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### Le mot de la directrice

Je suis heureuse de vous présenter la première édition du rapport annuel de l'Initiative Diversity, Equity and Inclusion. Ce rapport est important à double titre. Il nous permet de faire le point sur nos réalisations mais aussi de tracer la voie à suivre pour l'année à venir.

Notre Institut est né d'un projet pour la paix à travers la collaboration internationale, l'ouverture et la compréhension mutuelle — la diversité est donc ancrée dans notre identité. Mais penser et vivre la diversité aujourd'hui va bien au-delà de ce que cela pouvait impliquer en 1927.

La diversité est un enjeu structurant pour nos sociétés contemporaines — et chaque organisation doit inventer la manière de s'en saisir. La diversité est un concept complexe, un enjeu politique et social crucial qui questionne notre humanité même. Dans un monde marqué par des forces centrifuges qui semblent nous pousser vers l'isolement et la fragmentation, la réconciliation entre diversité et société — au sens de vivre ensemble — apparaît plus nécessaire et pressante que jamais.

Repensons notre approche de la diversité. Plutôt que de la concevoir comme un patchwork d'identités qui se renferment sur elles-mêmes, envisageons-la comme un paysage ouvert et fluide, où les identités se ramifient, s'entrelacent, se transforment et s'enrichissent mutuellement. C'est dans cette dynamique que réside la clé pour préserver notre humanité commune tout en célébrant nos différences.

Le concept d'errance, tel qu'il est développé par Édouard Glissant, devient alors un impératif catégorique. L'errance, loin d'être hasardeuse, est délibérée et nourrie par notre ouverture au monde et à l'autre, par notre désir d'apprendre, de grandir et de coexister. C'est une voie vers une compréhension respectueuse, où nos différences deviennent des atouts, des éléments de composition et de recomposition intégratives.



Penser l'identité comme le fruit d'une volonté, comme l'exprimait Edward Saïd, nous encourage à rassembler plusieurs identités, à ouvrir nos esprits aux autres. C'est un projet stimulant qui demande de l'effort, de la patience et de la persévérance.

Le combat pour une société inclusive et respectueuse de la diversité ne sera pas facile, mais il est impératif. Résistons aux forces qui nous séparent et nous fragmentent en essentialisant nos différences — choisissons d'errer, de nous émerveiller, de rêver, de penser et d'agir étape par étape pour créer ensemble des espaces collectifs qui s'enrichissent de nos différences. C'est ainsi que nous pourrons au mieux affronter les défis de notre monde.

Ce rapport annuel est un marqueur important — il est l'affirmation d'un engagement pour l'Institut, l'engagement de promouvoir activement les valeurs de diversité, d'inclusion et de respect mutuel. Nous sommes fiers de partager avec vous cette première étape de notre parcours tout en anticipant avec enthousiasme les étapes à venir. Je suis convaincue qu'ensemble nous pouvons faire de la diversité notre plus grande force.

Marie-Laure Salles

Glissant, Édouard (1969). L'intention poétique. Paris : Seuil.

Glissant, Édouard (1996). Introduction à une poétique du divers. Paris : Gallimard.

Saïd, Edward (1997). « Ne renonçons pas à la co-existence avec les Juifs. » Interview dans Le Nouvel Observateur, 16 janvier.

### **Foreword from the Director**

This is the first edition of the Diversity, Equity, and Inclusion Initiative's annual report. This report is important for two reasons. It allows us to take stock of our achievements so far and also makes it possible to chart the path forward for the year to come.

Our Institute was born from a project for peace through international collaboration, openness, and mutual understanding — diversity is therefore anchored in our identity. However, thinking about and experiencing diversity today goes well beyond what it might have implied in 1927. Diversity is a structural issue for our contemporary societies — and each organisation must come up with its own ways of tackling it.

Diversity is a complex concept, a crucial political and social issue that questions our very humanity. In a world marked by centrifugal forces that seem to push us towards isolation and fragmentation, reconciliation between diversity and society — in the sense of living together — appears more necessary and pressing than ever. Let's rethink our approach to diversity.

Rather than conceiving diversity as a patchwork of identities that close in on themselves, let's envision it as an open and fluid landscape, where identities branch out, intertwine, transform, and enrich each other. It is in this dynamic that lies the key to preserving our common humanity while celebrating our differences.

The concept of wandering, as developed by Édouard Glissant, then becomes a categorical imperative. Wandering, far from

being random, is deliberate and is nourished by our openness to the world and to others, by our desire to learn, grow, and coexist. It is a path towards respectful understanding, where our differences become assets, elements of integrative composition and recomposition.

Thinking of identity as a self-construction, the result of individual will and choice, as Edward Saïd expressed it, encourages us to bring together and reconcile several threads, to open our minds to others. It is a challenging project that requires effort, patience, and perseverance.

The fight for an inclusive society that is respectful of diversity will not be easy, but it is imperative. Let us resist the forces that separate and fragment us by our differences — let us choose to wander, marvel, dream, think, and act step by step to create collective spaces that are enriched by our differences. This is how we can best face the challenges of our world.

This annual report is an important marker — it is an affirmation of a commitment of the Institute, a commitment to actively promote the values of diversity, inclusion, and mutual respect. We are proud to share with you this first step in our journey while enthusiastically anticipating the steps to come. I am convinced that together we can make diversity our greatest strength.

Marie-Laure Salles

# Membres de l'initiative diversité, équité, et inclusion

#### Sophie Fleury (2021-)

Responsable Communication Institutionnelle et Interne Modératrice de la Taskforce Engagement

#### Emanuele Mario Zavanella (2022-2023)

Doctorant en relations internationales Vice-président de GISA

#### Éric Degila (2022-)

Professeur de pratique, programmes interdisciplinaires et relations internationales/sciences politiques

#### Margaux Schaar (2023)

Gestionnaire du Département de Sciences Politiques et Relations Internationales

#### Stéphanie Rose Flores (2022-2023)

Master en études internationales et du développement Spécialisation en santé mondiale

#### Claire Somerville (2021-)

Maître de Conférences, Affaires Internationales Directrice exécutive du Centre Genre

#### Elisabeth Prügl (2021-)

Professeur, Relations internationales/Sciences politiques, Modératrice de l'initiative GDI

#### Reynaldo Marqueses Jr. (2023)

Assistant Coordinateur des initiatives

#### Graziella Moraes Dias da Silva (2023)

Co-directrice du Centre Albert Hirschman Center sur la démocratie

Professeur agrégé, Anthropologie et Sociologie

#### Cécile de Gardelle (2021-)

Coordonnatrice des initiatives

#### Marta Rosa (2022-)

Co-Responsable des Ressources Humaines

#### Diego Gutierrez (2021-)

Responsable des services aux étudiants Modérateur de la taskforce people

#### From left to right:



#### Laurent Genthon Neury (2021-2023)

Executive Director, Academic Adviser, Bureau du directeur des études

Modérateur de la taskforce Teaching and Research et Disability

#### Jérôme Duberry (2022-2023)

Directeur général, Tech Hub

Conseiller académique, programme exécutif en négociation internationale et élaboration de politiques Chercheur principal Centre Albert Hirschman sur la démocratie et Centre d'études internationales sur l'environnement

#### Laurence Algarra (2021-)

Directrice de cabinet

Additional team members not captured in the group photo

#### Cyprien Fluzin (2023)

Chargé d'enseignement, doctorant en droit international

#### Maurine Junod (2021-2022)

Responsable Communication et Marketing, Formation continue

#### Dena Kirpalani (2023-)

Doctorante Chercheur en Droit International Assistante de recherche, Centre de santé mondiale Chercheuse, Centre pour la finance et le développement

#### Gaya Raddadi (2021-2022)

Student, Master in International Affairs, Major in Global Security and Minor in Power, Conflict and Development

#### Swetha Ramachandran (2021-2022)

Ph.D. Researcher in International Relations & Political Science

#### Isabelle Vuillemin-Raval (2021-)

Bibliothécaire spécialisée en anthropologie et sociologie

#### Zoe Ann Zahariadis (2022-2022)

Étudiante en Master Etudes du Développement, spécialité Mobilités, Migrations & Villes

#### Martina Viarengo (2023-)

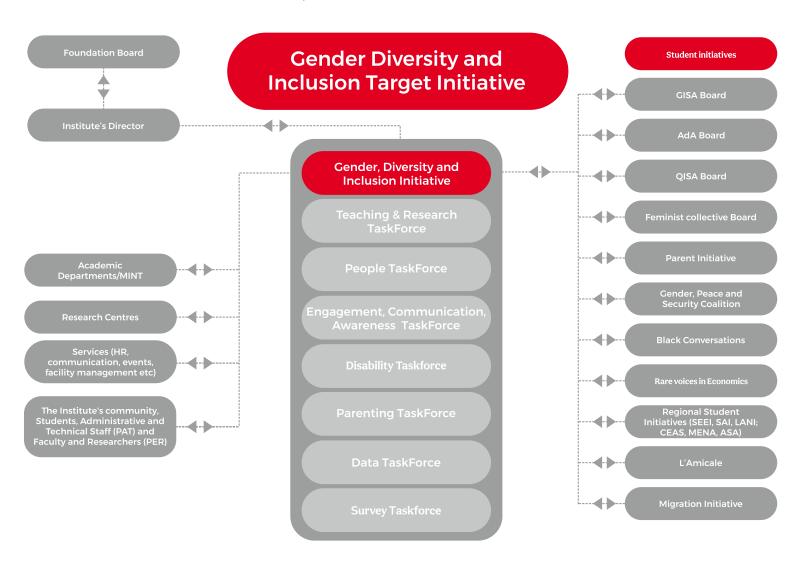
Professeure agrégée, Faculté d'économie internationale associée, Centre pour la finance et le développement Global Migration Centre, Gender Center

#### Nicole Bourbonnais (2021-)

Professeure adjointe, histoire et politique internationales et co-directrice du Centre Genre

L'Initiative comprend sept taskforces (Teaching and Research, People, Engagement, Disability, Parenting, Data, and Survey) et travaille en lien avec des initiatives étudiantes, les départements et les centres de recherche. Une série de consultations et discussions ont permis d'établir des principes de fonctionnement et une compréhension des concepts de Genre, Diversité, et Inclusion.

