

Gender Equality Strategy & Action Plan - 2022

Actions taken towards Gender Equality

- Involvement in European "Advancement of Women in Science" related initiatives (EMBL)
- External audit to monitor salary equality among our employees
- Establishment of a Diversity Promotion committee
- Fellowship program for female researchers
- Monitoring of gender related indicators (e.g. in annual self-assessment report)
- Gender equality promotion for schoolchildren
- Initiatives for happiness at work
- Regular happiness surveys

More info :

- <https://www.idiap.ch/en/about/missions-and-values>
- <https://www.idiap.ch/en/join-us/job-opportunities>
- <https://www.idiap.ch/en/about/idiap-annual-reports>
- <https://www.idiap.ch/en/allnews/idiap-is-an-equal-salary-employer>
- <https://careers.werecruit.io/en-gb/idiap/offers/idiap-fellowship-for-female-researchers-555543>
- <https://www.embl.org/about/info/support/advancement-of-women-in-science>

Equality through Structure, Culture, Behaviour



Source : https://eige.europa.eu/sites/default/files/maynooth-univ_gep_2014-2016.pdf

Equality and Diversity inclusion virtuous cycle



Source : <https://www.sib.swiss/about-sib/equality-diversity-inclusion>

Future Actions

- Equality & Diversity training for all staff
- Unconscious Bias training for Senior staff
- Equality & Diversity focused tasks (0.25 FTE spread across staff)
- Women's mentorship program
- Renewal of our external audit on salary equality (every 5 years)