Advancement of women @ EPFL

Kristin Becker & Chantal Mellier

FLP Kick-off, February 6 2024
Equal Opportunity Office
Part of the Vice Presidency for Responsible Transformation

The Equal Opportunity Office fosters a coordinated and focused approach towards equality promotion, diversity and inclusion @ EPFL.

Equal Opportunity Team:
Natasha Stegman, Kristin Becker, Chantal Mellier, Helene Fueger

Gisou van der Goot, VPT
Promoting Respect & Inclusion; Fighting Harassment & Discrimination

- **Task Force**: Prevent harassment and foster a culture of respect
- **Respect campaign**
- e-learning “You’re not alone”
- **Trust and Support Network** and **Respect Compliance Office**
- Provide seminars on implicit bias awareness, diversity and inclusiveness.
- Inclusive Organizational Culture: EDI committees in schools and colleges & Committee at EPFL level
Recruitment and retention of professors

- Increasing share of women faculty
  - Policy for equal opportunities in faculty recruitment, since 2017
  - Implicit bias awareness trainings, since 2018
  - Target 40% offers to women
Other offers for workshops and event

- Lunch events & Industry visits (Equal Opportunity Office, Wish Foundation)
- Doctoral School and Programs
- Transversal Skills and Career Center
- Human Resources – Keep learning
- Activities organized by Associations: ACIDE, EPDA, Polydoc
Becoming a caring organization

- Day care – cooperation with UNIL
  - EPFL Campus: 4 Day care centers
  - Associated Campuses: GE, FR
- Transitory financial support for day care
  - For students & doctoral candidates
  - Support for day-care at EPFL events
  - For EPFL organizers
- Support for accompanying baby-sitter
  - For women doctoral students and postdocs
- Emergency childcare
- Holiday activities - cooperation with UNIL
Family and work

- Robert Gnehm Grants: Flexibility grants for postdocs and doctoral candidates

- Parents brown-bag lunches
  - Café contact parents
  - Café parents d’ados

- Counselling on demand

- Parent network for doctoral candidates and postdocs
  [https://parentnetwork-tgr1042.slack.com/archives/C06GMQZ7ZQV](https://parentnetwork-tgr1042.slack.com/archives/C06GMQZ7ZQV), 95 members
Thanks!

- **Equity**
- **Diversity**
- **Dialogue**
- **Responsibility**
- **Tolerance**
- **Inclusion**

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