



FACHSTELLE DIVERSITÄT & INKLUSION | CENTER OF COMPETENCE FOR DIVERSITY & INCLUSION

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Diversity & Inclusion at PSI

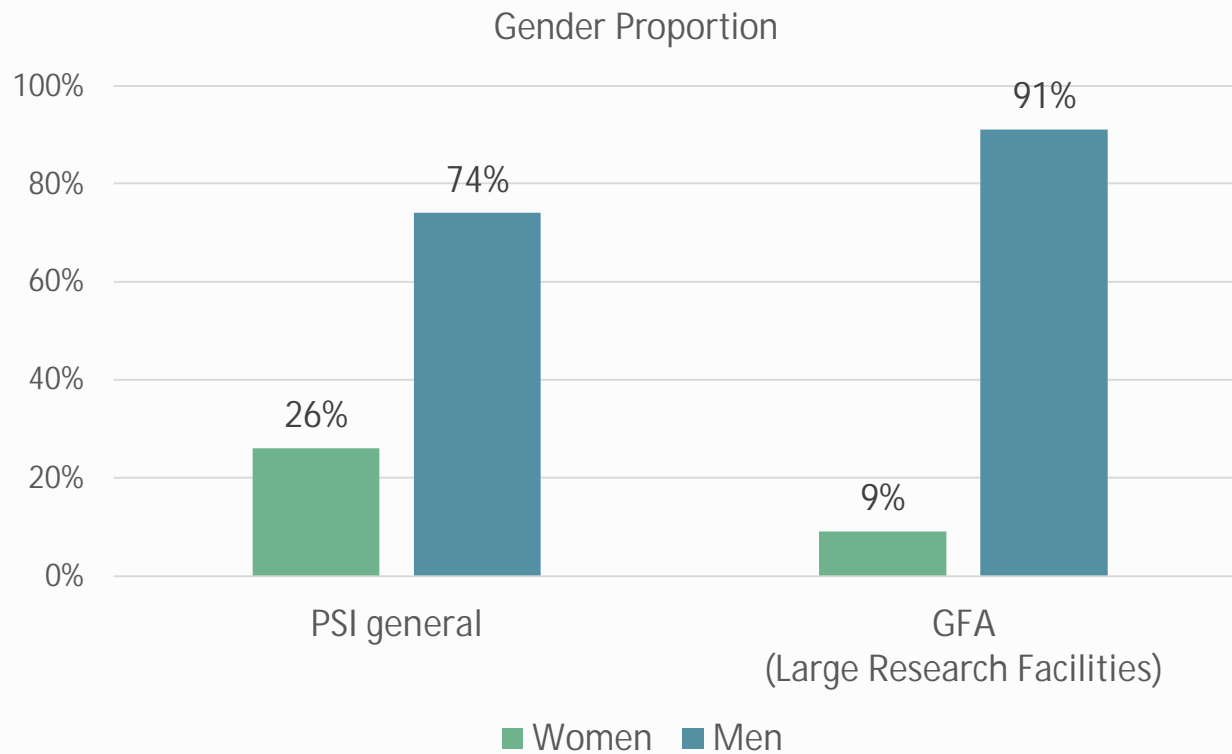
LLRF22, FHNW Brugg-Windisch



- Facts & Figures
- PSI Action Plan for Diversity, Equity, & Inclusion
- Exemplary Measure: feM-LEAD



Number of women at PSI and in the GFA division



Action Plan for Diversity, Equity, & Inclusion 2021-2024

Tabelar Overview of Goals and Main Measures:

