

Mission Statement on Diversity and Gender Equity in Research at the Department of Neurology¹

Principles

- 1) The Department of Neurology is committed to the promotion of diversity and gender equity in all areas and aspects of its teaching and research activities.
- 2) The Department of Neurology is committed to encouraging and facilitating the active participation of all genders in academia, leadership and managerial roles.
- 3) The Department of Neurology is committed to work actively towards the equalization of pay and employment opportunities for men and women as well as the removal of barriers negatively affecting the advancement of female staff at all levels of the Department.
- 4) The Department of Neurology lies a great emphasis on the balance of work and family life, while supporting the individual development of its staff at all levels.
- 5) The implementation of diversity and gender equalities within the Department are amongst the central strategical tasks of its leadership; the Executive Board of the Department (Klinikleitung). The operational overview, execution and monitoring of any taken measures lie with the *Equal Opportunities Board* (EOB) of the Department. Members of the EOB are represented in the Research Board, as well as other relevant boards of the Department. The EOB reports directly to the Executive Board of the Department.

Equity Standards and Measures in Research

In practice, the Department of Neurology applies targeted measures to eliminate existing gender-based disadvantages in Research.

- **Internal Research Funding:** The Department of Neurology devotes particular attention to funding excellent early career researchers. For the evaluation of internal applications, the Research Board of the Department gives preference to the underrepresented gender in cases of equally weighted candidates.
- **Leadership:** Within the Department of Neurology, group leaders encourage equally women and men in pursuing diverse careers in medicine and apply for fellowships, academic as well as senior leadership and management positions within and outside of the Department.
- **Structural Integration:** Group leaders equally support and facilitate mentoring, consulting and networking activities for both female and male researchers of their groups, such as active participation in conferences, publications, (informal) meetings, etc.

¹ Source: SNSF Mission Statement on Equity between Women and Men ([link](#))

- **Work-life Balance and Care Duties:** The Department of Neurology recognizes that an appropriate work-life balance is beneficial to all staff members and offers alternative forms of balancing career and life, such as part-time positions, protected research time, the possibility of home office, and flexible working hours in research. All group leaders ensure that women who go on maternity leave are able to access all their rights and entitlements and that men and women are encouraged to take parental leave, without negative consequences on their employment, training or career opportunities. Group leaders take work-life demands, as well as care duties into consideration when planning research meetings and other duties related to research.

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