



2025 ANNUAL REPORT

DIVERSITY, EQUITY AND INCLUSION INITIATIVE

GENEVA
GRADUATE
INSTITUTE

DIVERSITY
EQUITY
AND
INCLUSION
INITIATIVE

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The Geneva Graduate Institute Charter

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

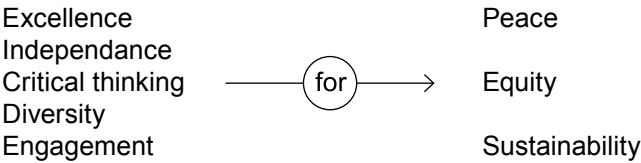
Vision

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, the Institute produces and shares 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 open to the world. We equip them with the skills, confidence, and sense of responsibility necessary to drive positive transformation.

Principles



The Institute

Neurodiversity Circuit

As part of the 2025 Diversity, Equity, and Inclusion (DEI) action plan, an immersive awareness initiative was to promote understanding of neurodiversity and invisible disabilities. Developed in collaboration with the UNIGE Student Health Service (*Avenir Inclusif* project), Autisme Genève, and the Clinical Psychology Unit for Disability Situations (Faculty of Psychology and Educational Sciences, University of Geneva), the circuit offered participants an experiential learning journey.

The programme combined a portrait exhibition of neurodivergent individuals, educational materials, and interactive elements such as virtual reality workshops and hands-on activities. It focused on conditions including autism spectrum disorder (ASD), attention-deficit/hyperactivity disorder (ADHD), and learning differences.

Participants were encouraged to reflect on their perceptions and share insights at the end of the experience, fostering empathy and awareness. The initiative was complemented by a facilitated discussion session, “Debunking Neurodivergence: How to Build More Inclusive Spaces,” which deepened dialogue around inclusive practices.

Overall, the initiative contributed to strengthening awareness, reducing stigma, and supporting a more inclusive institutional culture.

Gender Equality Plan 2025–2030

The Institute adopted in November 2024 a “Gender Equality Plan” (GEP) that aligns with the Horizon Europe Programme requirements on gender diversity and equality, reflecting the Institute’s dedication to advancing gender parity and creating an inclusive academic community. This GEP builds upon the Institute’s existing diversity, equity, and inclusion (DEI) strategies, aiming to address gender disparities and promote an environment where diverse communities of people with a variety of intersecting identities based on gender, sexuality, age, race, national origin, language, socioeconomic background, ability, and other markers of difference can thrive.

Gender equality is integral to the Institute’s mission of excellence in research, education, and public engagement. The GEP serves as a roadmap to ensure that gender considerations are systematically integrated into all aspects of the Institute’s functioning, including governance, recruitment, research, and curriculum development. It is designed to be a dynamic document, evolving in response to the needs of the Institute’s community and the broader societal context.

Faculty & Staff

Faculty Composition by Gender (2025)



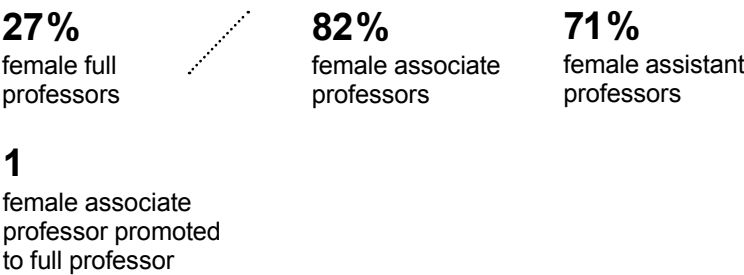
Evolution of Women's Representation in Faculty (2008–2025)



New Faculty Hires by Gender (2020–2025)



Faculty by Academic Rank & Gender (2024–2025)



Additionally, 49 visiting faculty members contributed to the Institute's academic community. This diverse group of faculty included 3 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.

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, 21% of the Institute’s directorship positions are now held by women. Moreover, for the first time in its history, the Geneva Graduate Institute hired a female director in September 2020 (Marie-Laure Salles). The Institute’s Foundation Board also elected its second female president, Katja Gentinetta, who stepped into the role in July 2025.

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.

Faculty Nationalities

With regard to nationality, our professors come from 26 different countries. The largest non-European groups are professors from Asia and North America. Virtually all professors received their PhDs from universities in Europe and North America — this is an important frontier when it comes to bringing intellectual diversity into our faculty.

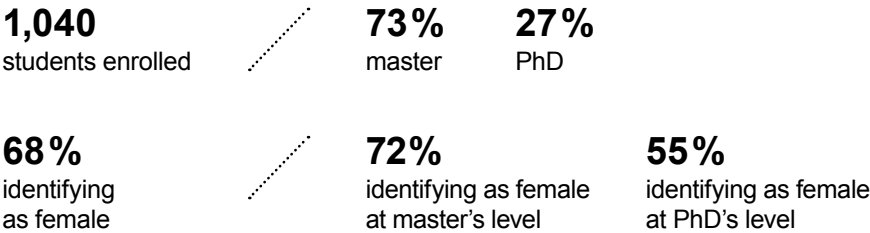
Governing Board

In July 2025, a woman succeeded another woman as Chair of the Foundation Board. After twelve years of service, Beth Krasna stepped down from the Board at the end of her term. She joined the board in 2013, served as Vice-Chair from 2014 to 2021, and then as Chair from 2021 to 2025, bringing recognised expertise in governance and a valuable international network.

