



DIVERSITY, EQUITY AND INCLUSION POLICY

Basel, 25th of October 2024

Approved by ILK on 25th of October 2024

Introduction

At Swiss TPH, Diversity, Equity and Inclusion, or DEI, is fundamental to our organisational excellence and integral to our overarching strategy, driving success throughout all of our activities. From equitable partnerships to excellence in science and innovation for global health, from our mutual learning environment, to sustainability, DEI through evidence-based best practices, makes us organisationally robust, embodies our equitable partnership ethos, and brings full alignment between our institutional identity and purpose with our values and behaviour.

Our DEI policy is directly derived from the Swiss TPH strategy, reflecting our commitment to inclusive excellence at every level—locally, nationally, and internationally. It is crucial to living

Our vision for DEI at Swiss TPH

A work and study environment where difference is necessary; where equity is tangible; and where inclusion is intentional.

our values and achieving our strategic objectives, providing an ethical and effective way of working and way of being at Swiss TPH. Finally, it enhances effectiveness in our global and public health work, *with* our key stakeholders rather than *for* them.

This DEI policy was developed through a participatory process, involving three workshops held between March and July 2024. More than 30 people from Swiss TPH, representing the diversity of Swiss TPH, collaborated alongside an external expert to shape this policy

Building on the previously discrete and diverse initiatives and commitments to Diversity, Equity and Inclusion at Swiss TPH, this policy is the foundation for harmonized DEI goals:

- Swiss TPH leaders actively cultivate and champion DEI through concrete actions. As new generations of inclusive visionary leaders join the institution, concrete commitments to DEI will remain non-negotiable;
- We promote diversity of the work, employees and students at Swiss TPH;
- Students and staff experience inclusion in the infrastructure, systems, teams, and interactions on a daily basis;
- DEI is widely embedded in all of our core business – research, education and services;
- We cultivate equitable partnerships not only within Swiss TPH, but also in collaborations and work conditions with partners;
- Aligned with our commitment to monitoring, we strive to excel in DEI monitoring, evaluation and learning.

To achieve these goals at Swiss TPH, we seek a deep and holistic approach to DEI, recognizing that DEI is at the very heart of our core values, and serve as guiding principles.

Our Values	What they mean	Reflection on DEI Guiding Principles
Courage	Daring to be bold and take chances.	<i>Dare to lead on DEI, set the example, and be open to the sometimes challenging conversations it brings. We dare to question ourselves and other stakeholders in global health about our own biases and behaviours, and their impact at all levels.</i>
Integrity	Doing what is right even when it is hard.	<i>Stepping up when discrimination occurs. This requires a strong ethical compass and our commitment to DEI guides this process, even if it means we lose out on an opportunity in the short term.</i>
Passion	Harnessing our enthusiasm to make an impact.	<i>The unique experiences and identities we bring to Swiss TPH unlock our passion for what we do, who we do it with, and how we do it. Every individual, regardless of background, has the opportunity to pursue their passions and achieve their professional aspirations.</i>
Respect	Valuing others and embracing differences.	<i>This is the ethos of DEI at Swiss TPH. When it comes to DEI, respect for difference is essential to our mission.</i>

Strategic Objectives and DEI

We know that DEI is a long-term learning and practice process, and that research will increasingly guide and deepen our understanding of the main strategic objectives of the Institute, underpinning our work and leading us to constant improvement in how we design and conduct our activities.

<p>Excellence in Science</p>	<p>We discover novel diagnostics, drugs and vaccines and develop new approaches and tools.</p>	<p>DEI = greater innovation</p>	<p>Research shows that DEI is key to innovation, and is increasingly a major focus of research and development funders, regulators and policymakers.</p>
<p>Taking Science to Impact</p>	<p>We integrate new treatments and approaches into policy and health systems.</p>	<p>DEI = better health outcomes, more robust systems</p>	<p>Healthcare delivery, systems, and policies become more robust, eliminate barriers to access, and ensure no one is left behind through effective DEI practices.</p>
<p>Mutual Learning for Sustainable Development</p>	<p>We offer local and international training programmes and courses and graduate and postgraduate levels.</p>	<p>DEI = higher quality education and training</p>	<p>Good DEI approaches fortify the quality of teaching and training, including in global health, and are inherent in sustainable development.</p>

Scope & Definitions in this policy

This policy applies to all people working at Swiss TPH. We expect you to know and respect this policy. As part of a broader ethical framework, other important guidelines and tools that embed DEI principles include our Tell-Us System Policy; Code of Conduct; Student Handbook; and Employee Handbook. These policies indeed prohibit various forms of discrimination and ensure protection of personality, and the DEI policy reinforces these policies through a dedicated focus on values, norms and best practices for DEI.

