



# Gender parity

in the organisation of public  
events promoted by USI



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# Gender parity



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# USI's pledge



**Among the objectives that shape USI's mission are respect for and valorisation of diversity, excellence in teaching and scientific research, and the ability to act as a partner of choice for the transfer of knowledge to businesses and institutions in the region.**

Public events – such as conferences, roundtables and other forms of outreach output – are some of the key instruments implemented by USI to foster debate and knowledge dissemination beyond the academic community and towards the general public. Regardless of the disciplinary field and topic, these initiatives are all the more effective as they present not only qualified voices, but also diverse perspectives.

In this sense, gender is one of the identity components that most significantly affects personal and professional experiences, also in the academic realm.

Therefore, assuring the presence of voices belonging to different genders within a public event not only enhances its quality and pluralism, but also contributes to convey a multi-faceted and non-stereotypical representation of the discipline or professional field in question. Gender equality is a key concern of the Swiss National Science Foundation, for which it plays an important role in assessing the quality of the output of the research projects it funds.

For these reasons, USI pledges to ensure that there is always as balanced a presence as possible (50/50) of speakers of different genders in the events organised by its academic and administrative collaborators. This recommendation applies to processes such as the composition of conference and roundtable panels; the identification of discussants and moderators; as well as the selection of invited speakers.

To facilitate the implementation of this commitment, USI's Equal Opportunities Delegation has compiled a set of practical tips for all members of the university community that intend to organise events that are based on the invitation of selected guests and speakers.



# Practical tips for organising committees





Take into consideration gender balance in the composition of the **organising committee**.

When communicating your event, please keep in mind **USI's communication guidelines related to gender differences** with regards to both verbal and visual elements.

➤ [www.desk.usi.ch/en/usi-communication-guidelines-related-gender-differences](http://www.desk.usi.ch/en/usi-communication-guidelines-related-gender-differences)

If the event is expected to be attended by people from far away, please provide information about **childcare services** available on campus (e.g. changing tables and breastfeeding room) and in the region (e.g. baby-sitting). The Equal Opportunities Service is available to assist you in this regard.

When selecting **speakers** for an event look beyond your circle of direct contacts. Ask colleagues for advice or consult databases such as Academia.net, ResearchGate, Sheknows.ch and the SNSF P3 database to identify women experts in the relevant scientific discipline. This may particularly be useful for research sectors that are traditionally male-dominated.

➤ [www.academia-net.org](http://www.academia-net.org)  
➤ [www.researchgate.net](http://www.researchgate.net)  
➤ [www.sheknows.ch](http://www.sheknows.ch)  
➤ <http://p3.snf.ch>

If your event involves **people at the top** of companies and/or political institutions, please consider that, due to structural gender inequality in society, these positions are often occupied by men. This should not prejudice the respect of gender parity in the composition of the list of speakers. Consider inviting people with a lower hierarchical title, but with a competence profile that would allow them to contribute effectively to your output.

**Moderation** is an essential component of every successful event. The moderator gives voice, interrogates and emphasises the different points of view represented, especially the minority ones. A moderator's contribution is auxiliary to that of the panellists. Therefore, please do not allow the moderator to be the only person of a different gender from the rest of the panel.







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