

# Diversity at the School of Engineering / FHNW

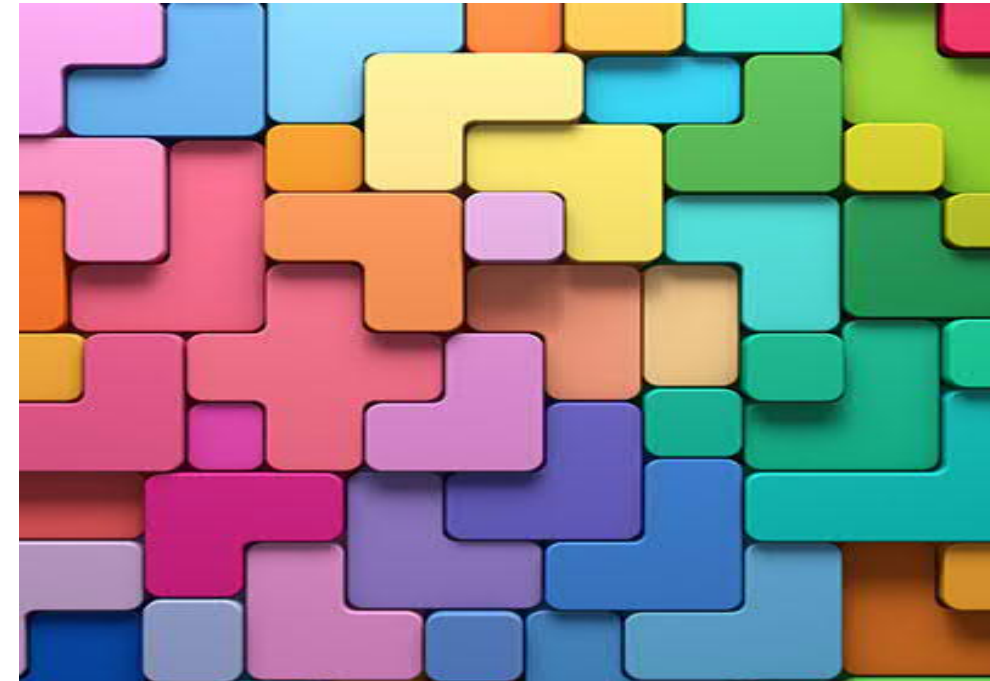
Ruth Schmitt, 10th of September 2022, LLRF22 Workshop - Diversity session