### L'initiative, ses taskforces et ses liens



### Introduction

The Geneva Graduate Institute Charter established in 2021 defines the Institute's wide mission and vision:

#### Vision

A pioneer in the exploration of global issues, the Geneva Graduate Institute opens creative spaces for diverse communities and fosters the understanding and engagement essential to a peaceful, equitable and sustainable world.

#### Mission

Located in the heart of International Geneva, we produce and share academic knowledge and expertise on international relations, development issues, global challenges and governance. Through a combination of scientific excellence, transdisciplinarity, and critical thinking, we nurture students and professionals to become decision makers on the global stage. We equip them with the competences, confidence, and sense of responsibility necessary to drive positive transformation.

These statements highlight the institution's commitment to fostering a positive transformation toward peace, equity and sustainability. Creative spaces opened to diverse communities are key to achieving this goal. Diversity and equity are, thus, key values built into the vision statement of the Institute. We join existing efforts in the international academic community, including the umbrella organisation of Swiss universities and the European Union's Horizon Europe programme, to foster diversity, equity and inclusion (DEI) in research organisations, recognising the vanguard role universities can play in advancing societal change.

In 2021, the Graduate Institute set up the Gender, Diversity and Inclusion Initiative to help translate our vision into concrete actions. The Initiative brings together members of the Institute's wide range of communities in order to identify areas that need addressing. The Initiative also defines goals and projects and helps drive meaningful change. The Initiative meets regularly (about once a month) as a whole and has established seven task forces working on specific areas (see organigram). In order to achieve its goals, the Initiative employs a three-pronged approach. First, it has focused on addressing the "low-hanging fruit," facilitating changes that are relatively easy to implement (such as the establishment of gender-neutral bathrooms, Diversity Month, Respect Campaign). Second, it has sought to communicate about issues of gender, diversity and inclusion (such as through Diversity Month, Gender Equality Week, and the Respect Campaign). Third, it has worked to develop a strategic plan on Diversity, Equity and Inclusion (DEI), which will be finalised in September 2023.

In this first annual report of the Initiative, we seek to present the state of gender, equity and inclusion at the Graduate Institute. Following the mandate given to the Initiative, we highlight data and interventions in the areas of "people," teaching and research, and engagement.

### **An African Strategy**

Since January 2022, the Institute's director has worked closely with Eric Degila, Professor of Practice, to define a strategic path for a greater presence of and input from Africa in the Institute's teaching and research. Six priorities have been identified:

- Launch a Faculty Chair "Africa in the World." Every year, we will host an African scholar will host every year an African scholar or practitioner to engage with our community and provide original thinking on how to understand the changing world of multilateralism and build our common futures.
- Increase the number of students coming from the African continent. We intend to deploy a combination of strategies, including fundraising, network building, visibility enhancing and information sharing with key partner universities on the continent and the materialisation of a specific scholarship program.
- Increase the reach and accessibility of the knowledge produced in African universities. This could happen through the co-production and co-construction with local partner universities or scholars of specific or generic online pedagogical material.
- Envision the possibility of launching a summer school for African students (Ph.D. and/or Bachelor) – with a

blended or hybrid format, but with a one-week stay in Switzerland — enabling experiences of mutual learning with our community understood in the broad sense.

- 5. Create reverse flows and dynamics:
- a. Find ways to send more of our own students to Africa for short academic stays, internships and projects.
- Create mechanisms to bring to Geneva and/or involve faculty members from our existing and future network of partner universities (beyond the Chair described above).
- 7. Create innovative intellectual partnerships with organisations, such as the African Union in the framework of the *9ème Congrès Panafricain de Lomé 2024*, or *Les Ateliers de la pensée de Dakar* to explore plural futures from an African perspective. This would raise the profile of the voices and debates between young people from Africa and beyond. Some of the key themes that we are considering are:
  - a. Liveable and sustainable cities;
  - b. The new social contract;
  - c. Inclusive multilateralism;
  - d. Governing our commons; and
  - e. Human Intelligence.

### ENTRETIEN CONSOLIDER L'ANCRAGE DE L'INSTITUT EN AFRIQUE

Dêlidji Eric Degila, professeur de pratique

Vous êtes originaire du Bénin et diplômé de l'ENA, vous avez enseigné la politique africaine au Japon et avez été conseiller à la coopération internationale auprès du président de l'Université africaine de technologie et de management -UATM. Comment êtes-vous arrivé à l'Institut ?

J'ai rejoint l'Institut en 2015 en tant que chercheur en résidence au Centre sur la gouvernance globale afin d'y conduire une recherche pionnière sur la place de l'Afrique dans la gouvernance globale contemporaine. Diplomate de formation, je me suis toujours intéressé à l'analyse des questions internationales en « spectateur engagé » avec la préoccupation de mieux comprendre les dynamiques à l'œuvre sur la scène mondiale. L'Institut et l'écosystème de la Genève internationale constituent un cadre privilégié pour étudier ces enjeux et reconfigurations.

### Quels sont vos centres d'intérêts en matière d'enseignement et de recherche ?

Au début des années 1990, j'ai été marqué par le récit d'un camarade de classe dont la famille avait dû fuir un pays voisin du mien pour échapper à une guerre civile. Plus tard, j'ai cherché à comprendre pourquoi l'Afrique est si souvent confrontée aux affres de la violence armée qui compromet son développement. Ce questionnement m'a conduit à m'intéresser au processus de formation de l'État moderne africain, dont la trajectoire historique particulière offre un éclairage utile. Mes axes d'enseignement et de recherche portent également sur l'intégration régionale et la gouvernance globale, ainsi que sur la migration et la santé.



Comment voyez-vous la place de l'Afrique dans la gouvernance globale et le rôle de l'Institut en Afrique ?

L'accélération du phénomène de la mondialisation et la reconfiguration post-bipolaire de l'espace mondial ont conduit à un positionnement nouveau de l'Afrique, longtemps perçue comme un angle mort du système-monde. Aujourd'hui, les États africains à l'instar d'autres acteurs du Sud global, ont pleinement investi la scène internationale en jouant au mieux leur partition dans la gouvernance globale, qu'il s'agisse des questions environnementales, commerciales ou en matière de santé, d'innovation et de propriété intellectuelle.

# **Code Of Conduct And New Mechanisms For Handling Harassment Cases**

In 2022, the Institute implemented a new code of conduct with a new mechanism for handling harassment cases. This system gives a strong role to external resources in order to ensure confidentiality and neutrality. This system is accessible to all active members (students and employees) of our community and has been designed to protect victims and witnesses of inappropriate behaviour. Various training and awareness campaigns have been put in place to familiarise

the community with the code and its associated mechanism, and to generate awareness about harassment and the importance of consent.

https://www.graduateinstitute.ch/sites/internet/files/2022-09/Code\_of\_Conduct\_approved\_ CdF\_220912\_2.pdf

### Respect Campaign

In 2022-2023, the Institute ran a campaign on "Respect" in collaboration with the Diversity, Equity and Inclusion Initiative. The objective has been to foster an environment of tolerance, inclusion, mutual understanding and kindness among the members of our community: Each of us has a responsibility to contribute to maintaining a safe and healthy learning, working and studying environment. Our daily actions, even the smallest, can make a difference and have an impact on those around us. The combined effect of our actions can be enormous.

The Respect campaign has focused on different themes throughout the academic year, such as Diversity Month (November), Sexual Assault Awareness Month (April) and Pride Month (June).

Between 12 October and 27 November 2022, the Institute invited all community members to participate in a joint reflection on the definition of respect and how to respect each other. On the basis of the responses that were received, a committee composed of the president of the Graduate Institute Student Association (GISA), the president of the Staff Committee (COPAT) and members of the Diversity, Equity and Inclusion Initiative chose five words out of all the proposed words that best represent the values that the Institute wishes to reinforce within its community: inclusion, consideration, tolerance, empathy and kindness. Posters and stickers highlighting these five words were placed around campus during the academic year.





### **Making The Institute More Accessible**

The disAbility task force of the Gender Diversity, and Inclusion Initiative brings together students with disabilities, a representative of GISA and the GISA Welfare Committee, the Direction of Studies as well as members of all the administrative services concerned (Student Services, Facility Management, Housing, Library, IT, HR). Its objective is to draw up a report on the situation of the disAbled at the Institute (statistics, available resources, processes in place) and then to define an action plan with short, medium and longterm objectives. It has discussed relevant benchmarks, types of disAbility, currently available resources (for students and staff), the situation at the student residences, HR policies, indicators and statistics (together with the implementation of a survey), objectives and budgets. A concrete achievement has been the inclusion in our community of two differently-abled employees by Novae.

► Inclusion de personnes en situation de handicap Depuis l'automne 2021, Novae et la Fondation Aigues-Vertes collaborent pour accueillir deux personnes en situation de handicap. L'une travaille à la cafétéria de la Maison de la paix, l'autre au Coffee Shop de la paix de la Résidence étudiante Grand Morillon, et toutes deux logent dans cette dernière.

La Fondation Aigues-Vertes est une institution genevoise à but non lucratif reconnue d'utilité publique dont la mission est de favoriser l'intégration sociale et économique d'adultes vivant avec une déficience intellectuelle au sein de la société.

