

Equal Opportunities Plan University of Bern 2025-28

Approved by the University Executive Board on 25 February 2025

1. Introduction

In recent years, the University of Bern has expanded its activities in the area of equal opportunities and extended the topic of gender equality to various diversity categories. In 2020, the University of Bern's institutional approach to diversity was set out in the [Equal Opportunities Guidelines](#). As part of this expansion, the 'Office for Gender Equality' was renamed the 'Office for Equal Opportunities' in 2021. In order to account for the increased need for action in the development of measures in the area of diversity, expertise was continuously built up within the Office for Equal Opportunities (AFC): In 2022 in the area of disability, chronic illness and mental health and in 2023 in the area of anti-racism. At the same time, the previously established measures in the areas of equality and the advancement of women were continued and developed further. Based on the evaluation of previous measures and in line with the continuity desired by the University Executive Board, the majority of previous measures are to be continued and developed further.

Goal and approach

The goals formulated in the University Strategy 2030¹ and the canton's performance mandate² cannot yet be described as achieved and will also guide action for the 2025-28 phase. The declared aim of this Equal Opportunities Plan 2025-28 is to promote sustainable and inclusive development at the University of Bern and to strengthen gender equality. In addition to gender, the term equal opportunities also covers disability, chronic illness and mental health, origin (language, nationality, migration experience, legal status, etc.), social context, age, sexual orientation and gender identity. An intersectional approach is taken when implementing the measures of the Equal Opportunities Plan 2025-28. With an intersectional approach to analysis, it is assumed that different forms of discrimination do not act individually and cannot simply be added together, but that they influence each other and thus new forms of discrimination can arise. With an intersectional perspective, it is therefore possible to identify intersections of attributions that lead to unequal treatment and to systematically recognize mechanisms of inclusion and exclusion.

Anchoring and cooperation with organizational units

The University of Bern's Equal Opportunities Plan 2025-28 comprises a total of 55 measures in 7 fields of action, of which 33 are ongoing and 22 are new measures. Good internal cooperation and broad networking are important for anchoring the equal opportunities measures. The Office for Equal Opportunities cooperates with around 30 organizational units, networks, advisory bodies or working groups as well as the faculties and centers on current and newly planned measures. To name a few, within the central administration, these are the IT Services, Building Development Office, Facility Management Office, Security Office, Human Resources Department, Staff of the Executive Board of the University of Bern/Contoller Service; from the General Secretariat, the Legal Service, the Lifelong Learning Center, the Interdisciplinary Centre for Gender Studies and the Chargée des affaires francophones; the Vice-Rectorate Teaching (ZIB, iLUB), the Vice-Rectorate International and Academic Careers (UniBE International, Welcome Center, Language Center), the Vice-Rectorate Research and Innovation (Grants Office and Innovation Office), the Vice-Rectorate Quality and Sustainable Development; the Communication and Marketing Office; the Advisory and Ombudsperson Offices; the Integrity Officer; the Students' Union SUB; the Queer UniBE Network.

¹ Goals according to Strategy 2030: 'For the university, diversity and the diverse perspectives of university members are an essential component of excellence in research, teaching and administration. The promotion of equal opportunities is a leadership task at all levels. Diversity categories include gender, age, ethnic origin (language, nationality, race, religion), migration experience, social background and position, sexual orientation, gender identity and physical and mental disabilities. The University's aim is to remove barriers and create a non-discriminatory working environment. Equality and the promotion of equal opportunities are actively implemented at all levels and by all bodies. The university and the university units have equality and equal opportunities plans for implementation. There is an appropriate proportion of women and men at all levels. Reconciling work, studies and care responsibilities is possible for everyone. The promotion of gender and diversity research is firmly anchored within the university.'

