

Diversity, Equity, and Inclusion

Our engagement

Diversity, equity and inclusion are key drivers of creativity and innovation. We aim to make all Idiap employees feel welcome and valued. This implies a working environment that encourages the expression of different opinions and welcomes the contributions of all employees. We aim to treat all people with respect, without discrimination. As part of this commitment, we take care to ensure that recruitment, working conditions and career development opportunities are free from all discriminations based on gender, sexual orientation, ethnic or social origin, disability, age, religious beliefs, and any other dimension of diversity.

Actions taken towards diversity, equity and inclusion

External audit to monitor salary equality among our employees: Idiap applies the Cepec approach, which specializes in setting up compensation systems and salary benchmarking [1].

Establishment of a Diversity Promotion committee whose mission is to contribute to cultural evolution in terms of equity, diversity and inclusion for the Institute as a whole.

Fellowship program for female researchers: Idiap offers a fellowship to support women's careers in artificial intelligence. The aim is to enable talent to pursue a research project at the Institute to consolidate their scientific career.

Equal opportunity recruitment policy: Idiap is an equal opportunity employer and does not discriminate against any employee or applicant because of gender, race, religion, sexual orientation, or any other basis protected by law. We value diversity and encourage underrepresented people to apply [2].

Gender-related indicators for monitoring and evaluating actions to promote gender equality.

Gender equality promotion for schoolchildren: *Futur en tous genres* aim to promote equality and gender diversity in training, and encourages young people to broaden their professional horizons by inviting them to discover a profession in which their gender is statistically under-represented [3].

Initiatives at work, beyond work: Idiap offers a range of services and activities to promote well-being at work, work/life balance and integration. These activities include support for housing, flexible working hours, breastfeeding room, support for sports activities and French and English language courses.

Future actions

- Equality & Diversity training for all staff
- Unconscious Bias training for all permanent staff
- Women's mentorship program
- Renewal of our external audit on salary equality (every 5 years)
- Monitoring of gender related indicators (e.g. in the annual report)
- Staff survey

[1] <https://www.idiap.ch/en/allnews/idiap-is-an-equal-salary-employer>

[2] <https://www.idiap.ch/en/careers>

[3] https://www.idiap.ch/en/education/outreach?set_language=en