

Equality Action Plan for the Faculty of Human Sciences 2025-2028

Field of action	Nr.	ongoing/new	Description of Measure	Indicators	Responsibility	Contact	Implementation (years)	Status	Links / Documents	Cost of the measure (per year during implementation)	Remarks
FoA 1: Anchoring equal opportunities and gender equality	1	ongoing	Employment of a faculty coordinator for equality from faculty funds (10 per cent employment)	The position is filled until the end of 2024 and must be re-filled.	Faculty Commission for Diversity and Equal Opportunities, Dean's Office	Head of the dean's office	2025-2028				The position was previously filled with 5 per cent.
	2	ongoing	Promoting the visibility of equality and diversity in teaching and research Teaching: present courses at KSL in which equality or diversity topics are addressed (so that they can be searched for) - Teaching: list courses in which equality or diversity topics are addressed on the equality website. - Research: list research projects in which equality or diversity topics are addressed on the equality website	Implementation in KSL and regular updates on the gender equality website	Faculty Commission for Diversity and Equal Opportunities, Coordinator	Coordinator	2025-2028				Previously, only courses and research projects related to gender were considered. The measure is now being extended to include courses and projects related to all diversity categories.
FoA2: Recruitment and promotions	3	ongoing	Overview of the proportion of women in the application process for professorships and lectureships (faculty's equal opportunities website)	Regular Updates	Dean	Head of the dean's office	2025-2028				
	4	ongoing	Target for the proportion of women among new appointments to professorships and lectureships - The faculty aims to achieve a proportion of 50% women or more among new appointments to professorships and lectureships in the period 2025-2028. This target is to be achieved by means of the measures listed under point 5. 'Improving gender equality work in structural and appointment committees'.	At least 50% of new positions filled by women	Faculty	Dean	2025-2028		www.unibe.ch/unibe/portal/content/e809/e810/e812/e1229562/e1229748/e1250854/e1250892/paue1250893/e1250894/e1250896/21_10_21_engl_AnstellungsleitfadenUnibe_en_g.pdf		The measure takes into account the guidelines 'Hiring Process at the University of Bern With Special Consideration of Equal Opportunities', which were adopted by the university management on 15 June 2021. These guidelines call for an appropriate proportion of both genders at all levels and a proportion of women at the professorship level that is above the average for Swiss universities. The measure also now takes into account the new appointments of lecturers.
	5	ongoing	Improving gender equality work in structural and appointment committees - Standardised wording on gender equality in job advertisements for professorships and lectureships - At the time of publication of the job advertisement, the chair of the appointment committee writes to potential female candidates, referring to the advertisement and inviting them to apply (if possible, other diversity categories are also taken into account here) All members of structural and appointment committees receive materials on gender equality from the Dean's Office (collection is periodically updated). Each structural and appointment committee has a member (at professorship level) who, in addition to their general duties, is also tasked with considering gender equality aspects. In order to strengthen this member's mandate, this person is elected separately by the Faculty Assembly. Before the election, the Dean's Office asks all professors at the faculty to suggest candidates who would be willing to take on this role in the committee. This public call increases the likelihood that people committed to gender equality will be elected to the committee.	The report of the respective appointment committee will include a report on compliance with the requirements (including an indication of how many potential female candidates were invited to apply). The requirements will be implemented.	Faculty Commission for Diversity and Equal Opportunities, Dean's Office	Head of the dean's office	2025-2028				
FoA3: Promotion of young female scientists	6	ongoing	Habilitation programme The funding programme is being expanded and will now include not only women but also people who belong to the diversity categories of the University of Bern.	Number of submitted and approved applications; funds were exhausted	Dean's Office	Head of the dean's office	2025-2028			36'000	
	7	ongoing	Lunch meetings with female professors The lunch meeting will now be hosted by a different institute each time, in order to raise its profile in all institutes. The coordinator organises the meeting in collaboration with the representative on the committee of the respective institute. Participating doctoral students can receive one ECTS point for attending three events (including the lunch meeting and the spring event) and receiving a short written collection	Once a year in the fall semester	Faculty Commission for Diversity and Equal Opportunities, Coordinator in collaboration with the equal opportunities representative of the respective institute.	Coordinator	2025-2028				
	8	new	Support for new parents: - This measure supports new parents by reducing their teaching load or supporting their research. The financing programme should be easily accessible. The measure is aimed generally at new parents, but in the context of the leaky pipeline, it particularly supports breastfeeding mothers, as they are to receive 90 minutes of paid working time per day for breastfeeding or pumping (See Wegleitung zur Verordnung 1 zum Arbeitsgesetz, 5. Kapitel: Sonderschutz von Frauen, 1. Abschnitt: Beschäftigung bei Mutterschaft, Art. 60 Arbeitszeit und Stützzeit bei Schwangerschaft und Mutterschaft). - Those eligible to apply include individuals at all academic levels (i.e. doctoral students, postdoctoral researchers, lecturers, professors). Applicants can apply for 6 PP to hire a person for a semester to support teaching or research. - Financing can be applied for during the child's first year of life. - Application procedure: The Faculty Commission decides on the allocation. - Financing proposal: The funds are allocated from the Strategic Faculty Reserve depending on availability.	The number of submitted and approved applications is documented.	Dean's Office	Head of the dean's office	2025-2028		https://www.seco.admin.ch/seco/de/home/Publikationen_Dienstleistungen/Publikationen_und_Formulare/Arbeit/Arbeitsbedingungen/Broschuren/broschuere_mueterschutz.html https://www.seco.admin.ch/dam/seco/de/dokumente/Arbeit/Arbeitsbedingungen/Arbeitsgesetz%20und%20Verordnungen/Wegleitungen/Wegleitungen%201/ArGV1_art60.pdf.download.pdf/ArGV1_art60_de.pdf		
