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

We are certain that it is our common goal to foster equality, inclusion and diversity (EDI) at a visionary university like ETH Zurich. ETH stands for cutting-edge research and we want to be on the same level regarding diversity and social matters so that all of us can fully focus on research and education.

Bearing this in mind, we would like to strongly suggest some key infrastructural changes:

1. **Guidelines for Unethical Behaviour**
   - Code of Conduct with tangible consequences for a list of actions of sexual harassment or of discriminatory nature

2. **On-boarding trainings for all employees and students (mandatory and in-person)***
   - Diversity Training (Implicit Bias, Anti-Racism, EDI) [1]
   - Sexual Harassment Awareness Training [2]

3. **Critical Incident Reporting [3]**
   - Department-wide collection by HR (instead of reporting to Ombudsperson/respect office/Helpdesk)
   - We propose an anonymous report form (draft available) similar to that implemented by the University of Cambridge [3] for those who wish to record an incident but feel inhibited to do so. The form would document the name of the accused and claimant (while protecting the anonymity of the claimant). A collection of reports accusing the same person would lead to an internal investigation; the respective claimants would be given the opportunity to remove anonymity and come forward together. This will help counter the strong power imbalances between students and supervisors which lead to many cases of turning a 'blind eye' or failure of incident reporting due to fear/dependence. Clarity in the reporting procedures is of the utmost importance to ensure students and staff understand their options.

4. **Reassessment of current investigation process of premature employment termination**
   - Detailed report/investigation for cause of premature termination of employment
   - Support for continuation of PhD under different supervision

5. **Reassessment of Survey for Employee Satisfaction**
   - Recommendation: Devising a questionnaire - in exchange with department associations actively addressing EDI - that raises the right questions about unethical behaviour and well-being at ETH
   - If the questionnaire (including questions about unethical behaviour) returns a rating under a certain score → internal investigation and introduction for measures for improvement

6. **Support for ETH Diversity and volunteer-based organizations fostering diversity in the ETH-Domain**
   - Higher budget allocation needed
   - Diversity Award for professors per department (extension of AVETH Diversity/ALEA Award) should be more prestigious (like the Golden Owl award) with the incentive of funding for a female PhD/PostDoc

7. **Parity Hiring for professors**[4]******
   - Trickle-down effect/female role models needed
   - Departments/institutes falling short of 30% of female professors, should obey parity hiring (50% of new hires must be female until min. 30% is achieved)

The implementation of the suggested infrastructural changes will be instrumental to allow ETH to remain a strong force at the forefront of science and research. We believe these points are by no means extreme or aspirational, they are the bare minimum in order to ensure a respectful working environment. Diversity is about creating a workspace that is nurturing and supportive to all and so we think it is of utmost urgency for ETH to join other elite universities in the pursuit of it.

*Addendum to 2. On-boarding trainings for all employees and students (mandatory and in-person)
The recent e-learning course on a 'respectful environment' was a welcome addition to raise awareness on how to define and respond to sexual harassment. Unfortunately, when left on a voluntary basis, such trainings are ignored by many individuals who would benefit from them. These efforts should be strengthened by introducing in-person, mandatory training to ensure maximum engagement. Moreover, these trainings would be a valuable opportunity to explain the existing support framework and various reporting procedures.

** Addendum to 7. Parity Hiring for Professors
There is an overarching theme in issues around EDI at ETH, that is the burden of developing the system is put on volunteers who lack the time, resources and power to create real action and change. If ETH is committed to this cause, they must put considerably more funding into hiring staff to do the work outlined above. The realisation of initiatives such as the Gender Action Plan (GAP) has varying degrees of success across departments, and more effort must be made to either centralize this work or provide more resources (staff) per department for these initiatives to be carried out as intended.
Furthermore, more transparency in the hiring process would be highly desirable as has been implemented at several institutions by adhering to a universal evaluation form within the faculty and making this publicly accessible.[5] Furthermore, it is advised to look into measures to integrate female professors within the department/institute.

References
[1] Dewidar, Omar, Nour Elmestekawy, and Vivian Welch. "Improving equity, diversity, and inclusion in academia." *Research Integrity and Peer Review* 7.1 (2022): 1-10.
https://researchintegrityjournal.biomedcentral.com/articles/10.1186/s41073-022-00123-z

[2] Joubert, Pierre, Christo Van Wyk, and Sebastiaan Rothmann. "The effectiveness of sexual harassment policies and procedures at higher education institutions in South Africa." *SA Journal of Human Resource Management* 9.1 (2011): 1-10.
https://journals.co.za/doi/abs/10.10520/EJC95951

[3] Cambridge Anonymous Reporting System, https://www.studentcomplaints.admin.cam.ac.uk/anonymous-reporting-students-and-staff

[4] a) Casad, Bettina J., et al. "Gender inequality in academia: Problems and solutions for women faculty in STEM." *Journal of neuroscience research* 99.1 (2021): 13-23.
b) 'Exploring Quotas in Academia', robert Bosch Stiftung,
https://www.embo.org/documents/science_policy/exploring_quotas.pdf

[5] a) Harvard evaluation form (Adapted from materials developed by the STRIDE Committee at the University of Michigan)
https://faculty.harvard.edu/files/fdd/files/sample_candidate_evaluation_sheet.pdf
b) Evaluation forms publicly shared by faculties from University of Washington, University of Washington, UCLA
https://www.unomaha.edu/academic-affairs/faculty-support/templates---candidate-evaluation-forms1.docx

Endorsed by

- WiNS (Women in Natural Sciences, D-CHAB & D-BIOL, ~ 500 members)
- LIMES (Ladies in Mechanical and Electrical Studies, D-MAVT & D-ITET)
- AMP (Akademischer Mittelbau am Physikdepartment, D-PHYS, ~ 450 members)
- TWIST (Towards more Women In Science & Technology, D-BSSE, ~ 400 members)
- 500 Women Scientists Zurich
- AMB (Scientific Staff Association Biology, Akademischer Mittelbau am Biodepartment)
- SAM (Scientific Staff Association at the Department of Materials)