

Advancement of women @ EPFL

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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:
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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
 - 2018-22 : 39% women among new faculty hires.



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



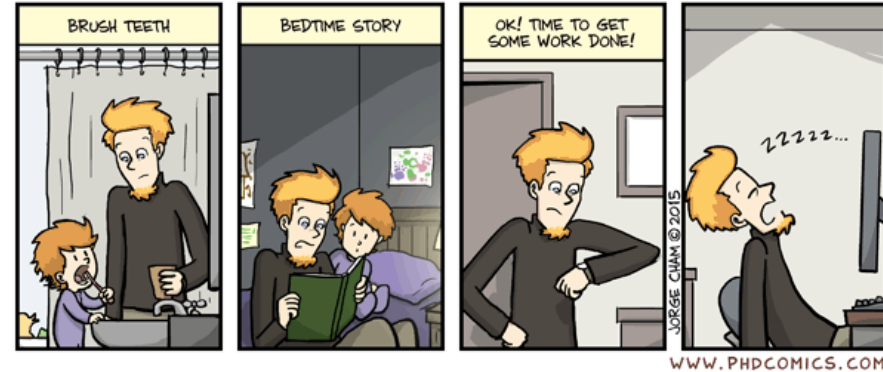


Becoming a caring organization

- 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



- 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>,
95 members