She was succeeded by Katja Gentinetta, elected Chair. A political philosopher, experienced administrator, and university lecturer, she sits on several boards, including that of the International Committee of the Red Cross (ICRC). A member of the Foundation Board since November 2024, she brings extensive experience in the fields of culture, politics, and economics, as well as a strong intellectual commitment to contemporary socio-political issues. This succession illustrates the continued strong female leadership within the Institute’s governance.

Student Body

Student Enrollment by Degree Level (2025–2026) & Gender Distribution



Teaching

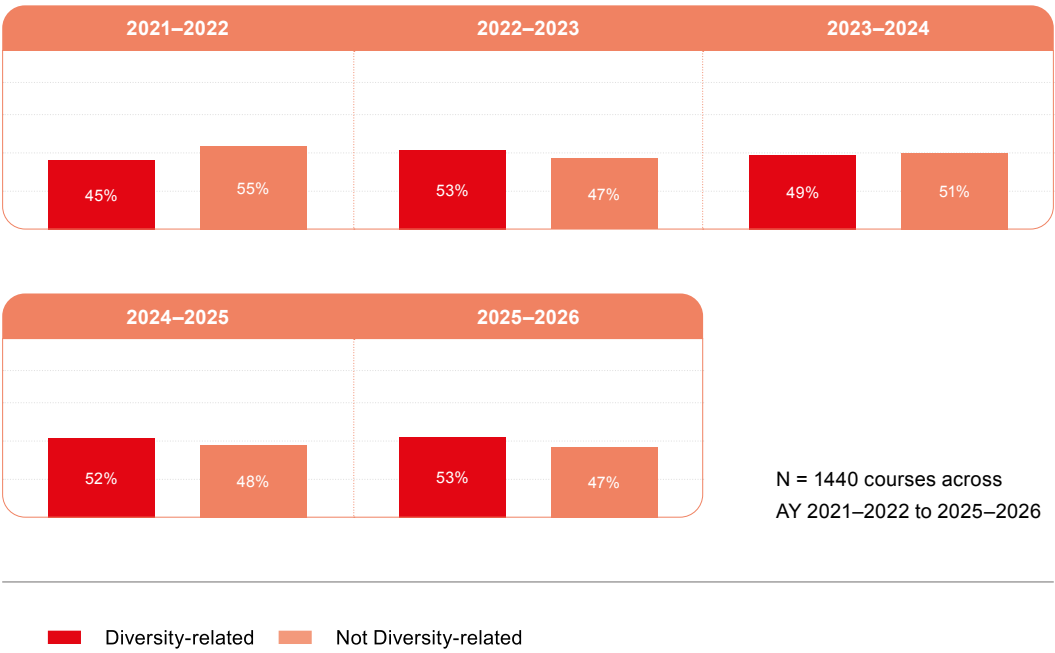
Statistics

Courses

An analysis of courses offered in the 2024–2025 and the 2025–2026 academic years showed that about 50% addresses issues of gender, diversity and inclusion (52% in 2024–2025; 53% in 2025–2026). The ANSO department had the highest proportion of GDI-related courses in both academic years (i.e., 57% and 72% of all ANSO courses addresses issues of GDI respectively), though the highest number of GDI-related courses are offered in the MINT programme.

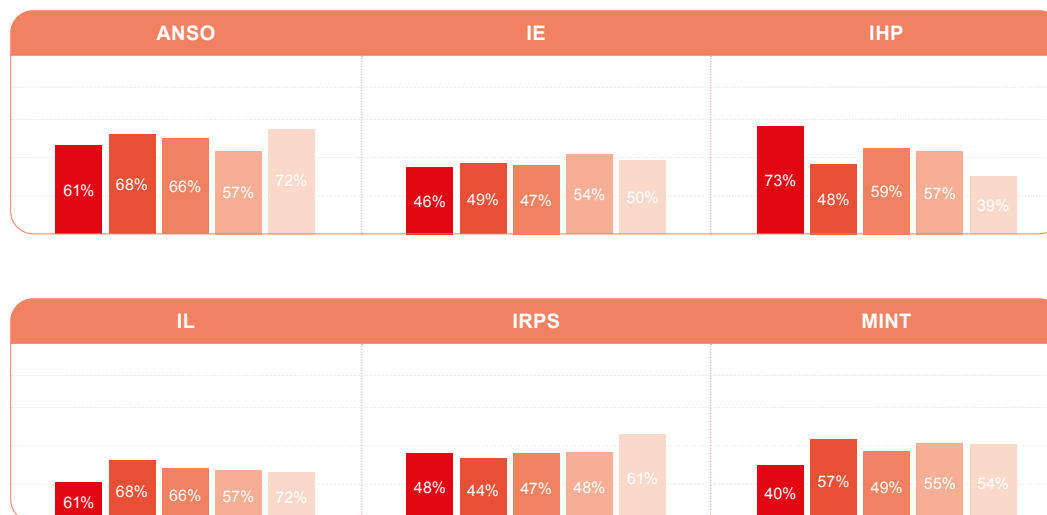
Percentage of diversity-related courses by academic year