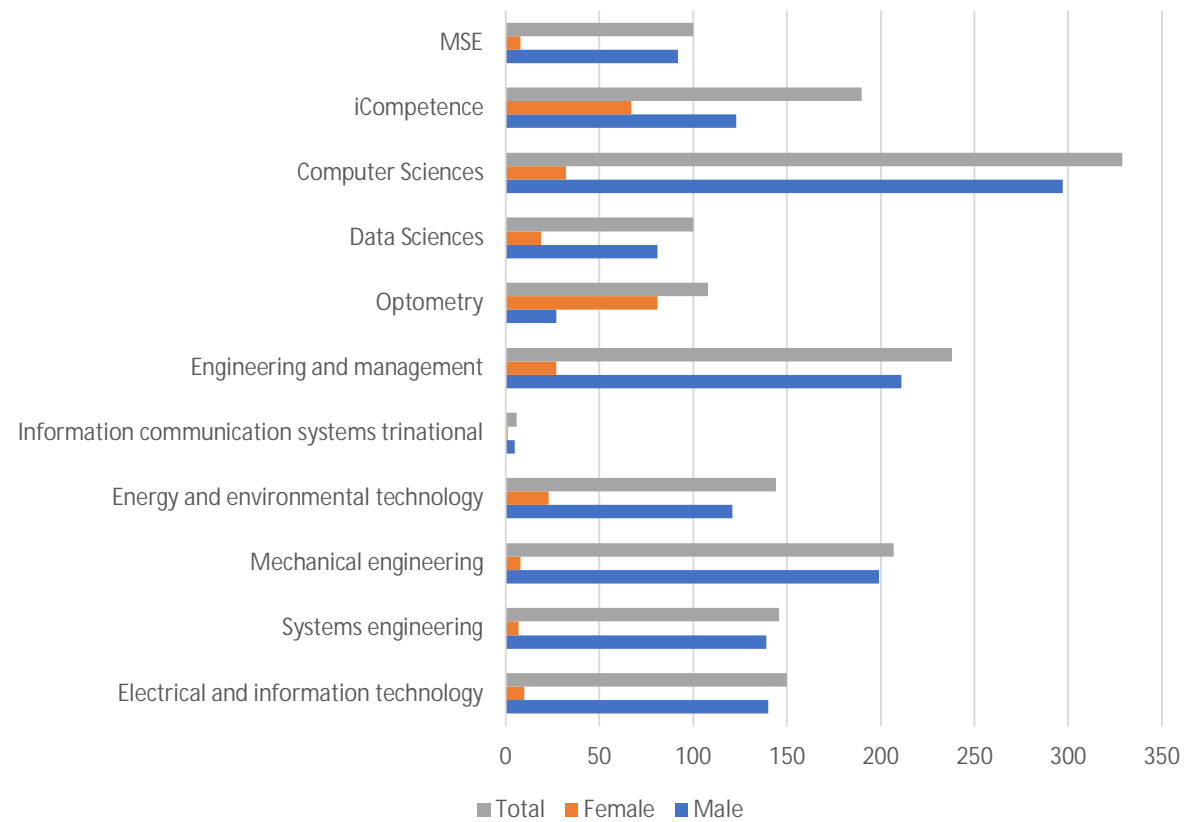
## Diversity – Statement

The FHNW respects and promotes the diverse potential of its students and staff and aims to ensure equal opportunities at all levels. By committing to a diversity-based study, continuing education and work environment, it is explicitly in favour of embracing diversity and against discrimination, sexual harassment and bullying.