### On Ability

evin Jura has been a master's student in International Affairs with a focus on Global Security and Global Health. He has lived in Geneva and attended the Institute for the past two years, accompanied by his service dog, Bob. Kevin faces various visible and invisible disAbilities, which present unique challenges in his academic and personal life.

Due to work-related injuries, Kevin requires a cane for mobility and has undergone multiple surgeries. These experiences have led to the development of post-traumatic stress disorder (PTSD), depression and anxiety. Additionally, Kevin has Asperger's Syndrome, a form of autism, which affects social interactions and communication. He finds it challenging to understand non-verbal cues and express his thoughts concisely, making participation in classes and discussions difficult

While the Institute is not yet fully inclusive for individuals with disAbilities, efforts are being made to improve the situation. Key individuals like Eliane Minassian-Kellermann, the Head of Student Wellbeing & Support, and Dr. Laurent Neury, the Academic Advisor, have provided invaluable support to Kevin. They helped him find appropriate healthcare providers and a veterinarian for Bob. Kevin also serves on the Institute's DisAbility Task Force.

Note: The intentional capitalisation of the "A" in DisAbility underscores the notion that having a disability, whether visible or invisible, does not diminish one's abilities or potential for success in personal, professional or academic pursuits.

This summary of Kevin Jura's experience is based on a report he provided. He has agreed to share his experience in order to create awareness.



### **People**

Diverse communities include people with a variety of intersecting identities based on gender, sexuality, age, race, national origin, language, socioeconomic status, ability and other markers of difference. But diversity also reflects the variety of our life experiences, education and perspectives on the world. Creating an inclusive space for diverse communities requires an effort at the institutional level to ensure that a broad diversity of individuals and groups feel that they have a space, are accepted, welcomed, and not just thrive but also share, exchange and learn from each other in a respectful way. In diverse and inclusive communities, people with different identities flourish, can succeed professionally and can grow through respectful and productive exchanges, sharing and debates.

The people that make up the Graduate Institute community include faculty, staff and students. They are highly diverse with regard to national origin, an element encouraged also by the Institute's bilingualism, with French and English accepted as languages of instruction and operation. The Institute also includes a large number of women, though gender continues to influence labour divisions and status hierarchies.

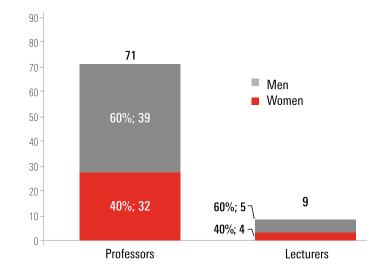
#### **FACULTY AND STAFF**

As of 2022, women accounted for almost 45% of the faculty. Of 71 professors, 32 were women and 39 men; and of 9 lecturers/senior lecturers, 4 were women and 5 men. In addition, 58 visiting faculty members contributed to the Institute's academic community. This diverse group of faculty included three SNSF Eccellenza Fellows.

The Institute aims to recruit faculty that are as diverse as possible in age, gender, nationality, academic background and scientific approach. The relatively high proportion of women in the faculty is the result of a dual policy introduced in 2016,

which involved increasing open competitions for assistant professor positions to provide more opportunities for women and inviting senior women with high-level experience to join the Institute as full professors (nomination "par appel," one per department). The policy accelerated the slow increase in the percentage of female faculty members over the years. In 2008, only 11% of faculty members were women while that number had increased to 36% in 2019. Between 2020 and 2022, the Institute has hired 15 new faculty members, 12 of whom are women (80%). Hence, by 2022, the proportion of women in the faculty has risen to 45%.

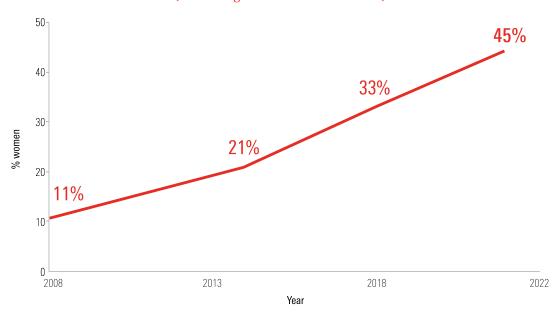
#### **Total Number of Professors and Lecturers in 2022**



#### **FEMALE FACULTY**

#### Percentage of Women in Faculty

(excluding Lecturers and Visitors)



While the number of female faculty has increased over time, they account for 24% (9 out of 37) of full professors in 2022, 69% % of Associate Professor (9 out of 13) and 92% of assistant professors (12 out of 13). Three assistant professors were promoted to associate professors in 2021 and 2022. Several female professors held leadership positions in the past (deputy director, research director), but because of the rotating system, they have been less present in academic leadership positions in recent years. Nevertheless, 35% of the Institute's directorship positions are now held by women.\(^1\) Moreover, for the first time in its history, the Geneva Graduate Institute hired a female director in September 2020. (Marie-Laure

Salles). At the same time, the Institute's Foundation Board elected a female president in July 2021 (Beth Krasna).

A number of policies have been put in place to support assistant professors in order to facilitate the path to promotion, including course releases and a mentoring system. The Institute also has regularised maternity leave for professors and provides an opportunity to stop the tenure clock. The evolving strategic plan pays particular attention to enabling young female professors to succeed professionally and move up the academic ranks.

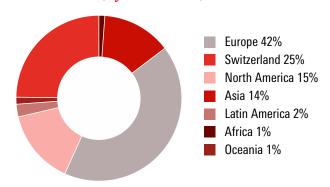
<sup>1</sup> This percentage includes: direction, academic direction, executive direction, research centre directions and department heads

#### **FACULTY NATIONALITIES**

With regard to nationality, our professors come from 25 different countries. The largest non-European group are professors from Asia and North America, which make up 10% of the professoriate, respectively. Virtually all pro-

fessors received their Ph.D.s from universities in Europe and North America — this is an important frontier when it comes to bringing intellectual diversity into our faculty.

#### **Nationalities (by Continent) of our Professors**

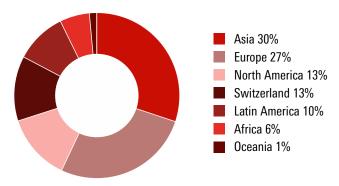


#### STUDENT BODY

The Graduate Institute has a diverse student body. In 2022, it enrolled 1,141 students, about 30% (356) of whom pursued a Ph.D. and 70% (785) a master's degree. Reflecting developments in higher education more broadly, and in the social sciences in particular, 62% of all students identified as female, with 67% at the Master's level and 51% at the Ph.D. level. The degree programme with the most women is the interdisciplinary master's programme with a student body that is almost 71% female.

Students at the Graduate Institute represented nearly 100 nationalities in 2022. Regionally, the largest proportion of students are from Asia (30%) followed by Europe (27%). Only 13% are from Switzerland. Africans were underrepresented, accounting for only 6% of the student body. The Institute has in place various efforts to rectify this imbalance, such as exchange programmes, the development of an Africa strategy, and targeted hiring of African professors.

#### **Geographic Origin of Students in 2022**



### **Teaching**

Promoting equity, diversity and inclusion is not simply a matter of celebrating a community of people with different skin colours, gender identities or backgrounds. Promoting diversity also means creating awareness of histories of discrimination and oppression and validating marginalised knowledge, including in our teaching. The Institute has sought and continues to make its curriculum more inclusive. It is also consciously contributing to efforts to decolonise knowledge more broadly. It does so in its master's and Ph.D. programmes as well as in its Executive Education offerings.

In the fall of 2022, the Geneva Graduate Institute inaugurated a new specialisation in its Master in International and Development Studies (MINT) focused on studying issues of gender, race and diversity. While these topics were included in previous curricula through a gender minor, mandatory and elective classes, the new MINT specialisation gives the issue the visibility and attention that it deserves.

Beyond the MINT, issues of gender, diversity and inclusion are salient throughout the Institute's curricula. An analysis of courses offered in the 2021/22 and the 2022/23 academic years shows that about 50% addressed issues of gender, diversity and inclusion (45% in 2021/22; 53% in 2022/23). The Department of Anthropology and Sociology (ANSO) had the highest proportion of GDI-related courses in both academic years (i.e., 60% and 66% of all ANSO courses addressed issues of GDI respectively), though the highest number of GDI-related courses are offered in the MINT programme.

The MINT specialisation on Gender, Race and Diversity also offers Applied Research Projects (ARP) in which small student groups conduct policy-relevant research with policymakers, practitioners and leaders in Geneva and beyond to answer pressing research questions of global concern.

### SEVERAL ARP PROJECTS HAVE FOCUSED ON VARIOUS ASPECTS OF GENDER. RACE AND DIVERSITY

(Basel Agency for Sustainable Energy): **Best practices for mainstream gender in climate finance** 

• Zheting Liu, Signe Skov Jensen, Duanxia Xu

(Bruno Manser Fund): Securing community/indigenous ownership of the Baram Peace Park (Malaysian Borneo)

 Chiara Ditonno, Karolina Lagercrantz, Agathe Le Vaslot, Jessica Merriman (Diversity on Board): The position of Arab women in the board-room: A regional research study

(Geo Expertise): Amwaj: Women's empowerment through water management & rehabilitation projects in Syria

• Mariam Kerfai, Sarah Shafik, Elona Wahlen

(Global Fund for Widows): WISALAs: An innovation in sustainable finance and financial inclusion

Shaojie MA, Shunyao Liu, Astrid Laurent, Serena Uy

(Global Green Growth Institute): **Gender Expert Group: Gender** transformative green growth and green economy

(Institute for State Effectiveness): **Strategies for effectively supporting women**, peace, and security in Afghanistan

(International Bridges to Justice): Exploring the nexus between poverty and the criminal justice system in the Global South, with a focus on particularly vulnerable communities such as women and children

(OHCHR): Countering intersectional forms of online hate speech against women, girls and gender diverse people in line with international human rights law

(The Global Fund): Ensuring gender and human rights are at the forefront of efforts to prepare for and respond to future pandemics

Sarina Chandaria, Sijia Wen, Marie-Simone Kadurira

(The Global Fund): Sexual exploitation, abuse and harassment (SEAH) reporting - implementing a victim/survivor-centred approach to detection

• Anmol Yagnik, Sara Osuga, Suhana Sehrawat, Yiling Li

(UNICEF): Lessons from COVID-19: How can we ensure the most vulnerable children's access to education is not jeopardised in the next global health emergency?