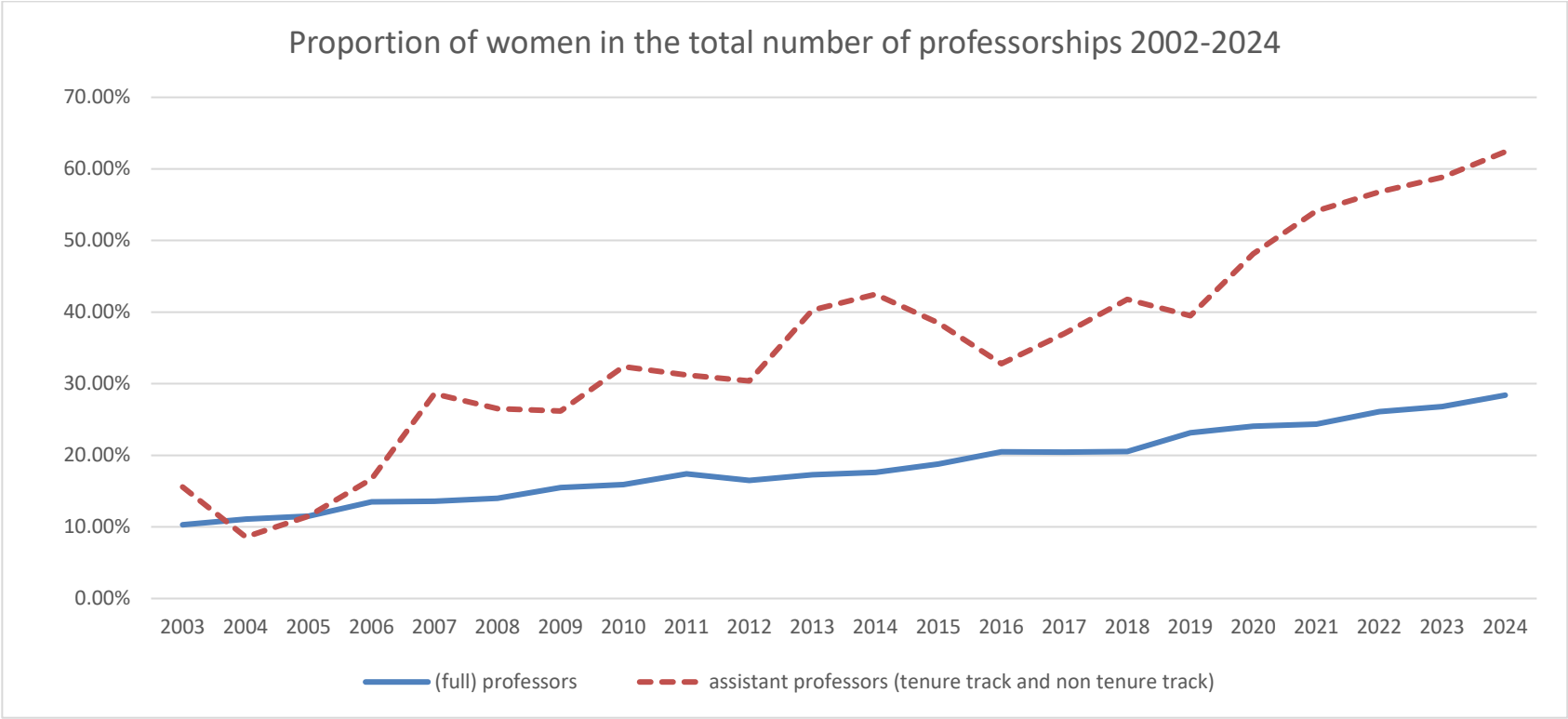
² Targets according to the canton's performance mandate (2022-25):

- Increase the proportion of women in professorships (proportion of women in newly appointed professorships at least 55%)
- Increase the proportion of women at postdoc level
- Balanced gender distribution across departments and subjects
- Increase the proportion of women in management positions in the central division
- Expansion of a non-discriminatory study and work environment and examination of the reduction of any barriers

