

Dear Prof. Dr. Mesot, dear Dr. Dannath, dear Prof. Dr. Dissertori,

Thank you for your efforts towards making ETH a more diverse place with an environment of respect and trust. We have last been in dialogue with you about topics of EDI a year ago and are now contacting you regarding updates with respect to your EDI policies. Below, we would like to follow up on a few of the items discussed in the Open Letter from February 2023. We would like to invite you for a yearly discourse as to whether the current measures are providing the desired results and to discuss how we can optimize the level of inclusivity at ETH through re-evaluation and pivoting of the current measures.

2. On-boarding Trainings for All Employees and Students (mandatory and in-person)

In your reply from March 2023 you suggested to re-assess the possibility of mandatory diversity- and sexual harassment trainings. We appreciate your openness regarding this topic and would like to inquire about the result of your re-assessment. One year after the introduction of this platform, do you collect and can you share statistics on what percentage of ETH employees participated in the training? What is the feedback? How can it be improved so that more people are motivated to participate and to provide an inclusive environment for all?

2a. On-boarding Trainings for Members of Hiring Committees

Although we are disappointed that there have been parties who are strongly opposed to the idea of mandatory training, we hope to be able to find a compromise. We believe these training sessions can be short but effective, in a similar manner as the mandatory safety-tests for all new employees and students in D-CHAB. One way of having an equitable hiring process could be through 1) training the hiring committee on their own biases, or 2) maximizing transparency of hiring procedures through e.g. UZH's recommendations [1], Harvard University and University of Michigan's candidate evaluation sheets [2], and 3) acknowledging the experience of (female) Professors leaving ETH [3]. These insights could help to promote awareness necessary for sustaining and elevating diversity at ETH. Does ETH plan to take action in regard to the proposed measures as listed above in the near future? At this point we would also like to inquire when the results of the following efforts of the «commission to investigate the status of women faculty at ETH» will be made public [3]?

3. Critical Incident Reporting

Anonymous reporting forms have been implemented in other Swiss institutions, such as *Universität Luzern* or *Eidgenössische Finanzkontrolle* [4][5]. Both use the BKMS System as a

secure reporting scheme that meets the legal requirements of the Whistleblower Protection Act. We reiterate our proposal that a collection of reports accusing the same person would lead to an internal investigation, by ensuring anonymity to the claimants, if wished. We would therefore respectfully ask you to reevaluate your prior position on anonymous reporting.

What results have the anonymous platform and the official reporting site at ETH produced? How many incidents are being submitted and what percentage is being resolved? Does the official platform provide a trustworthy reporting system for discrimination, bullying, harassment, assault, etc.?

4. Reassessment of Current Investigation Process of Premature Employment Termination

Regarding the number of PhD graduations and interruptions, we obtained the following data divided by gender, from the doctoral administration:

- 1) total number of exits
- 2) successful exits
- 3) exits without obtaining a degree and the corresponding quota (10.4% for men, 12% for women)

We understand that there is no information on whether the student interrupted their PhD education for voluntary reasons or if there was an abuse of power by the respective professor or other subordinates leading to this. We ask you to look into these statistics in more depth and evaluate how many of these dropout rates are related to power abuse. Is there any way to lower the percentage by preventing people from having to leave because of power abuse?

6. Support for ETH Diversity and Volunteer-Based Organizations Fostering Diversity in the ETH Domain

Regarding structuring diversity awards similar to the Golden Owl, you suggested pursuing this idea with possible stakeholders. Is this a pathway that seems interesting to them? This renders the Diversity Award 2024 more prestigious already.

7. Parity Hiring for Professors

It is greatly appreciated that hiring is already going into a more equitable direction. However, the Equality Monitoring Report 2022 highlights that there was no significant positive development for most academic career areas at ETH Zürich. Naturally, we acknowledge the, albeit marginal, increase in female professors of 0.7 % from 2021 to 2022. Is there new data to further confirm your developments in the last two years?

We would like to highlight here that it is important to consider not only the gender proportion of Professors ETH-wide, but also department- and institute-specific in order to prevent the marginalization of genders into specific research areas. Hence, we ask you to include institute-specific statistics in the equality monitoring report.

We are happy to work with you towards our shared goal of maintaining ETH as a strong force at the forefront of science, research, and education. We are convinced that this critically depends on keeping up in EDI measures implemented around the world and ensuring a respectful and supportive working environment.

Therefore, we welcome the yearly discourse to assess and (re)-evaluate current best practices at ETH Zürich, in order to ensure that we are all on the right track to create the inclusive environment in academia that we all strive for.

Best regards,

Mercede Azizbaig Mohajer, Nerea Abando and Élise Komarczuk on behalf of WiNS

References

- [1] MNF UZH Measures in Recruitment and Evaluation, [Measures in Recruitment and Evaluation | Faculty of Science | UZH](#) (29/02/2024).
- [2] Sample Candidate Evaluation Sheet
https://faculty.harvard.edu/files/fdd/files/sample_candidate_evaluation_sheet.pdf
(03/03/2024).
- [3] «Status of women faculty» at ETH Zurich
<https://ethz.ch/staffnet/en/employment-and-work/working-environment/diversity/strategy-and-numbers/women-at-eth/status-of-women-faculty.html> (03/03/2024).
- [4] Universität Luzern, Anonymous Reporting System,
https://www.bkms-system.ch/bkwebanon/report/clientInfo?cin=94wAUP&c=-1&language=ger_CH (25/02/2024).
- [5] Eidgenössische Finanzkontrolle, Anonymous Reporting System,
https://www.bkms-system.ch/bkwebanon/report/clientInfo?cin=5efk11&c=-1&language=ger_CH (25/02/2024).