EPFL post-doc association to identify gender issues and measures

“Diversity is not a charitable cause. It is about staying competitive.”

Alec Gallimore, Dean of Engineering, University of Michigan

A nighttime photograph of a modern building with a curved facade and large glass windows. The interior lights are on, and the building is illuminated by blue light. A red rectangular box is overlaid on the right side of the image.

Thank you