Defined as containing at least one dictionary word in course description



Diversity-related courses by department & academic year

Defined as containing at least one dictionary word in course description



N = 1440 courses across AY 2021-2022 to 2025-2026

2021-2022 2022-2023 2023-2024 2024-2025 2025-2026

ARP: Advancing Gender Justice in International Negotiations

As part of the International and Development Studies (MINT) programme, a student applied research project (ARP) conducted in collaboration with the Gender Centre examined the challenges facing gender justice in contemporary international negotiations. The project explored how increasing polarisation around women's rights, LGBTI+ rights, and sexual and reproductive health and rights is shaping discussions within United Nations forums, particularly the Human Rights Council in Geneva.

By analysing the growing influence of anti-gender movements and the contestation of gender-related norms, the research identified strategies that policymakers, advocates, and international organisations can use to advance gender equality and inclusive governance. The project demonstrates the Institute's commitment to fostering student-led research that addresses pressing global challenges and contributes to evidence-based policy discussions on diversity, equity, and inclusion.



The ARP *Advancing Gender Justice in International Negotiations: Strategies to Anti-Gender Politics* is available to read on a dedicated webpage.

Prize-Winning Master's Dissertations

In 2025, four graduates of the Geneva Graduate Institute had their prize-winning master's dissertations published in the Institute's open-access ePapers series, with support from the Vahabzadeh Foundation. Their work reflects the breadth of topics and perspectives explored by our students, as well as the Institute's commitment to critical inquiry and inclusive scholarship.

The selected dissertations addressed a diverse range of themes, including institutional memory and archival practices within humanitarian organisations, post-conflict narratives and peacebuilding in education, transitional justice and historical reconciliation, and the evolution of monetary governance in Switzerland.

Several of these projects engaged directly with questions of representation, memory, justice, and inclusion. Sanjna Girish Yechareddy examined the politics of record-keeping and institutional memory within the International Committee of the Red Cross (ICRC), highlighting the role of archives in shaping organisational narratives. Jessica Peery Viggers analysed how post-conflict narratives in Rwandan history textbooks can both support and challenge peacebuilding efforts, underscoring the importance of education in reconciliation processes. Maira Cardillo explored the role of transitional justice in addressing historical legacies through her study of the South Korea–Japan “comfort women” dispute, demonstrating how justice mechanisms can contribute to diplomatic reconciliation. Jannik Corsin Belser investigated the historical rise of the Swiss National Bank's influence during the transition to floating exchange rates, offering new insights into the dynamics of economic governance.

Together, these award-winning dissertations showcase the intellectual diversity, academic excellence, and global perspectives of the Institute's student community.

Since 2020, the Vahabzadeh Foundation has funded the publication of several master dissertations written by students of the Geneva Graduate Institute. In 2025, Sanjna Girish Yechareddy, Jessica Peery Viggers, Jannik Corsin Belser and Maira Cardillo had their prize-winning dissertations published in the Institute's open access ePapers series.

The DEI Award

The DEI Award aims to recognise and reward transformational, outstanding, and sustained teaching/mentoring practices by faculty who aim to integrate culturally relevant content into their curriculum, who employ an inclusive, student-centred pedagogy, and who champion diversity as a value that ensures the academic success of all students.

Diversity is defined broadly as the variety of cultures, world views, values, and personal experiences that may result from differences, including but not limited to race, ethnicity, national origin/immigration status, gender, age, religion, abilities, socioeconomic status, sexual orientation, and gender identity.

The question asked to the student community is: Would you nominate this professor for the Equity, Diversity, and Inclusion Teaching and if yes, why? The prize shall be distributed for the first time in September 2026.

The Implicit Bias Awareness Online Training

In September 2025, the “Implicit Bias Awareness – Academic Recruitment” online training was offered to all the Institute professors as they frequently make decisions that impact others — whether as colleagues, leaders, or members of our community. Developing awareness of implicit bias is essential not only from an ethical standpoint but also for fostering a more inclusive and effective academic environment.

The training was developed by Professor Marianne Schmid Mast, Full Professor of Organisational Behaviour at HEC, University of Lausanne. It includes the following modules: What's the Problem? Why Should We Avoid Using Stereotypes? How Do Implicit Biases Manifest Themselves? How Biased Am I? How to Overcome Bias? What is the Stereotype Threat?