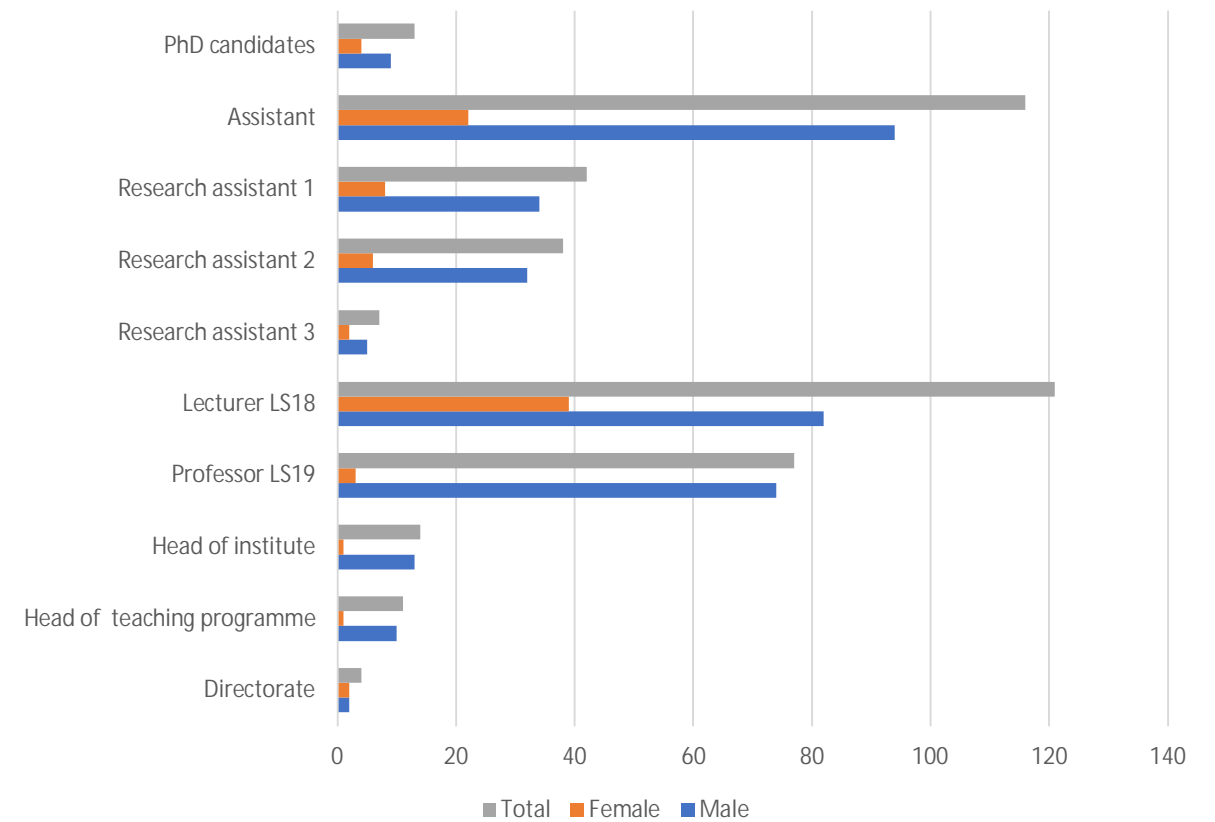


## The proportion of women at the School of Engineering FHNW is still too small

Share of women students in our teaching programmes

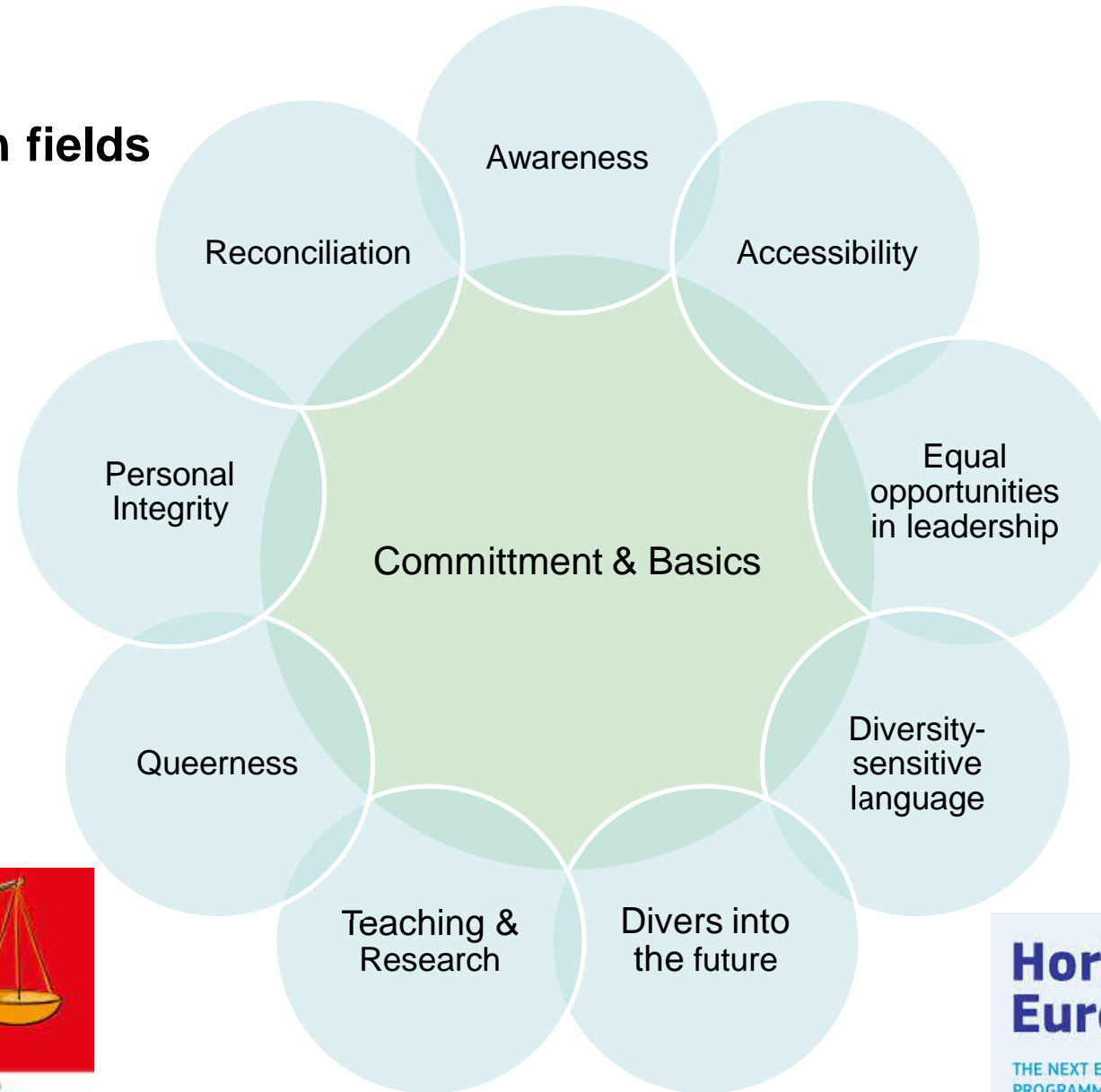


Share of women in personnel categories





## Diversity – Action fields





## Diversity – Support & contact persons

### Diversity Officer

Promoting diversity and equality

### Compensation for disadvantages

Support for measures to compensate for disadvantages caused by disabilities or impairments