2. Goals for the Equal Opportunities Plan 2025-28

- The formulated objectives are based on the Canton of Bern's performance mandate for the University of Bern 2022-25 and the University of Bern's Strategy 2030 (see "Goal and approach").
- Increase the proportion of women in professorships: Indicator: at least 55% of professorships to be filled by women (according to projections, this would mean that 38% of all professorships would be held by women by 2028)
 - Gender balance in the academic fields and subjects: The University of Bern takes appropriate measures to help reduce horizontal segregation (indicator: continuation and development of existing measures).
 - Non-discriminatory study and work environment: The study and work environment is designed to be non-discriminatory and the reduction of access barriers is examined (indicator: ongoing reporting on planned and implemented measures)
 - By 2028, the faculties will have tailored, effective measures in place to promote diversity and prevent discrimination (indicator: implementation of suitable measures in all faculties)
 - The awareness of equal opportunities and diversity among university members is increased. Ongoing awareness-raising and prevention measures are in place (indicator: continuation of suitable measures)
 - Processes to prevent disadvantages and discrimination have been adapted: Access arrangements, processes for reporting discrimination, etc. (Indicator: processes are clear and easily accessible to all members of the university).
 - The removal of access barriers has been reviewed, and any necessary measures have been taken (indicator: review has taken place, any necessary measures are planned or implemented).
 - Basic principles for ensuring diversity-sensitive processes at the university are in place (e.g. inclusive teaching): Clear processes, fact sheets, contact points exist (indicator: information materials exist, contact points are clear and are contacted in case of questions).

With regard to the goal of increasing the proportion of women at professorship level, it is to be noted that the proportion of women has increased significantly over the last 4 years: For associate and full professorships from 24.1% to 28.4% and for assistant professorships with and without tenure track from 48.2% to 62.4% (here, however, the development is more erratic as the number of cases is smaller). The following graph shows the development over a longer period of time (since 2003). In recent years, the target of 55% of new professorships being held by women has been achieved in each case (most recently, for example, 57% for 2023).



3. Quality assurance, controlling and evaluation

The Equal Opportunities Plan 2025-28 is part of the University's action plan and is therefore integrated into the University's management cycle. The achievement of objectives is reviewed as part of the University of Bern's management processes. The topics of gender equality and equal opportunities are integrated into the University's Strategy 2030 (see "Goal and approach").

Review of the university objectives (present Equal Opportunities Plan):

- Controlling: The objectives of the Equal Opportunities Plan are reviewed as part of the controlling process by the AFC in collaboration with the organizational units responsible for individual measures. An interim evaluation is coordinated by the AFC halfway through the term (end of 2026/beginning of 2027).
- Adjustment of target achievement: Necessary corrections are made by the University Executive Board based on the AFC's reporting to the University Executive Board and the strategy discussions. The AFC, the faculties and centers as well as the responsible organizational units will adjust the indicators for target achievement accordingly if necessary.
- Evaluation: An evaluation of the implementation of the 2025-28 Equal Opportunities Plan is planned for 2028. In this context, perspectives for equal opportunities and equal opportunities work at the University of Bern from 2029 onwards will also be identified.

Review of faculty objectives (Equal Opportunity Plans of the faculties and centers):

- The Equal Opportunities Plans of the faculties and strategic centers are integrated into the university control cycle. The University Executive Board and the Central Administration review and manage the implementation of the decentralized Equal Opportunities Plans through annual strategic and operational discussions with the faculties and centers.
- Every two years, the faculties and competence centers report to the AFC and the University Executive Board on the use of the funds allocated for the implementation of the Equal Opportunities Plans (interim reporting 2026, final reporting 2028).
- In 2028, new Equal Opportunities Plans for the 2029-2032 phase will be drawn up based on the final reporting and a corresponding assessment of the current situation.