Executive Education

In June 2025, the Swiss Society of Americanists published a special issue of its journal, titled *Violence against Women: Crossed Feminist Perspectives between Africa and Latin America*, a rich collection of analyses and testimonies on feminist approaches to preventing and eliminating gender-based violence across both regions.

Published in Spanish, this special edition stemmed from the international colloquium held in Cartagena de Indias, Colombia, in December 2022, which brought together scholars, activists, and practitioners from ten countries to exchange knowledge and strategies for advancing gender equality.

Supported by the Executive Certificate in Gender and Development in Africa and Latin America and DESCO (Centre for Development Studies and Promotion), the publication features ten selected papers from the colloquium alongside contributions from participants of the 2024 cohort of the Executive Certificate.

Research

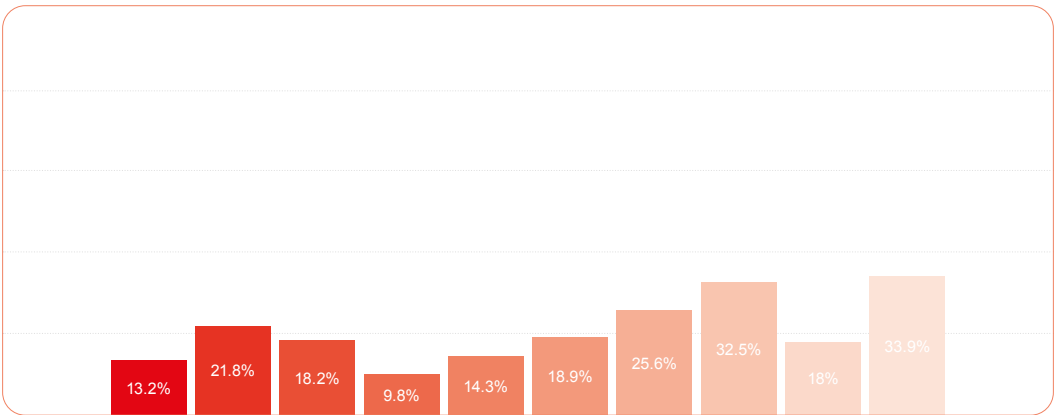
Statistics

PhD Theses

The share of diversity-related PhD theses has grown steadily over the past decade.

Percentage of diversity-related theses over time (normalised)

Defined as containing at least 1% of diversity-related vocabulary in the abstract



N = 445 theses (2016–2025)

■ 2016 ■ 2017 ■ 2018 ■ 2019 ■ 2020 ■ 2021 ■ 2022 ■ 2023 ■ 2024 ■ 2025

Regard Workshops

The Geneva Graduate Institute has joined the REGARD programme, developed by the Gender Equality Offices of universities in French-speaking Switzerland for women researchers and professors. The programme offers workshops on transversal skills in either English or French for PhD candidates, researchers, and professors at member universities.

The 2025 edition offered the two following workshops: “Emotional Intelligence: Why It Matters” on 24 March and 7 April and “Writing and Publishing in Academia” on 21 November. Seven participants (two from the Institute) joined the first workshop, and 15 participants (eight from the Institute) joined the second workshop.

2025 Research Highlights

Research conducted throughout 2025 advanced understanding of gender equality, diversity, race, migration, labour, health, and social inclusion across a range of international contexts.

Several publications examined the relationship between gender norms, labour markets, and economic systems. Research by Gonzalez Martinez et al. analysed how global gender norms regarding male breadwinners and female caregivers shape economic behaviour and labour market outcomes (*Scottish Journal of Political Economy*, 2024). Studies by Müller, Pannatier and Viarengo investigated gender differences in refugee labour market integration in Switzerland using longitudinal data spanning two decades (CEPR Discussion Paper No. 20318, 2025), while Taehoon Lee's doctoral research explored gender dimensions of migrant assimilation across 16 European countries using EU Labour Force Survey data.

A significant body of work focused on gender, finance, and economic inclusion. Tanushree Kaushal's research examined the gendered nature of financial systems, demonstrating how women's labour, care work, and social relationships contribute to financial value creation in microfinance institutions in India (*Economy and Society*, 2025). Additional work by Kaushal and Predmore analysed the global "women's financial inclusion" agenda, questioning the terms and practices through which inclusion is pursued across financial sectors (*Finance and Society*, 2025). Kaushal's doctoral thesis further explored the intersections of coloniality, gender, labour, and social finance, tracing how social, moral, and political values are transformed into financial value through institutions spanning Geneva and West Bengal.

Research also addressed persistent gender inequalities in education, academia, and welfare. The edited volume *Women in Science: Experiences of Academics in Switzerland* (De Cia, Hellmüller and Mesok Khan, 2025) documented the experiences of women scholars, highlighting structural inequalities, competitive work environments, and exclusionary academic cultures. Doctoral research by Carlotta Nani examined how gender stereotypes contribute to persistent gender gaps in Bangladesh, while Maria Kamran's thesis explored welfare outcomes with a particular focus on women and children.