Goal	Indicator	Main Measure
A: Increase share of women in core areas	Recruiting women in: <ul style="list-style-type: none"> ➤ leadership positions: 25% ➤ postdoc positions: 30% ➤ Share of women in leadership positions 2024: 15% (2020: 12%) 	<ul style="list-style-type: none"> ➤ PSI Fellow ➤ Postdocs & Leadership ➤ Department leaders ➤ Review incentive systems define implementation in Director's working group
B: Fostering internal culture of inclusion	Results employee survey	<ul style="list-style-type: none"> ➤ Respect-Campaign ➤ Adaption «Career Return Program» ➤ Reduced day care costs for low-income employees
C: Make PSI better known as an employer with a high diversity & inclusion culture	More applications from female candidates	<ul style="list-style-type: none"> ➤ Encouragement for STEM-field ➤ Show role models ➤ Review «Hire 4 Excellence»
D: Promotion Recruitment of people with disabilities	Share of employees with disabilities 2024: 1.5% (2020: 0.5%)	<ul style="list-style-type: none"> ➤ Barrier-free recruitment and working environment ➤ Raising awareness among line managers ➤ Establishment of counselling centres / networks

feM-LEAD

(female Mentoring: Leadership for Equity And Diversity)

Originated from the Equal Opportunity Action Plan 2017-2020 at PSI

- Introduction mentoring program for women
- Introduction of interdisciplinary skills program for postdocs
- Introduction of diversity training in management training

2 pilot rounds:

- Periode 2017-2020 within action plan EO
- A total of 37 applications received, 17 mentees accepted
- 9 out of 17 mentees (=53%) have since taken on more demanding positions



External evaluation judges program to be unique in that it:

- is open to all women (i.e., scientists, technicians, as well as women who work in administration)
- is open to women who have not yet assumed leadership roles

3rd Round ongoing

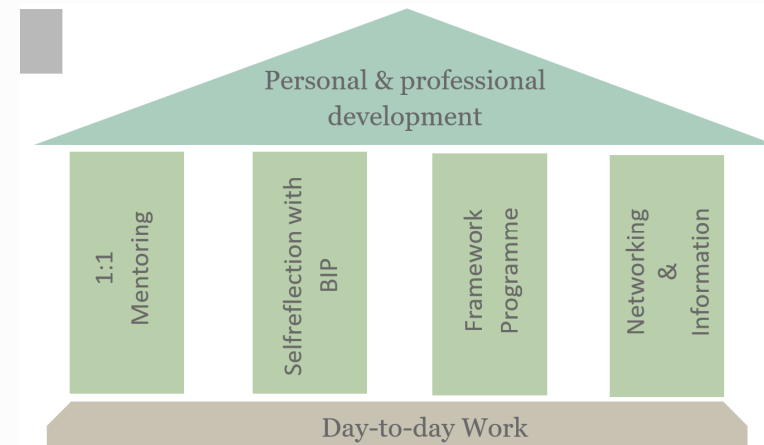
- Period February 2022 to March 2023
- 27 applications, 12 mentees accepted

Goals and Topics

Goals 	Questions that are addressed 
<ul style="list-style-type: none"> – For PSI, increasing the proportion of women in its core areas is a top priority – Preparing more women to take on leadership roles → Increasing the number of women at leadership level – Advance mentees' careers in an enriching way – Encourage mentees to engage with leadership topics 	<ul style="list-style-type: none"> – What does leading mean (at PSI / in general)? – Is it something for me? – What steps can I take if I want to aspire to a leadership position? – How can I expand my network? – What are the (unwritten) laws in the professional environment? Was bedeutet Führen (an den Institutionen / generell)?

Structure & Content

- BIP (Bochum Inventory for Job-Related Personality Description BIP®) at the beginning (Self- & external evaluation)
- approx. 6 One-to-one mentoring meetings per year
- Framework programme:
 - 3 joint check points: Kick-Off, Intermediate Event, Closing Event
 - 1 workshop with external Moderation to leadership skill building
 - 1 course (individual choice out of approx. 5 courses from the PSI education centre on topics such as leadership quality, conflict management, negotiation skills etc.)
- Networking & information



Thank you for your attention!

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WIR SCHAFFEN WISSEN – HEUTE FÜR MORGEN

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Have you seen our video on our Diversity & Inclusion Mission Statement?

Find it here: <https://www.psi.ch/en/about/mission-statement-on-diversity-equity-and-inclusion>