Data basis for goal review

For the review of individual indicators of measures of the Equal Opportunities Plan, reference is sometimes made to specific data bases. In addition to the evaluation of individual measures, the following data sources are particularly relevant for the review of overarching objectives and for the (interim) evaluation of the Equal Opportunities Plan as a whole (not an exhaustive list):

- Staff and student statistics University of Bern
- Graduate survey by the Federal Statistical Office
- University-wide student's union surveys
- Economic and social situation of students
- Counseling statistics AFC
- New hires (Human Resources Department)
- AFC statistics on public relations work on equal opportunities issues
- Reporting on the implementation of the Equal Opportunities Plans of the faculties and strategic centers

4. Equal Opportunities Plan 2025-28: Measures

Measure / No.	On-going / new	Description of measure	Units involved	Implementation				Indicators (incl. target values)
				2025	2026	2027	2028	
Field of action 1: Embedding equal opportunities and equality								
1.1	ongoing	Alignment of university measures in the area of equal opportunities with cantonal and national requirements.	AFC , Staff Administrative Director, Team Data Analysis, KfG	x	x	x	x	Annual consultation with BKD (Gender Roundtable, Office for Universities) and with the diversity officers of CH universities (IDEAS) and swissuniversities.
1.2	ongoing	Implementation of the Equal Opportunities Plans 2025-28 in conjunction with the University of Bern's project in the federal program "Equal Opportunities" (operational level) with measures for various diversity categories. Development of the 2029-32 plans at faculties and strategic centers. Monitoring and evaluation by the AFC.	Faculties/ Strategic centers , KfG, AFC	x	x	x	x	The faculties and strategic centers implement their plans (biennial reporting). The new plans for 2029-32 have been drawn up (end of 2028).
1.3	ongoing	Networking of equal opportunity structures in all units (faculties, strategic centers, institutes, NCCRs) and expansion of this network.	AFC	x	x	x	x	At least 2 networking events are held annually, which are attended by representatives of various units.
1.4	ongoing	Prix Lux: continuation, further development of the call for proposals, focus on equal opportunities (diversity topics), visualization and networking of applications.	AFC, Jury	x	x	x	x	The Prix Lux is awarded annually. The applications cover various areas of equal opportunities (analysis grid).
1.5	ongoing	Publication of existing data on gender proportions and diversity among employees and students on the website (data can be filtered individually). Annual updates. External data and studies are included additionally.	AFC , Team Data Analysis, PERS	x	x	x	x	The data is available and used (website usage statistics).
1.6	ongoing	National and international equality and diversity policy at universities: Participation in IDEAS, The Guild Working Group on Gender and Diversity, PgB projects, Enlight, "Netzwerk Studium und Behinderung Schweiz".	AFC , UniBE Int.	x	x	x	x	Involvement in the relevant committees, measures have been reviewed, implementation concept for individual topics is in place.
1.7	ongoing	Offer and further development of the "Diversity skills and empowerment" course program.	AFC	x	x	x	x	An annual course program is designed and offered.
1.8	ongoing	Networking of female professors, lecturers, COMET alumnae and possibly others: Continuation and further development of exchange events (March 8, network lunch, etc.).	AFC , Rectorate, VRQ	x	x	x	x	At least 3 networking events are held each year.
1.9	ongoing	Regular exchange between the advisory bodies of UniBE with the aim of networking and mutual information.	AFC , PERS, RD, ZIB, Ombudspersons, Counselling Service of the Universities of Bern, UniBE Int., MVUB, SUB, FSI, ZUW, RMO, Academic Careers Office	x	x	x	x	A regular exchange between the counseling services is consolidated (at least 2/year). Clarification of responsibilities and processes. Examination of need for action on topics such as bullying, mental health, etc.
1.10	new	Implementation of tools to support a diversity-conscious leadership and team culture at the University of Bern and, if applicable, coordination of the national cooperation project "Better Science: Diversity-conscious team & leadership culture".	AFC , PERS, Working Group Excellence, VRI	x	x	x	x	Concept for the implementation of Better Science exists. At least one content-related exchange takes place annually within the involved vice-rectorates and departments of the central administration. Collection and communication of best practice approaches at the University of Bern.