(UN Women): Gender and intersectionality at the United Nations Human Rights Council: An assessment of topics, trends and tensions

 Zoë Zahariadis, Houda Barroug, Carmela Bigler, Geraldine Probst

### Cours sur le racisme

#### L'ANTIRACISME EST UNE OUESTION DE DÉMOCRATIE

Mahmoud Ould Mohamedou et Davide Rodogno, professeurs d'histoire et politique internationales à l'Institut, ont lancé au début de 2020 un cours intitulé « Une histoire internationale du racisme ». Quelques mois plus tard, le meurtre de George Floyd, un Afro-Américain tué par un policier blanc, provoquait un débat planétaire. Pour eux, le racisme, loin d'être un problème ponctuel, est l'une des forces structurantes des relations internationales, comme ils l'ont souligné dans un entretien réalisé par Marc Allgöwer et publié dans Le Temps du 29 décembre 2020.

#### **INTERVIEW**

#### Comment vous est venue l'idée de ce cours ?

Mahmoud Ould Mohamedou (MMOM): Les grands thèmes contemporains — environnement, santé, sécurité — sont traités de manière systématique et systémique, alors que ce grand problème semble absent dans l'enseignement de haut niveau. Nous avons voulu l'aborder dans sa dimension internationale et sur le long terme, à l'inverse des approches ponctuelles, limitées géographiquement à un pays ou un continent.

Davide Rodogno (DR) : Si nous travaillons sur l'histoire internationale du racisme, il faut aussi aborder celle de nos disciplines académiques. Une grande partie de notre syllabus [programme des cours, ndlr] tente de réfléchir sur nous-mêmes et notre institution. L'histoire, notre discipline, a souvent flirté avec le racisme. De même pour les autres disciplines de l'Institut. Pour être authentiques, il faut dire aux étudiants que nous aussi, en tant qu'institution, avons un passé. Et, comme dans toutes les institutions, il y a eu des professeurs racistes.

**MMOM**: D'ailleurs, la recherche sur cette question est porteuse de racialisation. La discipline des relations internationales, née aux Etats-Unis il y a un siècle, l'a longtemps ignorée. Aujourd'hui, elle est traitée dans ce que l'on nomme les *area studies. African-American studies, Asian-American studies, Latino studies* induisent toutes la fragmentation d'un savoir donné à la communauté de ceux qui y seraient intéressés de par leur vécu. Cela induit un casting intellectuel. C'est paradoxal: au nom d'une réflexion sur un problème sociétal, on en vient à le reproduire.

À vos yeux, « le racisme est considéré, à tort, comme un effet secondaire des relations internationales alors qu'il en est une force structurante »

DR: Il est en tout cas un prisme au travers duquel les relations internationales doivent être étudiées. Mais il a été oublié, de manière très confortable et complaisante. Dans n'importe quel autre sujet de recherche, on vous dirait : « Mais pourquoi ignorez-vous l'éléphant dans la pièce ? » Et vous seriez tenu de vous expliquer. Pas pour le racisme. Or il sous-tend une vision des relations internationales basée sur une hiérarchie des civilisations.

**MMOM**: La discipline des relations internationales traite cette question avec paternalisme. « C'est bien d'aborder aussi cette question », entend-on souvent. Le terme opérationnel ici est « aussi ». Il y a une norme à laquelle on intègre quelque chose qui n'est pas vu comme légitime. L'histoire du racisme dans les relations internationales est celle d'une gêne permanente, d'une question perçue comme une expérience émotionnelle vécue à l'échelle d'un individu. Or il y a des dimensions sociétales, internationales et historiques, et il faut en observer le télescopage.





### **Executive Education**

Issues of gender, diversity and inclusion are also addressed in the Institute's Executive Education programmes. They include two short courses and, importantly, two degree programmes (CAS and DAS) on Gender and Development.

### NEW SHORT COURSE ON DIVERSITY, INCLUSION AND THE ISSUE OF RACISM

Professors Mohamed Mahmoud Mohamedou and Davide Rodogno launched a new short course on "Diversity, Inclusion and the Issue of Racism" in September 2022. This 4-day course was designed to provide professionals in international organisations, government, civil society and the corporate world with a better understanding of these urgent issues.

How is inclusion engineered? How can it be remedied through the work environment and policy-informing knowledge and processes? The course addressed these questions and tackled them in their temporal and international geographic fullness in a forward-looking practical perspective.

## CERTIFICATE OF ADVANCED STUDIES (CAS) AND DIPLOMA OF ADVANCED STUDIES (DAS) ON GENDER AND DEVELOPMENT

Souhaitant mettre en place des formations accessibles, innovantes et de qualité, le Pôle genre et développement (qui est ensuite devenu le Centre genre de l'IHEID) a décidé de créer en 2007 un programme de formation en ligne (e- learning)

en genre et développement afin de renforcer les capacités des acteurs clés pour une meilleure prise en compte du genre dans les actions en faveur d'un développement durable en Afrique. Il propose depuis 2014 un Certificate of Advanced Studies (CAS) et depuis 2020 un Diplôme of Advanced Studies (DAS) qui est maintenant géré par la Formation continue. Le programme repose sur un partenariat avec L'Institut Panafricain pour le Développement Région Afrique de l'Ouest-Sahel (IPD/AOS) qui estuneversité basée au Burkina Faso et l'équipe enseignante est composée majoritairement d'enseignant·e-chercheur·es basé·es dans des universités ouest-africaines. Des membres du Centre genre font partie du comité scientifique et du comité de sélection des candidatures du programme. Depuis 2021, le programme est également proposé dans la région des Grands Lacs (en français). Un nouveau Certificate of Advanced Studies (CAS) débutera en mars 2024 en Amérique latine (en espagnol) en partenariat avec des institutions locales basées au Pérou et a une équipe enseignante latino-américaine.

### SHORT COURSE: THE INTERNATIONAL FRAMEWORK ON THE HUMAN RIGHTS OF WOMEN

Gender Centre affiliates and members have developed and taught this short course jointly with Executive Education and with the support of the Permanent Missions of the Netherlands and Canada since 2012. It is targeted at diplomats in Geneva and seeks to strengthen the capacities of delegates to the Human Rights Council.

### Research

Research at the Graduate Institute has engaged with issues of gender, race and diversity in various ways. Topics related to equality and difference, oppression, exploitation and liberation surface regularly in its publications, research project, theses and dissertations.

#### SOME PUBLICATIONS FROM 2021 TO 2022

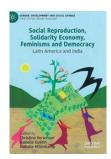
Books published by the faculty addressed topics ranging from feminism and the social and solidarity economy to gender and peacebuilding, gender and agriculture commercialisation, postcolonial views of John F. Kennedy and an exploration of racist and colonialist monuments in Geneva.



### Réflexions finales : effervescences féministes. Réorganiser la reproduction sociale, démocratiser l'économie solidaire et repenser la valeur

Isabelle Guérin, Isabelle Hillenkamp and Christine Verschuur OpenEdition Books

Ce livre explore des pratiques menées par des groupes de femmes dans six régions d'Amérique latine et d'Inde, en éclairant leurs luttes multiples, leurs fragilités mais aussi leurs forces et leurs réalisations. Il innove en proposant une analyse féministe qui renouvelle en profondeur les perspectives sur l'économie solidaire. Il revisite les débats empiriques et théoriques, mais aussi politiques, sur la reproduction sociale. Repenser la valeur et réorganiser la reproduction sociale dans une perspective solidaire se révèle en effet incontournable pour lutter contre les effets destructeurs et déshumanisants du système capitaliste global patriarcal.



### Social Reproduction, Solidarity Economy, Feminisms and Democracy: Latin America and India (Gender, Development and Social Change)

by Christine Verschuur, Isabelle Guérin, Isabelle Hillenkamp Palgrave Macmillan

This book contributes to timely debates on the conditions of resistance and changes with the aim to offer a ray of hope in times of ecological, economic, social and democracy crisis worldwide. In the context of the crisis of social reproduction, impoverishment and growing inequalities, a myriad of women-led grass-root initiatives are bubbling up. They reorganise social reproduction; redefine the meaning of work and value; explore new ways of doing economics and politics; construct solidarity-driven social relationships and combat their subordination.

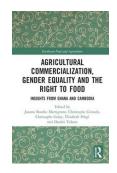


#### Gender in Peacebuilding Local Practices in Indonesia and Nigeria

Elisabeth Prügl, Christelle Rigual, Rahel Kunz, Mimidoo Achakpa, Henri Myrttinen, Joy Onyesoh, Arifah Rahmawati, Wening Udasmoro

Leiden Boston Brill Nijhoff

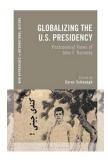
Gender, age, class, ethnicity, religion and political ideologies all matter in peacebuilding. Adopting a feminist approach, the 13th volume of International Development Policy analyses such intersecting differences in local contexts to develop a better understanding of how intersectionally gendered dynamics shape and are shaped by peacebuilding. Findings are presented from a six-year collaborative research project that, involving scholars from Indonesia, Nigeria and Switzerland, investigated peacebuilding initiatives in Indonesia and Nigeria. The authors identify a number of points that highlight how gender is deployed strategically or asserts itself inadvertently through gender stereotypes, gendered divisions of labour or identity constructions.