Gendered experiences of migration, displacement, and conflict were another major theme. Raksha Gopal's ethnographic research analysed the lived experiences of Rohingya refugee mothers in India, highlighting the gendered dimensions of statelessness and caregiving. Agnieszka Fal-Dutra Santos and colleagues examined how Colombian feminists utilise local political processes to advance peacebuilding agendas and respond to challenges in conflict-affected regions (*Global Studies Quarterly*, 2025).

Research on health, sexuality, and reproductive rights expanded understanding of intersectional inequalities. George Severs' study of the Birmingham Black Oral History Project explored Black memories of sexual and reproductive health, revealing experiences of sex education, courtship, abortion access, and racist stereotyping within Black British histories (*Journal of British Studies*, 2025). A participatory study conducted in Vietnam examined the intersections of sexual and reproductive health and digital human rights among people living with HIV and members of key populations, including transgender, non-binary individuals, sex workers, and men who have sex with men (*Culture, Health and Sexuality*, 2024). Work on gender-based violence and legal protection included Alessia Nicastro's analysis of femicide, which argued for its recognition as a distinct crime under international criminal law and called for a binding global legal framework to address gender-related killings of women and girls (*Yale Journal of International Law Online*, 2025).

Finally, research on masculinities and gender relations contributed to contemporary debates on gender equality. Sébastien Henri Harro Schaer's article "Séduction haute tension" analysed the subjective experiences of men in heterosexual seduction in France, identifying narratives associated with masculinist perspectives, including essentialised gender roles, perceptions of feminism as dominant, and notions of a crisis in heterosexual relations (*Sociétés politiques comparées*, Vol. 65, 2025).

Photo Competition: Research through a DEI Lens

The annual photo competition highlighted research that advances understanding of gender, inclusion, and social justice through visual storytelling. The selected entries showcased the lived experiences of communities whose voices are often underrepresented in policy and academic debates.

Feminist Movements in Rural Areas in Brazil and Their Participation in International Food Governance

FONTES DOS SANTOS, Carolina | PhD Researcher in IR/PS

PhD researcher Carolina Fontes dos Santos documented the role of rural feminist movements in Brazil and their engagement in international food governance. Her research highlights how grassroots women's organisations mobilise across borders to advocate for food sovereignty, influence public policy, and strengthen the participation of rural communities in global decision-making processes.

Mothering from the Margins

GOPAL, Raksha | PhD Researcher in IR/PS

PhD researcher Raksha Gopal explored the experiences of stateless Rohingya mothers living in refugee settlements in Delhi. Through a focus on care, survival, and everyday practices of motherhood, her work sheds light on the gendered dimensions of forced displacement and demonstrates how women create security and resilience in contexts of exclusion and precarity.

These projects exemplify how research can contribute to a deeper understanding of intersectional inequalities while bringing visibility to the experiences, agency, and perspectives of marginalised communities.



The portfolios, each consisting of three photos, are available on the webpage dedicated to the competition (entries six and seven).

The Rise of Women's Organisations of Diplomats

Amena Martins Yassine, alumna in International Relations/Political Science

Amena Martins Yassine obtained her doctorate from the Institute in 2025. Her PhD thesis in International Relations/Political Science explores how women's organisations of diplomats — operating at national, regional, and global levels — are (un)intentionally transforming diplomacy from a traditionally male, Eurocentric domain into a more inclusive, pluralistic, and horizontal practice. Since the early 2000s, these collectives have developed across regions including Europe, Latin America, the Pacific, and the Middle East, creating spaces where women diplomats can challenge traditional diplomatic structures and practices.

How did you come to study women's organisations of diplomats (WODs)?

I've been a career diplomat in the Foreign Service of Brazil for the past 17 years and have become familiar with several of the currently 19 networks of women diplomats around the world. In my interactions with my Brazilian and foreign colleagues, I realised that the activities of these groups went beyond creating support and safe spaces for women diplomats. Through their collective agency, they were (un)intentionally producing sometimes subtle but powerful changes in the way the states are represented and diplomacy is traditionally practiced. I wanted to understand the meaning of these collective actions and their implications for our understanding of diplomacy and change in diplomatic practice.

Can you describe your research questions and your methods?

I aimed to invite the reader to rethink diplomacy differently — not from the centre, but from the margins. My research questions were: What does diplomacy look like from the perspective of those not traditionally expected to enact state sovereignty? Who gets to materialise as legitimate enactors of state sovereignty, and why?

This approach challenges the notion that diplomacy is a coherent entity that seamlessly enters world affairs. Instead, I presented diplomacy as a contested field *within* the state bureaucracy, where WODs disturb — if not dismantle — diplomacy, reconfiguring what it means and who is allowed to do it.