FoA6: Respectful and inclusive study and work environment	9	ongoing	Create visibility for resources in cases of discrimination in studies and work - List university, cantonal and other resources on the equality website - Note on the equality website that all members of the faculty's equality commission are potential points of contact for concerns regarding discrimination - Information is linked in the newsletter	Link to website implemented and kept up to date; recording of the number of enquiries to committee members	Faculty Commission for Diversity and Equal Opportunities, Coordinator	Coordinator	2025-2028				
	10	ongoing	Equal opportunities for non-scientific staff - Include information in the newsletter of the faculty commission for gender equality (e.g., pointing out courses offered for non-scientific staff, such as time and stress management) - A member of the faculty commission for gender equality is the point of contact for non-scientific staff	Reporting on activities carried out and number of enquiries to contact persons	Faculty Commission for Diversity and Equal Opportunities, Coordinator	Coordinator	2025-2028				
	11	new	Harmonisation of the access arrangements (Nachteilsausgleich) within the faculty The procedures for obtaining access arrangements are harmonised and made transparent: - Procedures, checklists and required forms are listed on the websites of the institutes and on the faculty's equal opportunities page. - The period of validity of the access arrangements is standardised across the three institutes.	Information and links on the website	Faculty Commission for Diversity and Equal Opportunities, Coordinator, Student advisory service of the three institutes	Coordinator	2025-2028		https://www.unibe.ch/university/portal/selection/equal_opportunities/topics/respectful_and_inclusive_study_and_work_environment/disability_and_chronic_illness/access_arrangements/index_eng.html		The harmonisation and transparency of the access arrangements (Nachteilsausgleich) is based on the guidelines developed by the Department for Equal Opportunities at the University of Bern.
FoA7: Communication	12	ongoing	Maintaining and further improving the visibility of gender equality - Newsletter on gender equality, gender equality website of the faculty, bulletin board - Communication is conducted in German and English	1 newsletter per semester, newsletter archive, regular updates to the website	Faculty Commission for Diversity and Equal Opportunities, Coordinator	Coordinator	2025-2028				
Diversity: All Categories (Physical and mental impairments; age; ethnic origin; social background and status; sexual orientation and gender identity)	13	new	Information event on topics from all diversity categories in the spring semester for all members of the faculty - The event serves to promote knowledge among the faculty members about the various topics related to the diversity categories - Information event consisting of a keynote lecture and a panel discussion with various experts on a topic related to the diversity categories - Topics rotate through the various diversity categories (i.e. age, ethnic origin, social background and status, sexual orientation and gender identity)	Once a year in the spring semester	Faculty Commission for Diversity and Equal Opportunities, Coordinator	Coordinator	2025-2028				
Diversity: physical and mental impairment	14	ongoing	Consideration of the diversity category of body and psyche - Information on resources and support options: newsletter on equality, faculty equality website, bulletin board - Lunch meetings with female professors: consideration of topics relevant to the new diversity categories - A member of the faculty equality commission is the point of contact for the diversity category of body and psyche	Reporting on activities carried out and number of enquiries to contact persons	Faculty Commission for Diversity and Equal Opportunities, Coordinator	Coordinator	2025-2028				
	15	new	Promoting the mental health of doctoral students - Information on the various offers of the University of Bern for promoting mental health (e.g. Counselling Centre of the Bern Universities, Healthy University Bern) should be added to the website and in the newsletter on gender equality. - Establish a collaboration with the Counselling Centre of the Bern Universities for the annual implementation of a workshop on promoting and maintaining mental health during the doctorate	1 newsletter per semester, newsletter archive, regular updates to the website	Faculty Commission for Diversity and Equal Opportunities, Coordinator	Coordinator	2025-2028				
Diversity: Ethnic origin (language, nationality, skin colour, migration experience, religion)	16	ongoing	Consideration of the diversity category of ethnic origin - information on resources and support options: newsletter on equality, equality website of the faculty, bulletin board - lunch meetings with female professors: consideration of topics relevant to the new diversity categories - a member of the faculty's equality commission is the point of contact for the diversity category of ethnic origin	Reporting on activities carried out and number of enquiries to contact persons	Faculty Commission for Diversity and Equal Opportunities, Coordinator	Coordinator	2025-2028				

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