What Swiss TPH means by Diversity, Equity, Inclusion, and Discrimination

<p>Diversity is a fact.</p> <p>It means all the things that make us different and unique.</p>	<p>While diversity is a fact, it is cultivated and maintained at Swiss TPH through intentional good practices.</p> <p>Diversity can be a combination of different demographic characteristics, attributes, and identities such as, but not limited to: racialised identity, ethnic identity, nationality, residency status, cultural background, mother tongue, religious affiliation, gender identity, sex, sexual orientation, age, socio-economic status, disabilities, and neurodiversity.</p> <p>It also comprises more personal differences such as lifestyles, life experience, personality characteristics, family model, education and professional expertise at Swiss TPH.</p>
<p>Equity is fair treatment.</p> <p>It means taking into account the different needs and contexts that can impact the experience of fairness.</p>	<p>Equity requires recognizing the existence of inequalities and implies the intentional allocation of resources and opportunities based on individual or group needs to ensure fair access to advancement, inclusion, and shared success. Justice, as the ultimate aim, involves removing institutional barriers and creating systems where such inequities no longer arise.</p>
<p>Inclusion is an act.</p> <p>It means that everyone makes efforts to ensure that people feel they belong and are valued in their work.</p>	<p>Inclusion is an intentional and structured way of recognising and benefitting from each person's unique and individual strengths, perspectives and experiences.</p> <p>Inclusion at Swiss TPH implies encouraging active engagement, and acknowledging the value of contributions and participation of all our stakeholders.</p>
<p>Discrimination refers to any direct or indirect exclusion or preferential treatment based on any diversity characteristic.</p>	<p>Whether intentional or unintentional, discrimination deprives or limits equal opportunity and treatment arising from a difference in treatment. It means any unjust or prejudicial treatment of anyone due to an aspect of their identity.</p>

DEI Roles, Responsibilities, Accountabilities

Everyone has a role to play in DEI at Swiss TPH. Nonetheless, some institutional bodies play specific roles or bear responsibilities, and accountabilities to ensure that DEI is lived and embodied by our people. One of their responsibilities is to ensure that DEI is mainstreamed into our processes, and integrated into and measured by our programmes.

Swiss TPH Bodies	DEI Responsibilities
Board of Governors	<ul style="list-style-type: none"> • Holds the Directorate accountable for DEI overall
Directorate	<ul style="list-style-type: none"> • Accountable for DEI strategy, action plans, and outcomes • Brings visibility to and models DEI leadership inside and outside of Swiss TPH • Holds unit heads, groups leaders and project leaders to account for implementing DEI Guidelines and for zero tolerance for discrimination • Provides equitable workplace and infrastructure access
DEI-Network	<ul style="list-style-type: none"> • Contributes for developing DEI strategy, budgeting for DEI operations and co-developing DEI action plans • Ensures overall coordination of DEI activities • Reports to the Directorate on DEI Key Performance Indicators • Synergises efforts with HR for good practice
Human Resources	<ul style="list-style-type: none"> • Liaises with the bottom up DEI network to execute DEI activities • Builds and tracks good DEI practices into HR systems and processes • Synergises efforts for good practice DEI HR Guidelines and trainings with the DEI Network • Enforce DEI principles in hiring and recruitment processes
Unit heads, group leaders, and project leaders	<ul style="list-style-type: none"> • Accountable to the Directorate for implementing DEI HR Guidelines and DEI Projects and Proposals Guidelines • Lead by example on DEI behaviours in people and project management, and follow DEI principles in recruitment processes • Raise concerns to DEI Network and Directorate
All staff, students, consultants, partners	<ul style="list-style-type: none"> • Live and practise DEI values • Raise DEI concerns to appropriate bodies • Engage with DEI network, as desired

Zero Tolerance

In abidance with the Swiss Federal Constitution (SR 101), the Federal ACT on Gender Equality (SR 151.1) Labour Law (SR 822.11), and Code of Obligations (SR 220) Swiss TPH does not tolerate discrimination of protected characteristics. We encourage reporting in good faith of suspected or experienced discrimination through our reporting channels. Any proven case of discrimination under Swiss law will be followed by appropriate sanctions, including dismissal.

This policy aligns with the United Nations' standards of conduct outlined in section 3 of [ST/SGB/2003/13](https://www.un.org/en/ruleoflaw/2003-13).

Reporting

Discrimination issues at Swiss TPH can be reported to one's supervisor or line manager, or via the Swiss TPH Tell-Us-System (which can also be anonymous) <https://swisstph.integrityline.org/>. Swiss TPH provides protection to reporters to ensure that they are not be treated unfairly for having raised a concern in good faith. A report that is proven to be of malicious intent will be considered a serious offence and subject to sanction. For more information on disciplinary measures, rules of conduct, and other related issues, please consult the suite of Swiss TPH Policies available to you.