To conceptualise this approach, I developed the concept of *domestic estrangement* as a way of understanding how *diplomacy* is *(re)negotiated* internally and is *never fully coherent*. To explore this, I employed a *diffractive methodology* inspired by Karen Barad, which focuses on how ideas, people, and institutions *emerge together and are inseparable*. I analysed historical documents, internal communications, and digital platforms, and conducted interviews with WOD members.

What are your major findings?

First, I demonstrate that *both WODs and diplomacy are transmaterial phenomena*, i.e., they do not exist independently and, instead, co-emerge through embodied, discursive, material, and technoscientific practices. Second, WODs are *overlooked* as sites of *political agency*. Operating in highly hierarchical, secretive, and formal settings that have defined modern diplomacy, WODs *(re)enact diplomacy* in a more *decentralised, horizontal, and inclusive manner*. Their collective action *(re)shapes norms*, creates new diplomatic practices, and expands the scope of who is entitled to represent the state.

What could be the social and political implications of these findings?

I hope that my thesis illuminates for a broader audience that WODs' activities have very concrete implications for how foreign policy is imagined, practiced, and experienced. First, their work enables the reimagination of foreign policy actors beyond the traditionally white, male, Western diplomat. Second, their decentralised and networked organisation transforms diplomatic practice, creating more horizontal and collaborative modes of engagement based on relationship-building and trust rather than on rigid protocol, hierarchy, and secrecy. Third, WODs destabilise Eurocentric hierarchies that have historically shaped global governance, enabling more plural imaginings of international relations. Fourth, their ambiguous dual role as state officials and agents of social transformation reveals narratives about who the state represents and what values it embodies. Fifth, their work produces new ways of knowing, narrating, and enacting diplomacy.

And now, will you continue this research or rather focus on your diplomatic work?

I continue to serve as a diplomat and currently advise the Minister of Foreign Affairs of Brazil on multilateral issues and Middle Eastern affairs. Concurrently, I pursue public academic engagements and plan to adapt my thesis into a book on transmaterial diplomacy, exploring how WODs are reshaping statecraft and foreign policy.



This interview was published as a news on the Institute's website on 1 September 2025.

Engagement

Diversity Month & Respect Campaign

In 2025, Diversity Awareness Month was part of the third edition of our broader Respect Campaign. The GISA Welfare Committee, in collaboration with the DEI Initiative, invited the community to reflect on the question: “When or how do you feel respected?” Responses inspired five posters with quotes and a series of five videos depicting real-life situations where respect is nuanced and context-dependent. The initiative aimed to capture how students, faculty, and staff experience respect within the Institute.



A brown bag lunch explored the complexity of respect, highlighting that it is deeply human and shaped by context. Speakers emphasised humility, dialogue, empathy, and engagement beyond tolerance, underscoring the importance of inclusive environments where everyone can thrive. Students reflected on how space, privilege, adaptability, curiosity, and withholding judgment influence respectful interactions. The discussion reinforced that respect is not fixed, but an ongoing practice that evolves through culture, context, and a willingness to listen and meet others where they are.

Diversity Month also featured a rich programme of events, including a diversity fresco, screenings of three films — *The Shameless* with Imaneh, *Cien años de soledad* with Filmar, and *The Shadow Pandemic* — and an art exhibition and vernissage by Tristan Bartolini, exploring inclusive writing and graphic experimentation.

Additionally, the DEI Initiative hosted two editions of the UNIGE exhibition “Beyond Appearances” in March and September, an immersive experience addressing neurodiversity and invisible disabilities. Both editions opened with a brown bag lunch titled “Debunking Neurodivergence: How to Build More Inclusive Spaces”. Panels featured speakers with lived experience who challenged myths, discussed realities of neurodivergence, and offered guidance for inclusive practices. Presentations included ADHD, shared by an alumna and social scientist and an ADHD coach living with ADHD, as well as insights from advocates on dyslexia and related co-occurring conditions.

Campagne de sensibilisation au harcèlement

La campagne de sensibilisation au harcèlement s'est poursuivie en 2025. Marie-Laure Salles s'est exprimée via les réseaux sociaux : « Le contexte actuel montre que nous devons plus que jamais conserver des repères clairs et solides en matière de harcèlement sexuel. Celui-ci n'a pas sa place dans notre environnement de travail et d'études, et notre vigilance et notre capacité à réagir doivent être renforcées. »

L'initiative étudiante Feminist Collective, formé par une entité extérieure, intervient depuis trois ans maintenant lors de la première journée de la rentrée pour présenter une partie du mécanisme visant à enrayer le harcèlement. La présentation est également complétée par la participation d'une juriste qui clarifie le Code de conduite de l'Institut, s'engageant à préserver un « milieu de travail et d'études qui favorise la liberté et l'excellence académiques ainsi que les principes d'égalité, de diversité, d'équité et de respect mutuel ».