### Psychological counselling

Support during difficult phases of life and stress during studies

### Confidants

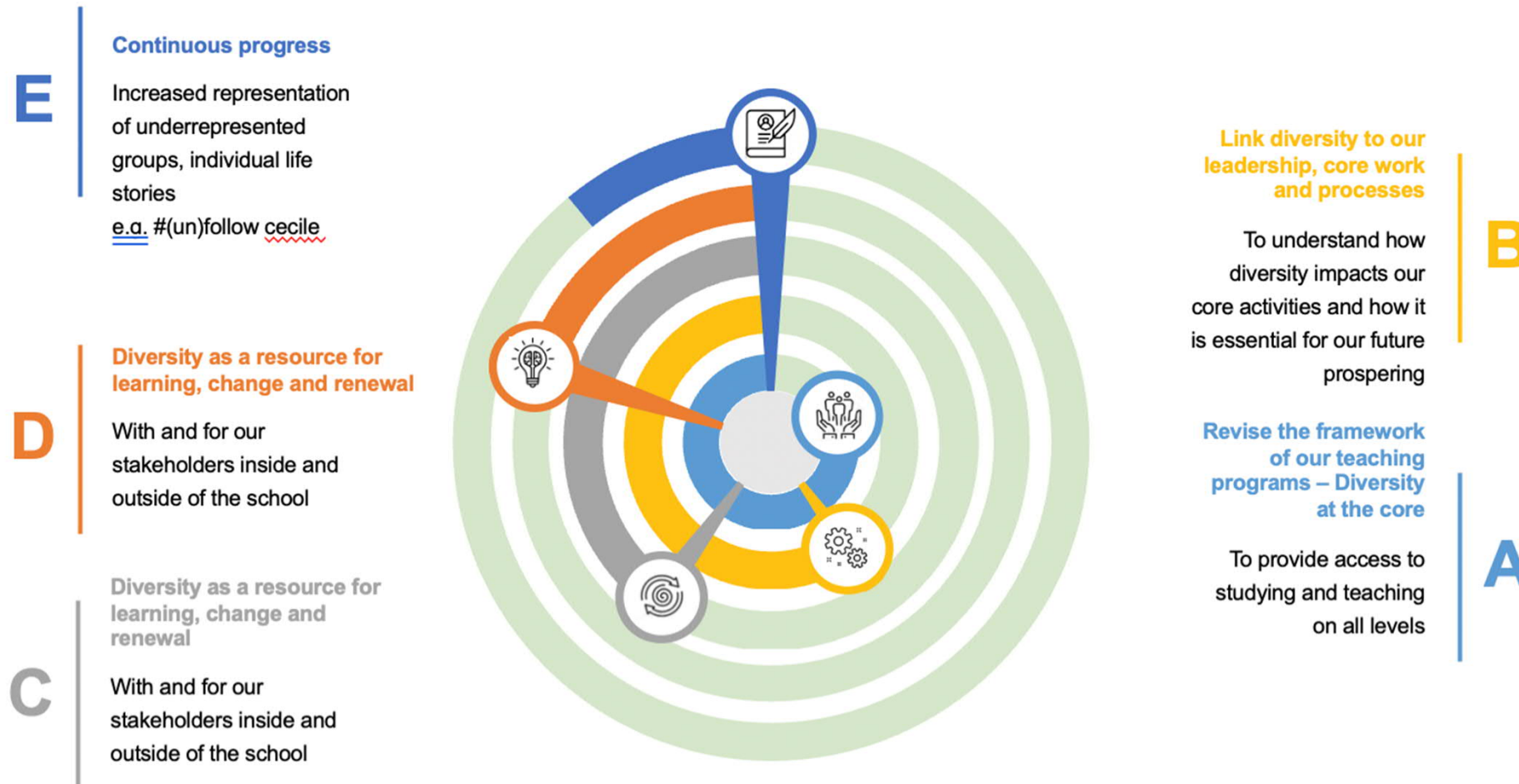
Support in case of violation of personal integrity (discrimination, sexual harassment, mobbing) and scientific integrity

### Threat management

Support in the event of threatening statements or situations



## How to get there - Personal views from a school development process



**Questions?**