Measure / No.	On-going / new	Description of measure	Units involved	Implementation				Indicators (incl. target values)
				2025	2026	2027	2028	
1.11	new	Advice and complaints system: Clarification of responsibilities and improved visibility of services for different target groups and internal networking.	AFC, AKM, MVUB, RD, PERS, RMO, counselling services UniBE	x	x			Processes and procedures based on the "Protection of personal integrity" principles are clarified. Drafting of a UniBE Code of Conduct (responsibility of the University Executive Board). Communication to university members takes place regularly.
1.12	new	Pilot project: Senior-Junior Transition Tandem (generational tandem): Promoting the exchange of knowledge between experienced employees (senior) and younger employees (junior). Evaluation (2027) and decision on continuation.	AFC/PERS	x	x	x		Three calls for proposals annually 2025-27 and evaluation 2027. Evaluation based on number of tandems and feedback from the people involved.
1.13	new	Analysis of the data from the teaching evaluations with regard to gender bias and examination of further measures.	VRQ: QSE, AFC					Analysis of teaching evaluation data by gender has taken place. Analysis by other bias categories is being reviewed. Possible measures will be taken.
1.14	new	Preparation and further development of a counselling concept for all counselling cases to the AFC.	AFC	x	x	x	x	Annual documentation and statistical evaluation of all reports to the AFC. Compilation in a report. Networking, mutual information and review of need for action with other advisory units. Appropriate reporting to the university management is to be considered.
Field of action 2: Personnel recruitment and hiring processes								
2.1	new	Analyze and further develop support and instruments for recruitment processes for non-academic management positions and mid-level positions.	PERS, AFC	x	x	x	x	Data basis (by salary categories) has been compiled and analyzed. Appropriate measures have been taken.
2.2	ongoing	Quality assurance of appointment processes for professorships: further development of guidelines for appointment procedures and other instruments (taking into account other diversity categories in addition to gender), development of new training and advisory services, collaboration in the implementation of the DORA principles.	AFC, RMO, Academic Careers Office, PERS, RD	x	x	x	x	The University of Bern has binding guidelines and instruments for employment procedures committed to equal opportunities. The guidelines are implemented by the committees. Further development has taken place.
2.3	ongoing	Involvement of the AFC in election committees and development Involvement of the AFC in election committees. Clarification of the role of the AFC with a focus on expanding equal opportunities and intersectionality (gender linked to other topics such as ethnic origin, disability and chronic illness, age, social origin, sexual orientation and gender identity).	AFC, Experts from Faculties	x	x	x	x	Involvement of the AFC in all election committees for assistant professorships with tenure track, associate professorships and full professorships. The adjustments to the participation practice with regard to equal opportunities have been clarified (2028).
Field of action 3: Promotion of early career researchers³								
3.1	ongoing	COMET career program for female postdocs with the elements of coaching, mentoring and training.	AFC	x	x	x	x	4 x implementation of the COMET career program with 20 participants per year. Annual evaluation and further development of the program.
3.2	ongoing	Post-doc coaching for female junior researchers and professors. Evaluation of the coaching sessions using a questionnaire.	AFC	x	x	x	x	Annual funding of 12 coachings for female postdocs and professors on leadership aspects. Evaluation of coaching and selection pool of coaches, expansion if necessary.
3.3	ongoing	Participation in the cooperation project H.I.T. - Inclusive Leadership in Academia.	AFC	x	x	x	x	3-4 participants from the University of Bern per course, implementation and organization of individual workshops at the University of Bern.

³ The ongoing measures to promote junior female academics at the University of Bern are open to non-binary and trans people as well as women.