Dans ce contexte, l'Institut s'est inspiré d'une formation existante de l'EPFL pour préparer un module de formation en ligne destiné à aider les membres de sa communauté à gérer les situations difficiles conformément aux dispositions du Code de conduite. Tous les membres ont été tenus de le suivre afin de mieux comprendre comment gérer les situations d'intimidation, de harcèlement, de discrimination, de racisme ou tout autre comportement inapproprié, que ce soit en tant que victime ou en tant que témoin. Ce module fournit également des informations importantes sur les services de soutien de l'Institut et sur les lois suisses pertinentes

Journée internationale pour l'élimination des violences sexistes et sexuelles

Le 25 novembre est la Journée internationale pour l'élimination des violences sexistes et sexuelles. En 2025, l'Institut s'est associé à la campagne organisée du 13 au 30 novembre par la Ville et le Canton de Genève, des associations féministes et différents partenaires, dont l'Université de Genève. La campagne voulait souligner que la responsabilité dans la lutte contre les violences ne relève pas uniquement de quelques individus ou groupes, mais concerne la société dans son ensemble. Elle comprenait un affichage public, un site Internet avec des ressources sur les violences sexistes et sexuelles et diverses actions. Outre l'affichage sur le Campus de la paix, l'Institut a proposé une projection du film *The Shadow Pandemic*, un nouveau documentaire poignant de Paola Ghislieri qui met en lumière l'ampleur des violences conjugales qui touchent les femmes en Suisse. Le panel qui a suivi a rassemblé une professeure de l'Institut, la société civile, l'initiative étudiante QISA et Amnesty International. Un atelier d'autodéfense féministe verbale dans le milieu académique a aussi été proposé aux étudiantes par une alumna de l'Institut qui dirige une association dans ce domaine.

Students

Advocating for Intersectional Feminism with the Feminist Collective

Justine Bosset, alumna in International and Development Studies§

Justine Bosset, second-year MINT student in Gender, Race and Diversity, discusses the work of the Feminist Collective in spring 2025. The Feminist Collective is a student initiative and platform for gender equality activism and intersectional feminism at the Geneva Graduate Institute.

What is the Feminist Collective's focus for 2025?

Our main activity is to advocate for intersectional feminism at the Institute. The broad motto underlying our approach is to contribute — at our scale — to make the Institute a safer space for everyone, a space for dialogue and trust, where everyone feels comfortable. This takes different forms: panel discussions, talks, film screenings, poster campaigns... Thanks to our non-hierarchical structure, members can easily propose topics and project ideas, resulting in a wide range of activities and discussions. We all have different experiences and areas of interests, and our work reflects this!

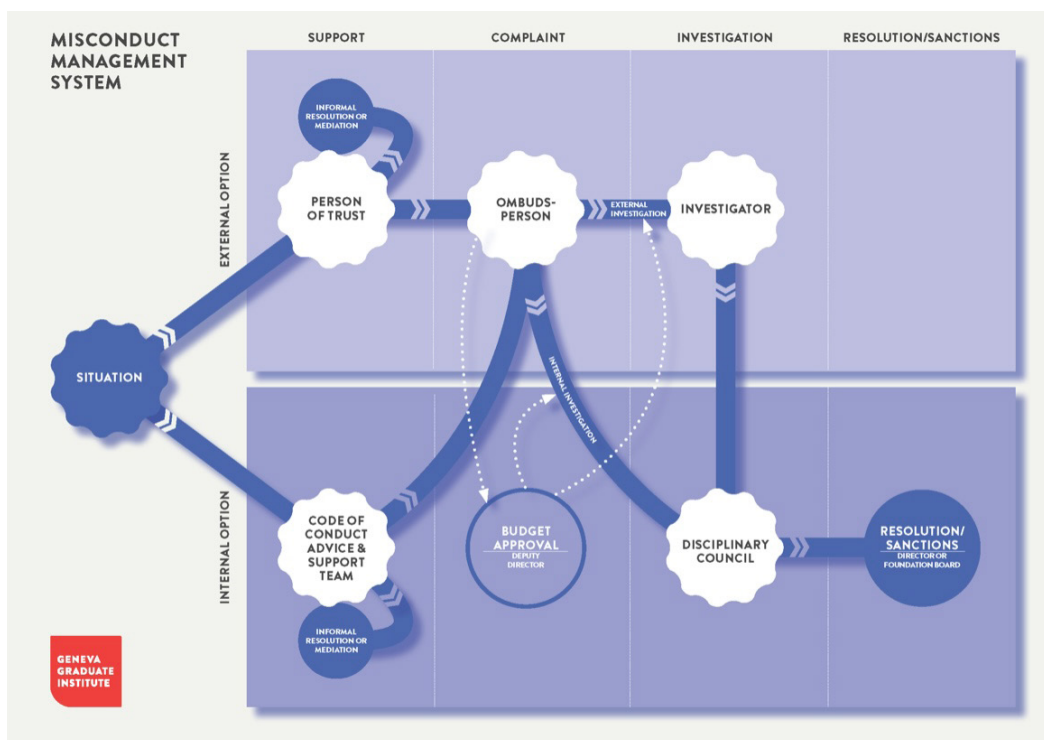
We aim to foster a sense of community through non-academic events, such as the feminist party held in February. These moments provide not only opportunities for connection, but also a way to support local feminist initiatives. The proceeds from the event were donated to the foundation Au Cœur des Grottes, which supports women affected by domestic violence and abuse.

