Diversity in a research institute

Target
To reduce the leaky pipeline of women in the institute

Personnel Policy
Ambitious People Meet a Friendly Workspace

Diversity-Strategy: Actionfield Leadership

Recruit

Target Setting
When we hire new staff for leadership positions: at least one female candidate on the short list.

Project «Smart Staffing – hinder bias»
• Review the recruitment processes
• Further improve them regarding open, transparent and merit-based standards (OTM-R)

PSI commits itself to the principles of the European initiative HRS4R «Human Resource Strategy for Researchers»
www.psi.ch/pa/hr4s

Retain

Diversity-Training for Leadership Persons at PSI
• Implementation of a diversity module into the leadership training «CAS Leadership in Science». The training is compulsory for newly appointed leaders and optional for experienced leaders
• 71 leadership persons trained since implementation 2018
• Implementation of a refresher training
www.fhnw.ch/de/weiterbildung/technik/cas-leadership-science

Develop

Mentoring Programme for Women with Leadership Ambitions
• One-to-one mentoring with an experienced leadership person
• Complete a Business-focused Inventory of Personality (BIP®)
• Framework programme with workshops (leadership skills, conflict management etc.)
• Networking lunches
• Information on career development
• First call: 20 applications, 9 mentoring pairs matched
www.psi.ch/chancengleichheit/women-with-leadership-ambitions

Transferable skills programme
www.psi.ch/bz/psi-akademie

Project CONNECT
• Connecting women’s careers in academia and industry

Culture

PSI Diversity Award for leadership persons: Reward superiors who proactively promote equal opportunity, diversity and inclusion as well as the reconciliation of work and other areas of life. Nomination by one or more employees or the team. Call 2018: 20 nominees, 3 finalists, 1 winner
www.psi.ch/chancengleichheit/psi-diversity-award

1 3rd to 1st rank within the Benchmarking «Diversity Index» of the Lucerne University of Applied Sciences and Art in 2013, 2014 and 2016 (www.diversity-index.ch)
2 Action Plan Equal Opportunity 2017-2020 (Modules A&B), funded by Swissuniversities swissuniversities