### Agricultural Commercialization, Gender Equality and the Right to Food Insights from Ghana and Cambodia

Edited By Joanna Bourke Martignoni, Christophe Gironde, Christophe Golay, Elisabeth Prügl, Dzodzi Tsikata Routledge

This book systematically considers dynamics of agricultural modernisation in two countries: Cambodia and Ghana. Profoundly different in terms of their history and location, they provide the basis for fruitful comparisons because they both transitioned to democracy in the early 1990s, made agricultural development a priority and adopted orthodox policies of commercialisation to develop the sector. Chapters illustrate how commercialisation processes are gendered, highlighting distinctive gender, ethnic, and class dynamics in rural Ghana and Cambodia, and the different outcomes these generate.



#### Globalizing the U.S. Presidency Postcolonial Views of John F. Kennedy

Cyrus Schayegh

Bloomsbury Publishing

Using John F. Kennedy as a central figure and reference point, this volume explores how postcolonial citizens viewed the US president when peak decolonisation met the Cold War. Exploring how their appropriations blended with their own domestic and regional realities, the chapters span sources, cases and languages from Latin America, Africa, Asia and Europe to explore the history of US and third world relations in a way that pushes beyond US-centric themes.



### Temps, espaces et histoires. Monuments et héritage raciste et colonial dans l'espace public genevois: état des lieux historique.

Mohamed Mahmoud Mohamedou et Davide Rodogno,

Département d'histoire et politique internationales, Geneva Graduate Institute

This publication presents a comparative and historical inventory of the monuments and the racist, colonial and slavery heritage in the public space of Geneva. The study offers a basis for analysis, a source of information and a basis for reflection on symbols that would have a racist connotation or would be linked, in one way or another, to colonialism and slavery.

The Geneva Graduate Institute faculty and researchers also published almost 100 journal articles on topics relating to gender, sexuality, race, colonialism and other issues of difference. Many of these were in peer-reviewed journals and took up topics including gender in international courts, peasant studies and land grabbing, the international family planning

movement, the role of partners of HIV-positive women, vaccine injustice, racial inequality in different countries, gender aspects of migrant assimilation and the decolonisation of academic knowledge. A complete list of articles published in 2021 and 2022 is available on the GDI Initiative's website.

#### RESEARCH PROJECTS

In addition, Graduate Institute faculty and researchers have successfully attracted funding to study topics related to gender, diversity and inclusion. Faculty grants address the reorganisation of the family in East Africa, the gender aspects of survival practices among migrants and the relationship of gender polarisation to labour market changes in de-indus

trialising countries. Several Ph.D. students have received funding from the Swiss National Science Foundation for their research, addressing topics such as the experiences of queer migrants in the asylum process, rural finance in India, matriarchal communities in India, and the links between forced migration and transnational activism.

#### Competitive Research Grants Awarded between 2021 and 2022 on Gender, Diversity and Inclusion-Related Topics

Researcher	Grant Title	Granted By	Grant Amount	
Droz, Yvan	FamiLEA: The Remaking of the Family in East Africa	SNSF Sinergia grant	CHF 2,986,857	
Wirz, Gina	Forced migration and transnational activism: the case of Colombian women in exile	SNSF doc.CH grant	CHF 213,589	
Gangwar, Aadarsh	Passing for an "Authentic" Queer? Queer disruptions to truth and credibility assessment within asylum procedures	SNSF doc.CH grant	CHF 202,224	
Kaushal, Tanushree	Gendered Governance of Microfinance: Transformation of rural finance in/by the Indian State	SNSF doc.CH grant	CHF 269,370	
Patnaik, Shriya	Re-Constructing and Re-Imagining the Matriar- chial Community of Mahari-Devadasis	SNSF doc.CH grant	CHF 204,136	
Prügl, Elisabeth	Gendering Survival from the Margins	SNSF Division 1 grant	CHF 579,332	
Rho, Sungmin	Labor Market Changes and Gender Polarization in Deindustrializing Societies	SNSF Division 1 grant	CHF 636,397	
Heidari, Shirin	Conducting Research on Sexuality, Sexual Practices, and Sexual Health in Refugee and Other Displaced Populations	SNSF Scientific Exchanges grant	CHF 19,600	
Beury, Manon	International Law Dis/Oriented: Queer Legacies and Queer Futures	SNSF Scientific Exchanges grant	CHF 11,900	
Davis, Meg	Research Collaboration on Technology, Equity and the Right to Health	Open Society University Network grant	CHF 729,010	
Medge, Norita	Women Politicians in Africa: War of Symbols and the Struggle for Political Legitimacy	Marie Skłodowska-Curie Actions, Individual Fellowship	CHF 207,089	
Rusterholz, Caroline	Decolonising sexual and reproductive health: postwar Britain in transnational perspective, 1950s-2020s	-	CHF 1,823,079	

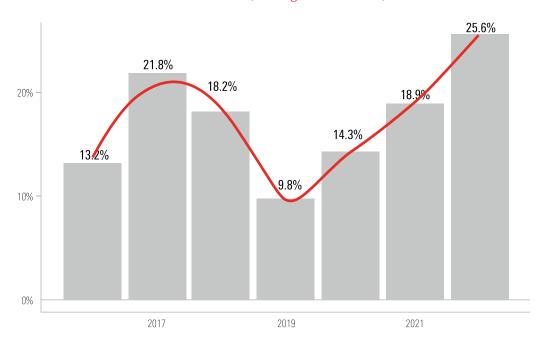
#### PH.D. THESES AND MASTERS' DISSERTATIONS

Student researchers have paid significant attention to issues of gender, diversity and inclusion in their Master's and Ph.D. dissertations. Thus, an analysis of the abstracts of 293 Ph.D. theses completed at the Graduate Institute between 2016

and 2022, showed that an average of 17.4% included at least one keyword pertaining to gender, diversity and inclusion. Moreover, the data indicates a clear increase in the number of Ph.D. theses dealing with these issues over time.

#### Percentage of Diversity-Related Theses over Time (normalised)

Defined as containing at least 1% of diversity-related vocabulary in the abstract (in range of 0% to 6%)<sup>a</sup>



A Thanks to Livio Silva-Müller for providing this chart, which involved an analysis of theses abstracts, employing the following keywords: gender, women, femin-(ine, ism), equality, girl, queer, LGBT\*, sex-(uality, ism), race-(ism), colonial-(ity, ism), ethnic-(ity), whiteness, ability, disability, class, inequality, intersectionality, diversity, inclusion.

Note that between 2010 and 2016 many abstracts were missing, making it difficult to interpret developments during this time interval.

#### PH.D. THESES COMPLETED ON GENDER, DIVERSITY AND INCLUSION TOPICS, 2020-2022

- ► The political economy of famine relief labour, colonialism, and public works in the North-Western provinces of India, c. 1860-1920, by Amal Shahid
- Combatants for peace, queering figures, or 'just some more Colombians': Co-constructions of ex-combatants' citizen-subjectivities in everyday reintegration practices, by Mia Schöb
- ► Transnational communist networks in the post-WWI Middle East: Anticolonialism, internationalism and itinerant militancy (1919-1928), by Burak Sayim
- ► The image of remoteness mobility and alterity in Eastern Afghanistan, by Tobias Christophe Michael Marschall
- ► The binary gendering of individuals in international law: A plurality of assembled norms and productive powers of the legal registration of gender, by Lena Holzer
- "An anomaly among anomalies": Colonial membership of the League of Nations, by Thomas Gidney
- Laws of change: Rights, transitions and violence in postcolonial Ghana, by Frank Afari

#### MASTERS DISSERTATIONS COMPLETED ON GENDER, DIVERSITY AND INCLUSION TOPICS, 2021-2022

Using a different methodology, one can identify 34 master's dissertations that explored gender, diversity and inclusion in the 2021/22 academic year. These dissertations, evaluated between April 2021 and April 2022, encompassed the cohort of 2019-2021, including students who received extensions. Situated in a diverse array of academic disciplines, each thesis contributes to the advancement of knowledge in their respective fields, with a particular focus on topics related to gender, diversity, equality and similar themes.

Within the disciplinary master's section, a total of 107 titles were assessed, of which seven (i.e., 6.5%) addressed gender, diversity, equality and related subjects. The explored topics span a wide range of issues, including the experiences of marginalised communities, socio-cultural dynamics and

the challenges faced by underrepresented groups. These research endeavours shed light on crucial issues, including allyship within the LGBTIQ+ movement, African students' experiences in Switzerland and the representation of motherhood in old age.

The interdisciplinary master's section featured 186 dissertations, 27 of which (14.5%) explored themes of gender, diversity, inclusion and related subjects. The research spanned diverse domains, including politics, migration, social media, poverty, race and climate change. Examples of these studies include the examination of masculinity and aggressive political behaviours, internal migrant workers' experiences during the COVID-19 pandemic and the role of gender in environmental peacebuilding.