Measure / No.	On-going / new	Description of measure	Units involved	Implementation				Indicators (incl. target values)
				2025	2026	2027	2028	
3.4	ongoing	Further development of the advancement of early career researchers: incorporate gender and equal opportunities aspects.	AFC	x	x	x	x	Participation of the AFC in relevant committees (Commission for the advancement of early career researchers, Academic Careers Working Group, etc.).
3.5	ongoing	Evaluation of new employment categories (Postdoc, Ass. Doz. TT, Wiss. MA Transition) by gender, age, people with care responsibilities.	Office and working group Academic Careers, PERS, AFC	x	x	x	x	Survey of gender ratios, age categories and other indicators for new employment categories.
Field of action 4: Career, studies and care								
4.1	new	Promotion of flexible working time models (e.g. top sharing) and support for managers with care responsibilities.	AFC/VRQ, Relief Pool Jury	x	x	x	x	Continuation of the relief pool for professors with care responsibilities and job-sharing tandems. A review of the target group has taken place and any adjustments to the legal basis (guidelines) and communication have been made.
4.2	new	Information and development of awareness-raising measures for counselling and support services for university members with relatives in need of care.	AFC, SUB; MVUB, PERS	x		x		The need for support services has been identified. Information and awareness-raising offers have been prepared.
4.3	ongoing	Adequate expansion of parent-child infrastructure and services for specific target groups.	AFC, Building Development Office, SUB, MVUB	x	x	x	x	Monitoring of existing infrastructure and ongoing analysis of new room capacities together with the Building Development Office. Visibility and communication to university members is ensured.
4.4	ongoing	120% Care Grant: continuation and adequate revision, review of target group reach and broad impact, adjustments in the area of responsibilities.	AFC, Academic Careers Office	x	x	x	x	Approval of several applications per application round. Target group reach and delimitation were reviewed and any necessary adjustments were made to the regulations.
4.5	ongoing	Participation in the European network "Family in Higher Education" and regular exchange and transfer of best practices within the Swiss working group.	AFC, SUB	x	x	x	x	Exchange and networking as well as joint development of offers within the framework of WG Switzerland are ensured. Participation in the association's annual conferences at least every 2 years.
4.6	ongoing	Continuation of counseling service for dual career couples and networking with other universities.	AFC, Welcome Center	x	x	x	x	Around 20 consultations/year; evaluation of success in job search; collaboration with AFC/Welcome Center in the Swiss-wide S-ADCN network.
Field of action 5: Choice of study program and access to studies								
5.1	new	Promoting inclusion through access to studies.	AFC, ZIB, RD, VRL, SUB	x	x	x	x	Examination and implementation of measures regarding <ul style="list-style-type: none"> - Social context (First Gen) - Age - Nationality / legal status - Disabilities
5.2	new	Implementation of Kompass UniBE - University Preparation Year for Refugee Students.	AFC, Language Center, ZIB	x	x	x	x	Every academic year, 20 refugees interested in studying take part in the preparatory year. At least 60% successfully complete the program, including proof of German level C1. At least 60% start tertiary-level education/further education within 15 months of the end of the program. Final survey of participants and evaluation of the program 1 year after completion of the preparatory year.
5.3	ongoing	Scholars at Risk - support for researchers at risk: Membership and implementation at the University of Bern.	Working Group Scholars at Risk, VRI: UniBE Int.	x	x	x	x	Participation in Scholars at Risk (Section Switzerland), support for researchers at risk.