		Disciplin	ary Masters
GANGWAR	Aadarsh	Master in Anthropology and Sociology	We're Here! We're Queer! But Who Are "We"? A Story of Allyship and Discord Within the LGBTIQ+ Movement in Geneva
KARUWO	Kingdom Fungai	Master in Anthropology and Sociology	Experiences of African Students Studying in Switzerland.
KUMAR	Drishti	Master in Anthropology and Sociology	Motherhood in Old Age: A Content Analysis of In-Vitro Fertilization and Elderly Mothers in Newspaper Articles
MASROUR	Shilan	Master in Anthropology and Sociology	"No Friend but the Mountains": Memory and Belonging amongst Kurdish Former Women Fighters in Switzerland
SCHEIDERER	Madlene	Master in International Law	Persons with Disabilities in Armed Conflict
SOSTISSO RUBERT	Fernanda	Master in International Law	The Urge to Go and the Need to Leave: The Obligation to Repatriate Foreign Fighters and Their Families in Northeast Syria under International Human Rights Law
YANG	Zixuan	Master in Anthropology and Sociology	Abominable Gazes: Extraordinary Conditions and Ordinary Moral Struggles among Chinese Sex Workers in Paris
		Interdiscip	linary Masters
ABOAGYE	Ernest	Master in Development Studies	Masculinity and Aggressive Political Behaviours among Young People in Akuapem North, Ghana
AGARWAL	Surabhi	Master in Development Studies	"No One Leaves out of Choice": Contesting Migration Categories for Internal Migration - The Case of Internal Migrant Workers in India during COVID-19
AHMED	Salma Magdy Abdelhay	Master in Development Studies	Social Media: A Tale of Hashtag Wars, Hatred without Borders, and Virtualized Phobias
AMAT0	Tiziana Raf- faella	Master in Development Studies	Enhancing Responsiveness in the Reception of Asylum Seekers
ANIN-YE- BOAH	Obaa Yaa Aninwaa	Master in Development Studies	Poverty and Inequality in Ghana: an Analysis of Editorials and Opinion Articles Written by Ghanaian Elites
AYALURI	Samhita Srinivas	Master in Development Studies	In Line for Justice: Interrogating Legal Failures in Protecting the Rights of the Devadasi and Dommara Women in India
BENITEZ CORTES	Ailin Allelen	Master in Development Studies	Aborto Yal: The Mobilization of the C8M Feminist Network toward the Legalisation of Free and Safe Abortion in Chile
BHARADWAJ	Samhita	Master in International Affairs	Ambassadors as Instruments of Culture: Institutional Culture of Indian Diplomatic Missions and their Impact on the Agency of Female Ambassadors
CHADDHA	Kameni	Master in International Affairs	State Incursion through Masculinities at the Periphery: the Case of Karamoja, Uganda
CHAVES VENZON	Pedro	Master in International Affairs	Making Invisible Producers Visible: Extractivism and Sustainable Development in the Amazon

CHICA GOMEZ	Karen Dayana	Master in Development Studies	Race, Gender, and Class in the 2021 Ecuadorian Legislative Elections: An Intersectional Analysis of Afro-Ecuadorian Women Candidates'; Discourses and Experiences
GROPP	Milena Christa Bärbel	Master in Development Studies	Fabricating Gender: Gender Equality and Gendered Barriers to Representation and Leadership in Bangladesh's Garment Industry
GUILLIER	Matthieu Robin James	Master in International Affairs	Environmental Peacebuilding in Indigenous Communities: A Small-N Comparative Analysis of Conflict Resolution Practices
HILLERT	Lina	Master in International Affairs	Human Rights and Peacebuilding: Bridging the Gap
HOECKLIN	Madeleine Claire	Master in International Affairs	The Frontlines of Climate Change: Preparing for the Daunting Threat of Climate-Induced Migration at the International, National, and Local Level
HONEN- DELMAR	Mélodie Maryvonne	Master in Development Studies	Protecting Migrants' Right to Education: Analyzing States' Motives from an Education Continuum and Human Rights Approach through the Case Studies of Canada and Switzerland
HOPFINGER	Valentin	Master in International Affairs	Facilitators and Barriers to a Coherent EU Global Health Strategy
JIN	Grace	Master in Development Studies	Who cares? Pathologies of gendered-racialized caregiver burden among migrant domestic workers in Taiwan
KIPGEN	Nemhoilhing	Master in Development Studies	Ethnic Education, Identity and Violence: A case study of the Karen and Mon ethnic education regimes in Myanmar
LASSERRE- ENGBERTS	Laureline	Master in Development Studies	Intersectionality as an Approach in Public Health - A Concept Analysis
MCKENZIE GORTON	Edward	Master in International Affairs	Enforcing the Prohibition of Sexual Violence
PINOJA	Letizia Gaja	Master in Development Studies	Cho-co-lonialism: a historiographical analysis of Swiss chocolate and its colonial origins
SWYDEN	Priya Carlene	Master in International Affairs	NATO, Gender, and Digital Diplomacy: Analyzing the Alliance's Commitment to Women, Peace and Security
THOMAS	Tatiana Sofia	Master in Development Studies	A Study of the Contributions of a Gendered Approach for Community-Based Conservation in the African Great Lakes Region
TORNER	Jennifer Teresa	Master in Development Studies	What Are White Americans Good For? Interrogating the "White Gaze" of International Development and the Role of White US-Americans in the Sector
WANDIA	Ivy Gathoni	Master in International Affairs	Women and the Al-Shabaab:The Involvement of Female Actors Within a Terrorist Network in Kenya
WARNCKE	Sina	Master in Development Studies	(De)bordered Family Planning: Strategies of Female Latin American Irregular Migrants in Geneva
YAMADA	Rei	Master in Development Studies	Racism in a "Raceless" Nation: Everyday Experience of Young Zainichi Koreans



### **Gender Centre**

The Gender Centre is an important hub for fostering scholarship at the Institute that addresses issues of gender justice, in intersection with other status distinctions including race, class, nationality and sexuality. It does so by showcasing and supporting work of affiliated faculty and Ph.D. students and by catalysing networks of scholars to develop common projects and seek funding for these. In addition, it reaches out to feminist policy circles and International Geneva in order to communicate Graduate Institute research. The Centre was founded in 2011 as the "Programme on Gender and Global Change" and graduated into a full-fledged research centre in 2016.

Co-directed by Nicole Bourbonnais and Aditya Bharadwaj, the centre hosted 15 research projects in 2022, bringing in CHF 8.7 million in external funding. These projects include research on a range of issues such as gendered governance of microfinance in rural India, survival strategies and health repercussions in forced displacement and queer disruptions to truth and credibility assessment within asylum procedures.

The Gender Centre community included 17 research fellows, 3 postdoctoral fellows, 2 visiting researchers/junior fellows, 25 Ph.D. affiliates, and 18 faculty affiliates. The centre actively engages this community through regular events such as the Gender Centre Book Club, the Gender Seminar Series and evening events attracting large audiences. The centre has also collaborated with relevant student organisations and other centres to organise events and support each other's work.

In addition to this, the Gender Centre fosters networks within and beyond Europe, and participates in existing ones, such as the International Gender Champions, the Women Peace and Security (WPS) Group of Friends, and expert working groups at the World Health Organization (WHO) and the Special Programme for Research and Training in Tropical Diseases (TDR). The Centre has also launched a new initiative — the Sexual and Reproductive Health and Rights (SRHR) Working Group — which brings together faculty at the Institute with members of UN bodies and civil society organisations working on SRHR to discuss contemporary issues in the field.

#### **INTERVIEW**

#### PROMOTING GENDER EQUALITY IN THE DIGITAL WORLD

Claire Somerville, Executive Director of the Gender Centre and Lecturer at the Geneva Graduate Institute

In an interview in October 2021, Claire Somerville, spoke about her participation in the EQUALS-EU project, which seeks to promote gender equality in social innovation and the digital world. She explained:

Our EQUALS-EU project aims to build capacity to promote gender equality in social innovation and the digital world. Through my work at the Gender Centre, I have been an active member of the EQUALS Global Partnership since its launch by the International Telecommunications Union (ITU) here in Geneva in 2016, which is where I met colleagues from aca-

demic institutions interested in collaborating on this current EU project. The project aims to establish capacity through multilateral collaborations to empower women and girls to build smart, sustainable and inclusive digital ecosystems. The project's uniqueness derives from its scope to bridge new research with hands-on, practice-based activities to increase diversity and access in science, technology, engineering and mathematics (STEM). We will be actively engaging with our Graduate Institute students to participate in an innovation camp, an incubator programme and a month-long boot camp to find solutions to women's and girls' digital inclusion, develop women-led start-ups and finally provide support to future women-leaders in digital innovation. It is an enormous opportunity to push the frontiers on digital inclusion in both research and in practice.

### INTERVIEW DECOLONIZING THE UNIVERSITY SPACE

Gaya Raddadi, Master Student in International Affairs

In 2021, the Gender Centre commissioned a paper from Gaya Raddadi (pictured), an International Affairs Graduate Student, on decolonising the university. Titled "A Room of One's Own is Not Enough: Decolonising the University Space," the paper examines the historicity of knowledge creation and how it impacts the curriculum, institutions and pedagogies in universities. It proposes practices of decolonisation that include critical, anti-racist, feminist pedagogical approaches, training of academics and students, improving hiring practices, and addressing societal, financial, and cultural barriers. The goal is to promote anti-racism and change the culture of the institution beyond diversity and inclusion agendas.



### **Engagement**

The Initiative seeks to foster engagement throughout the Institute towards advancing goals of gender equality, diversity and inclusion. It wants to create an institutional culture that reflects these values and create a safe environment that allows for respectful debate and mutual enrichment. It has worked to raise awareness and communicate through internal channels, offering learning opportunities and training. It also has sought to advance issues of equity, diversity and inclusion in external engagements in Geneva and beyond. This section shows a number of exemplary events and actions launched.

#### **EVENTS**

(Since its inception in 2021, the Initiative has been particularly active organising events that introduce wide audiences to issues and ideas related to gender, diversity and inclusion, foster internal conversations, and keep the issue in focus. Of particular importance have been the series of events clustered in Equality Week, which took place around International Women's Day in March 2021 and 2022, and those clustered in Diversity Month in November of 2021 and 2022. Many of the events have been co-organised with student initiatives, the Gender Centre, and partners in Geneva, such as the City of Geneva.