Measure / No.	On-going / new	Description of measure	Units involved	Implementation				Indicators (incl. target values)
				2025	2026	2027	2028	
5.4	ongoing	Implementation of the National Future Day at the University of Bern.	AFC	x	x	x	x	The National Future Day takes place annually at various participating institutes and units at the University of Bern.
Field of action 6: Respectful and inclusive study and work environment								
6.1	new	Racism: Implementation of prevention and awareness-raising measures, regular communication and visibility of the counselling service; participation in national or local campaigns (e.g. action week against racism); establishment of internal and national networks.	AFC	x	x	x	x	Implementation in accordance with the position paper of the university management dated 23 April 2024. Information campaign every two years (announcement of contact point, best practices, etc.). Annual events as part of the week of action against racism (incl. university communication). An internal network with university members and an external network with other universities on the topic of racism has been established and regular exchange meetings are held.
6.2	new	Racism: Expansion of counselling and reporting services and clarification of procedures; expansion of database and monitoring for reports; clarification and definition of cooperation with internal and external reporting offices.	AFC, RD, PERS	x	x	x	x	Implementation in accordance with the position paper of the university management dated 23 April 2024. The "racial discrimination" procedures (including as part of the implementation of the "Protection of personal integrity" basis) have been clarified and defined. Regular exchanges between the departments involved have taken place. Annual documentation and analysis of reports have taken place.
6.3	new	Racism: knowledge transfer and implementation of exchange forums, implementation of further training, exchange and event offerings for university members and university units, including on the topic of racism-sensitive teaching; design and implementation of empowerment workshops and offerings for those affected.	AFC, SUB	x	x	x	x	Implementation in accordance with the position paper of the university management dated 23 April 2024. Further education, exchange and events on the topic of racism are held annually. Information website is updated on an ongoing basis.
6.4	new	Social context: Fostering inclusion by examining the removal of structural barriers.	AFC, ZIB, RD, SUB, MVUB, VRL	x	x	x	x	Examining the effects of part-time study and increasing tuition fees for long-term students. Definition and implementation of measures to promote inclusion.
6.5	new	Social context: Raising awareness and networking on the topic of selectivity based on the social context and First Generation.	AFC, SUB, MVUB	x	x	x	x	Awareness-raising measures have been implemented: creation of networking opportunities, easier access to information. Participation in the "First Gen" cooperation project.
6.6	new	Chronic illnesses: Examination of measures for students, mid-level staff and other employees with chronic illnesses.	AFC, PERS (Healthy UniBE), MVUB, SUB	x	x			Measures have been reviewed and implemented: creation of guidelines, broad communication, handling of absences due to long-term illness.
6.7	new	Disabilities: Examination of measures with regard to barrier-free didactics and access to studies (incl. analysis of digitalization).	AFC, VRL, ZUW	x	x	x	x	Measures have been reviewed. A course on inclusive teaching was held.
6.8	new	Disabilities: Revision of processes relating to inclusion. Clarification and implementation of the process for access arrangements, making information accessible.	AFC, RD, Faculties, VRL	x	x			The process for access arrangements has been implemented. Information is available in three languages and is updated on an ongoing basis.
6.9	new	Disabilities: Raising awareness for inclusion of people with disabilities. Visibility through representation & self-advocacy.	AFC, Faculties	x	x	x	x	Representation and self-representation (e.g. in commissions) are promoted and corresponding campaigns are carried out. Once a year, action is taken on International Day of Persons with Disabilities (December 3).
6.10	new	Mental health: clarification of responsibilities, implementation of awareness-raising measures.	AFC, Healthy UniBE, ZUW	x	x			Responsibilities have been clarified, awareness-raising measures have been implemented (annual participation in Mental Health Day on 10 October). Further training with the counseling center has been reviewed.

Measure / No.	On-going / new	Description of measure	Units involved	Implementation				Indicators (incl. target values)
				2025	2026	2027	2028	
6.11	new	Neurodiversity: participation in cooperation project, introduction of quiet rooms at several locations, development of peer mentoring, implementation of autism tool.	AFC, Bau & Raum , Building Development Office, BüroUNiversum, SUB, Healthy UniBE, ZUW	x	x	x	x	Participation in the cooperation project has taken place. Quiet rooms have been implemented. The autism tool has been implemented. Peer mentoring has been set up.
6.12	ongoing	Disabilities: Further development of inclusive infrastructure: Continuation of removal of barriers in existing buildings.	Betrieb & Technik , Building Development Office, AFC	x	x	x	x	Annual tours with building owners and disability organizations take place. Regular exchange takes place. Concretization of feasible measures (focus esp: Mobility disabilities, wheelchair users, visually impaired/blind, hearing impaired).
6.13	ongoing	Sexual harassment and sexism: counseling, review and, if necessary, adjustment of procedures, regular awareness-raising and prevention.	AFC, PERS, RD , external contact points, faculties	x	x	x	x	Processes are regularly reviewed and any necessary adjustments are made. Awareness-raising campaign takes place annually (on the occasion of Sexual Harassment Awareness Day).
6.14	ongoing	Inclusive language: further training and counseling on gender-equitable language (de, frz, en); further development of recommendations for inclusive language (beyond gender) for university members and implementation in university communication.	AFC , Affaires francophones, AKM, RD, CSLS	x	x			Annual course on gender-appropriate language AFC, Affaires francophones. Monitoring of the number and content of counselling requests.
6.15	ongoing	Gender identity: further development of concepts including toilet/changing room policy (all gender restrooms); implementation of individual facilities.	AFC, Bau & Raum	x	x	x	x	Implementation in individual facilities has taken place.
6.16	ongoing	Gender identity: continuation of administrative adjustments (trans guidelines).	AFC, PERS, ZIB, ID, RD, Canton, SUB	x	x	x	x	Administrative adjustments have been made.
6.17	ongoing	Sexual orientation: annual organization IDAHOBIT, networking opportunities for university members are implemented and made visible.	AFC , QueerUnibe Network	x	x	x	x	Annual sensitization has taken place. Network is active and visible.
6.18	ongoing	Hate speech: Continuation of existing measures (reporting tool, information platform, learning module).	AKM, AFC, RD Security Office	x	x	x	x	Regular exchange meetings of the working group have taken place. Further need for action is being examined.
6.19	new	Intersectionality: Examination of existing offers and measures with regard to an intersectional approach and coordination of specific offers that take into account the interaction of several disadvantaging factors among university members.	AFC	x	x	x	x	Existing offers and measures are reviewed. Synergies in terms of content and expertise between the measures and services are identified and utilized.
Field of action 7: Communication								
7.1	new	Further training in diversity-sensitive visual language for employees in communications (central administration, faculties).	AFC, AKM		x	x		Further training is designed and carried out.
7.2	ongoing	Public relations work and internal communication on equal opportunities and equality issues.	AFC, AKM	x	x	x	x	Visibility of measures in all equal opportunities topics; monitoring of public relations work AFC and other OUs (diversity).
7.3	ongoing	Promotion of (e-)accessibility: university communication (internal and external), digitalization (digital tools, promotion of skills). Module on digital accessibility for students.	AKM, AFC, iLUB, ID, Faculties	x	x	x	x	Annual review of accessibility promotion (also beyond the website: print products, document templates, etc.) has taken place. When digital tools are introduced, those affected are involved and cantonal and/or university-specific regulations on accessibility are taken into account during procurement. Module on digital accessibility has been implemented and is available.

Measure / No.	On-going / new	Description of measure	Units involved	Implementation				Indicators (incl. target values)
				2025	2026	2027	2028	
7.4	ongoing	Promotion and visualization of gender and diversity research in various subject areas.	AFC , Faculties / Centers		x	x		Lecture series have taken place.

List of abbreviations (abbreviations in German)

Organizational units and committees of the University of Bern

AFC	Equal Opportunities Office
AKM	Communication and Marketing Office
CSLS	Center for the Study of Language and Society
FSI	Security Office
ID	IT Services Office
iLUB	Support Center for ICT-supported Teaching and Research
IZFG	Interdisciplinary Center for Gender Studies
KfG	Commission for Gender Equality
MVUB	Intermediate Staff Association of the University of Bern
PERS	Human Resources Office
RD	Legal Services Office
RMO	Research Management Office
SUB	Student Union of the University of Bern
UniBE International	Department UniBE International
VRI	Vice-Rectorate International and Academic Careers
VRF	Vice-Rectorate Research and Innovation
VRL	Vice-Rectorate Teaching
VRQ	Vice-Rectorate Quality and Sustainable Development
ZIB	Admissions Office
ZUW	Center for University Continuing Education

Further abbreviations

IDAHOBIT	International Day against Homo-, Bi-, Inter- and Transphobia
IDEAS	Inclusion, Diversity and Equality Association of Swiss Universities
PgB	Project-related federal contributions, here related to the “Equal opportunities - promoting equality, diversity and inclusion at all levels of higher education” program (2025-2028)
S-ADCN	Swiss Academic Dual Career Network