Memorable events included the following:

- Decolonising the university: An event organised in 2021 by the Initiative in collaboration with the Gender Centre. The event featured a community panel discussion on the ways in which curricula, institutions, and pedagogies can be decolonised to create inclusive spaces for the production, sharing and dissemination of knowledge.
- ▶ Menstruations, sharing experiences from Africa, Asia and Europe: An event organised during Equality Week in 2022 by the Initiative together with the City

of Geneva, the World Health Organization, the Global Health Centre and the Gender Centre. The event aimed to shed light, provide clarity, and guidance on menstrual hygiene management, which continues to be an issue that is frequently overlooked or poorly addressed. The event featured an interactive discussion with perspective sharing by two Institute students (Deane de Menezes of Red is the New Green Sustainable Development Foundation and Marie-Simone Kadurira of Vasikana Vedu, Zimbabwe) as well as an alumnus (Héloïse Roman of Agenda 21-Ville durable from the City of Geneva) and a WHO representative (Venkatraman Chandra-Mouli from the Department of Sexual and Reproductive Health and Research at the World Health Organization).

- ▶ Lagging behind: understanding the slow progress of implementing trans, non-binary, and gender non-conforming workers' rights at the UN in Geneva. This event was organised during Diversity Month in 2022. It featured Mira Fey, Assistant Professor of Social Work at Fribourg (HES-SO) and alumna of the Graduate Institute who reported results from her study of the situation of gender-diverse workers within International Geneva. Fey found that the vast majority of international organisations do not provide adequate employment rights for such workers. Her study identified the root causes for their disregard and offered policy recommendations.
- ▶ In conversation with Reni Eddo-Lodge, a British journalist and author. Co-organised with the Les Créatives festival during Diversity Month, the Initiative and the Gender Centre welcomed Reni Eddo-Lodge, British journalist and author, to discuss her work. Together with Noémi Michel, she engaged in an effort to define the contours of feminist and anti-racist struggles in Europe.

► Nuestrad libertad by Celina Escher (film screening and panel discussion)

Co-organised with FILMAR en América Latina Festival, le Bureau de la promotion de l'égalité et de prévention des violences (BPEV) of the Canton of Geneva and the University of Geneva during Diversity Month.

Imagine that you are pregnant. You are in your ninth month. You feel an intense pain. You faint. When you wake up you are at the hospital, surrounded by police officers. They accuse you of having killed your own baby. This is the story of Teodora Vásquez, the spokesperson of the "17 y más" accused of aggravated homicide because of having an obstetric emergency in El Salvador.

 Becoming a black woman (film screening and panel discussion)

Organised in partnership with the International Film Festival and Forum on Human Rights (FIFDH) and the Young Activists Summit.



#### Future of diversity event

The Fab, in collaboration with the Tech Hub, organised The Future of Diversity Event, an art contest where members of the Institute community were invited to submit art pieces that represented what the future of diversity could look like. The art pieces submitted ranged from photographs representing the diversity of everyday objects, to reflective poems

and futuristic paintings. The winner of the Futures of Diversity art contest was Marie Thorndahl, Editorial Manager of International Development Policy.

"My paintings #multitude are about our ways of categorising living things, whether in terms of gender, species other than humans and finally the humans themselves. It's so exciting for the future to know that we can challenge boundaries that seemed so obvious a short time ago. I hope my paintings can help move our inner lines."



https://www.graduateinstitute.ch/communications/events/futures-diversity-0

In addition to these events, which largely targeted the Graduate Institute community as an audience, the Initiative also sponsored one more externally-oriented event.

#### La journée futur en tous genres.

The event brought to the Institute a group of 9th graders (12 to 13 year olds) in order to discover new horizons. We invited them to reflect on their career choices and life perspectives without preconceived notions. The day was designed to showcase the broad professional options available today to girls and boys.

### **Actions**

The Initiative has served as a catalyst for a number of actions that have improved the everyday lives of gender-diverse members of our community and those differently abled. These have included the creation of a guide for gender-inclusive language, the establishment of gender-neutral bathrooms, the provision of menstrual products, interventions to make the Institute more accessible to persons with disabilities and implementation of the code to address sexual harassment.

#### Vers une communication équilibrée et sans biais de genre

La manière dont nous utilisons le langage contribue fortement à la transformation du monde dans lequel nous vivons. L'Initiative genre, diversité et inclusion a préparé un « Guide de la rédaction féminisée et épicène à l'Institut » en français et des « Graduate Institute's Gender-Inclusive Language Guidelines » en anglais. La Direction de l'Institut et l'Initiative genre, diversité et inclusion encouragent l'utilisation du langage féminisé et épicène à l'Institut afin de rendre nos communications plus inclusives et de donner une même visibilité aux deux genres. Elles recommandent également une communication équilibrée et sans biais de genre

#### ► Free Sanitary Product Dispenser at the Institute

This is one more step in the fight against menstrual precarity but also for gender equality. This free hygienic



product dispenser (dispensing organic pads and tampons) is available in one of the women's restrooms at the Maison de la Paix.

This pilot project launched in December 2021 is the result of a collaboration between the Graduate Institute Student Association (GISA) (which spearheaded the proposal),

the Gender, Diversity and Inclusion Initiative, and the Institute's Executive Direction, which covers all costs related to the project.

GISA President Aishwarya Tendolkar believes that "these sanitary products are basic necessities and should ideally be free in all public spaces. This pilot project is a step towards ensuring menstruating individuals feel safe and included in the community. It is a step towards making the Institute more inclusive and accessible."

#### Gender-Neutral Bathrooms

In the spring of 2021, the Institute inaugurated its first gender-neutral toilets, in collaboration with the Graduate Institute Student Association (GISA), the student association and the Queer International Student Assembly (QISA). Representing progress towards greater inclusion of its users for some, all-gender toilets are also intended to accommodate transgender or non-binary people.

At the base of this action was the desire to offer everyone an equivalent space that allows them to be comfortable, according to their needs and their gender identification. Accordingly, the student associations demanded the modification of the sanitary facilities of the institution, so that 50% of them are ultimately gender neutral. This constitutes a partial adaptation in order to respond to the great diversity that makes up our student body.

### Alumnae-i

Our alumnae-i are also active in gender, diversity and inclusion related-topics.

#### **INTERVIEW**

**Jasmin Danzeisen, Master in International Relations 2007**Senior Manager, People & Organisation, PwC Switzerland

"Diversity and Inclusion in Corporate Setting" by Jasmin Danzeisen: This article discusses the importance of promoting diversity and inclusion in corporate settings. Jasmin Danzeisen explores the benefits of having a diverse workforce and provides insights on how companies can create a more inclusive workplace culture.

In a nutshell, PwC supports organisations defining the "S" of ESG (environmental, social, and governance) — their social engagement. We help our clients develop their people strategy with a focus on diversity and inclusion (D&I), we assess their maturity against peers and benchmarks, and support our clients with analytics and tailored training for their leadership and employees. Since 2017, we have partnered with the EQUAL-SALARY Foundation to provide equal pay and equal opportunity certification services.

### Why is teaching organisations diversity and inclusion important?

In today's post #metoo, George Floyd and COVID world, D&I are not just "nice to haves" anymore. Shareholders and key stakeholders ask organisations for more transparency around their D&I efforts. This is equally true in the private sector as well as in international organisations. Employees expect organisations to be responsible corporate citizens and want to work in organisations that are purpose-led and value-driven.

Studies have shown that diverse organisations can be more innovative and productive. Today, most organisations are diverse, this is a given. However, to make diversity really work and reap the benefits of diversity, you need an inclusive mindset and an inclusive culture in the organisation. And this is where we help our clients.





#### **INTERVIEW**

Kossiwa Jacqueline Tossoukpe, Master in International Affairs, 2019

Diversity, Equity and Inclusion Specialist for UBS Switzerland

"Institute Student Champions Diversity in Security Sector" by the Graduate Institute: This article features Kossiwa Jacqueline Tossoukpe, an Institute student who is championing diversity in the security sector. The article discusses Tossoukpe's efforts to increase representation and create a more inclusive workplace culture in this field.

Historically, the police force has been known to be white, male, politically conservative and heterosexual, a perception which made it difficult for women, ethnic and racial minorities to consider a career in policing. With the implementation of equal opportunity legislation and changes towards multiculturalism, some police organisations aim at recruiting a more diverse force to improve their relations with the community. [...]

Gender equality in the police workforce is imperative. Research on women in policing reveals that women bring valuable talents and skills to the sector. To enhance workforce diversity, police organisations should eliminate discrimination when aiming at improving recruitment, selection and retention. Moreover, it is vital that diversity policies go beyond symbolic efforts. Hiring quotas, for example, can be counterproductive. One reason is that "quota" police officers can experience increased performance pressure and feelings of exposure or isolation. Enforcing an inclusive police culture through mutual respect and equal participation at all levels is more meaningful and a better contributor to diversity, which in the long run will attract diverse applicants.

### **Student Initiatives**

Many student initiatives at the Graduate Institute make issues of gender equality, diversity and inclusion a key focus of their work. They constitute a valuable resource and have often identified crucial needs and participated in the co-creation of change. The initiatives also keep conver-

sations around GDI topics alive at the Institute and have led to concrete actions through the implementation of ideas. The Initiative is grateful to have these student initiatives as partners and is happy to be able to feature their important work in this report.



#### RARE VOICES IN ECONOMICS

Rare Voice in Economics is a joint initiative from the Graduate Institute, the University of Geneva, the University of Lausanne and EPFL to create a network of Ph.D. students, post-docs, professors and other researchers. Its main goal is to kick-off a broad conversation about how systemic biases (based on gender, ethnicity, seniority, etc.) affect us as a community of economic researchers and professionals.

In August 2021, the Graduate Institute's working group in Women in Economics Léman and the faculty steering commit-

tee of the Department of International Economics launched Guidelines towards a More Inclusive and Equitable Economics Department\_at the Graduate Institute. The document aims to generate a collaborative atmosphere where everybody, regardless of gender, ethnicity, sex, age, sexual orientation, ability, seniority and socioeconomic background, feels a sense of belonging and respect. Such a space has the distinct feature of not tolerating diversity but embracing it through affirmation and empathy.





#### QISA

The Queer International Student Assembly (QISA) is the LGBTQIA+ branch of the Graduate Institute Student Association (GISA). Their focus is on addressing rights, representation and visibility for the broader queer community at and around the Institute.

QISA aims to challenge heteronormative norms and spaces on a daily basis. Pinkwashing, which involves superficial displays of support without concrete actions, is a concern. QISA strives to address these issues by raising awareness and pushing for concrete actions such as worker rights, anti-discrimination laws, and protections for LGBTQIA+ individuals.

QISA has been actively working to address these issues and stigmas in Switzerland by advocating for the queer community at the Institute. It has built relationships with local LGBTQIA+ associations in Geneva and participated in GISA activities. QISA also organises various events focusing on critical LGBTQIA+ topics, including representation of queer migrants in media, the LGBTQIA+ situation in India, and

advocacy for LGBTQIA+ communities in Turkey. It also hosts social and educational events to promote activism, diversity, inclusion and a safer environment for LGBTQIA+ individuals at the Institute and beyond.

While it is important to engage in difficult conversations about ongoing struggles for LGBTQIA+ rights, it is equally important to celebrate our existence, identities, expression and progress made so far.

Beyond the vibrant celebrations that accompany Pride Month, lies a steadfast determination to combat anti-LGBTQIA+ sentiment and governmental actions. Even in Switzerland, where progress has yet to be made on legalising same-sex marriage, the struggle for equality persists. The Queer International Student Assembly (QISA) has emerged as a powerful force, leveraging its platform to amplify the voices of the queer community at the Institute while tirelessly addressing the pressing issues faced by the LGBTQIA+ community each day.



In memory of Sarah Hegazi, who was brave enough to speak up for the LGBTIQ+ community around the world.

#### INTERVIEW

#### FEATURE: ADVANCING THE LGBTQIA+ AGENDA

Delcia Orona, QISA's President Cihangir Chan, QISA's Vice President

### Where does the LGBTIO+ rights movement stand in Switzerland today?

Pride Month tends to be the time of year where pinkwashing and homonationalism are most evident not only in Switzerland but in many "Western" countries throughout the world.

Pinkwashing describes the deliberate action of using LGB-TIQ+ related issues or symbols in positive ways to distract from the negative actions occurring at the hands of organisations, business corporations or governments themselves. For example, this can be seen when corporate businesses change their logos to the Pride Flag during Pride Month and actively promote LGBTIQ+ visibility in Western countries, yet will not do the same for their locations in non-Western countries

This is also directly related to the concept of homonationalism. Homonationalism describes the deliberate use of LGBTIQ+ social movements to claim a stance of tolerance, freedom, etc., and to actively criminalise, stigmatise, demonise countries (often Muslim-majority countries and other non-Western countries) rather than seeking to address issues with LGBTIQ+ rights in their respective countries or in Western society as a whole.

Homonationalism creates the binary categories of LGBTIQ+ "tolerating" "West" vs. hostile "East"; and "liberated" Western queers vs. vulnerable "Eastern" queers who wait for the "help" of the "West" to be saved from Muslim hetero-patriarchy (a "White Saviour" narrative).

Moreover, homonationalism only includes certain LGBTIQ+ subjects who conform to homonormative standards, excluding "sexual-racial" others .

#### What is QISA doing at the Institute?

As Audre Lorde says, "Without community, there is no liberation". QISA acknowledges the vitality of solidarity, therefore, we have been trying to build better relationships with local LGBTIQ+ associations of Geneva.

As a part of these efforts, in September, as a part of Geneva Pride 2021, QISA is planning to collaborate with ASILE LGBT (a local queer LGBTIQ+ association led by queer refugees of Geneva) on an event about the representation of queer migrants in mainstream and alternative media (stay tuned for more details!).

Furthermore, on 18 June, QISA is organising an end-of-semester soiree as a commemoration for Pride Month, meant to open a space where people can feel alive, find community, feel welcome, and celebrate the joys that this month entails.

While it is always important to have conversations on the ways LGBTIQ+ individuals in the world have to continue to fight for their rights and are facing a constant battle, it is also necessary to celebrate our existence, our identities, our expression, and how far we have come.

We're happy to have elected a new welfare contact, which allows for a peer-to-peer space to decompress and unwind in a queer safe space. This is especially relevant for the students at the Institute, considering queer students consistently have higher rates of depression and anxiety.

We hope all of you take the time this month to advocate and celebrate.

Published in the Graduate Press June 2021

#### **FEMINIST COLLECTIVE**

The Feminist Collective is a student association of The Graduate Institute dedicated to gender equality and intersectional feminism. They work primarily with educational events surrounding feminist topics such as gender diversity and equity, consent, self-love, menstruation and more. They are a big community and looking forward to always expanding it even more and they are open to engage with any organisations, initiatives or individuals in order to have a louder voice.

#### **INTERVIEW**

In this interview, published in the Institute's external newsletter, we delve into the important work of the Feminist Collective, a Graduate Institute Student Association (GISA) Initiative, as they discuss their efforts to promote gender justice, create safe spaces, and advocate for equality within their community.

#### Could you explain the role of the Collective?

The Feminist Collective is the feminist voice at the Institute. The initiative aims to raise awareness about gender equality and critique global affairs through an intersectional feminist lens. Hence, we are a group of people who are fighting for gender justice starting from our own little community. Our main goal is to provide a safe and caring environment in which diverse voices are heard and appreciated.

We focus on creating spaces where students at the Graduate Institute can critically engage with the discourse around gender equality and equity. In sum, our initiative is about making visible the stories and lives that are often forgotten, ignored or silenced by a widespread western-cis-heterosexist normativity.

### What are some of the themes that the Feminist Collective works on?

We advocated for the provision of free menstrual products at the university, as we believe this will significantly contribute to the student community's welfare and will allow the Institute to be aligned with other universities.

Moreover, to foster safe spaces at the Institute, free from gender-based violence, we have a zero-tolerance harassment policy and are working with Antenne-H to build the caring community we aim for.

Furthermore, we have advocated for and supported Consent Workshops in order to bring awareness to the practice and importance of consent in building a safe and inclusive community at the Institute. The goal is also to inform individuals as they venture outside the Institute.

In addition, this year, we have embraced the two themes of "bodies" and "inclusion" and will use them as a basis for our events focused on intersectionality, gender-based violence and female pleasure, among others. One of our other goals is to reach out to men and engage them more in the discourse, as they play a role in the power dynamics.

## 25 November was the International Day for the Elimination of Violence Against Women. Did you plan any events/activities to mark the occasion?

Our first action was to distribute a physical survey at the university in order to engage with the topic of sexual violence, with questions reflecting some often-normalised situations of violence. More than half of the distributed papers were answered and returned, and we are happy with this participation rate.

On the 25th we launched our second action: a 16-day poster campaign at the Institute. Personal stories of aggression that were collected through an anonymous form will be printed to create a storytelling wall, alongside official statistics on gender-based violence from different organisations working on the subject.

Additionally, we took part in the Swiss-wide activities around "16 days against violence against women" through an interactive event on gender-based violence on 10 December in collaboration with the Human Rights, Conflict & Peace Initiative and Amnesty International.

Finally, we communicated, in an unofficial manner, the results from our poll, through our Instagram account.

The photo used was provided by UN Women as part of their "Orange the world" 16-days of activism campaign.



#### **INTERVIEW**

#### Deane de Menezes, Master student in Development Studies

Deane de Menezes is a master's student in Development Studies. She founded *Red Is the New Green*, a registered non-profit in India to help school-age girls overcome the deep-seeded stigma attached to menstruation and create affordable access to period products and waste disposal solutions. Her research areas are reproductive health, migration trends in West Africa and innovative finance to support gender development goals.

In 2016, after a personal experience of not having access to sanitary napkins at my workplace, I developed a passionate interest in public health and menstrual hygiene in particular. This experience was the foundation of my initiative, Red Is the New Green (RING).

I selected two schools in Mumbai to launch RING, which had low girl attendance due to the shame they felt about their own menstrual health. Within three months of introducing the programme, we saw the attendance rate improve by 20-25%. Girls who were shy and initially reluctant to participate in the sessions began to open up after I shared my own experiences. After partnering with the Aga Khan Development Network we conducted sessions across 150 schools and in a year, we were able to reach 50,000 students in Mumbai. It also led to global recognition, like the "Forbes 30 under 30 Asia" and the "Queen's Young Leader Award," given by Her Majesty Queen Elizabeth II at Buckingham Palace.

These commendations were validating for me but also underscored the fact that more needed to be done; I needed to grow as a leader, equipped with a strong education and practical skills.



I am currently working on my thesis under the supervision of Professor Nicole Bourbonnais on creating a digital archive to record and store menstrual histories, stories and experiences of Ghanaian women. On any given day, over 800 million women, girls menstruate and there is a need to highlight their experiences and work towards tackling the stigma and taboos still related to menstruation even in 2023. Equipped with my coursework over the last two years in Geneva and Ghana, I hope to ensure that the "problem" of menstruation and menstrual hygiene is no longer on the list.