One important aspect we have prioritised since January 2025 and will continue to pursue is to strengthen our link with other student initiatives and merge our expertise on different topics close to our hearts. To take recent examples, we co-organised the panel on Latin American feminisms at the Latin American Network Initiative (LANI) Congress, and opened a discussion to encourage more women to run for GISA positions with the Afrique Students' Association (ASA). There are also some amazing events coming up: one on "How the feminist-queer struggles expose the architecture of crisis", which will be held with the Queer International Student Assembly (QISA) on 12 May, and a Menstrual Products campaign to be organised hand in hand with the Global Health Initiative, the Environmental Committee and the Welfare Committee, also in May.

Another goal we have for the upcoming year is to deepen collaboration with the Institute's administration. Ongoing exchanges are taking place with the Student Wellbeing and Support Service, particularly around key moments such as Sexual Harassment Awareness Day end of April. Additionally, work is currently underway with various divisions and experts to review and improve the existing misconduct management system, as outlined below.

As part of these goals, the Feminist Collective is revising the misconduct management system along with the Direction. What is a misconduct management system and how is it important to students from a feminist perspective?

The misconduct management system is put in place in case there is a violation of the Code of Conduct, such as harassment or discrimination. The Institute has implemented this system for members of the Institute, especially students, which allows them to report a violation either via an internal or an external process.



This is a major way to ensure accountability, promote safety and equity, as well as challenging systemic power imbalances. Therefore, it must be tailored at best to reflect students' needs and concerns.

We've been invited to collaborate on its improvement. A working group has been established to identify existing gaps, and a survey will be launched in early May to gather students' perceptions and feedback.

With Sexual Harassment Awareness Day coming up on 29 April, we've also updated our Linktree resource list to better help students that need specific support. It now includes the names and contact information of various specialised organisations offering assistance related to sexual and medical violence, legal aid, and psychological support.

In collaboration with the Gender Centre, the Feminist Collective recently organised an event titled "Feminist Rage in Social Movements: Reclaiming Emotions, Reclaiming Agency" on 24 March. Could you tell us about the event and its takeaway?

This project was born from the desire to bring the topic of feminist rage — and, more broadly, the role of emotions — into an academic setting. To do so, we invited four

speakers (Dorra Sayari, Coralie Robadey, Tilda Nkomo and Inés Leon Gimenez) to share their perspectives on anger and rage, and how these emotions can be acknowledged, understood, and transformed into collective action.

This event stands out as one of our proudest accomplishments this semester. It created a space rich with meaningful conversations and brought together students who share similar feelings and experiences. We're deeply grateful to the Gender Centre for their invaluable support — this would not have been possible without them.

We are currently planning a feminist rage congress, where we hope to delve deeper into this topic and its various underlying questions. If you wonder about the role of emotions — especially rage — in social movements and struggles for change, or how this rage can become a tool for empowerment and mobilisation rather than a force to suppress, we would encourage you to follow our communications!

The Feminist Collective organised a workshop to teach feminist self-defence on 28 March, which was a first at the Institute. Can you tell us about it?

This workshop was led by Viol Secours, a Geneva-based NGO that offers a range of services including psycho-social support, art therapy, and discussion groups. They are particularly renowned for their feminist self-defence workshops, which teach both physical and mental self-defence techniques that help to build confidence, self-esteem, and self-respect, elements that “are fundamental to maintaining and developing one's autonomy, and play an essential role both in the prevention of gender-based and sexual violence, and in the resilience of victims of such violence”.

In this particular case, we condensed their typical one- to two-day workshop into a four-hour session focused on verbal self-defence. Participants engaged in exercises that helped them identify boundaries, respond to verbal aggression, and assert themselves with clarity and confidence. Despite the shorter format, the session fostered a sense of trust and solidarity, demonstrating that self-defence extends beyond physical action to include powerful verbal and psychological skills. This afternoon was filled with empowerment, active participation, and meaningful exchange.



This interview was published as a news on the Institute's website on 22 April 2025.

Alumnae·i

Thesis

Daquin, Alice. *L'intermédiation aux marges de l'État: une ethnographie du maternalisme politique dans un quartier populaire de Marseille*. Thèse de doctorat. Genève: Geneva Graduate Institut, 2024.

→ Members of the Geneva Graduate Institute can access the thesis via [this page of the repository](#).

In her PhD thesis, Alice Daquin examines the everyday political lives of racialised mothers living in marginalised neighbourhoods in Marseille, France. Drawing on ethnographic fieldwork and an interdisciplinary approach combining sociology, political anthropology, and gender studies, her research challenges conventional understandings of political participation by focusing on the informal yet essential roles that mothers play within their communities. Daquin shows that these women act as key intermediaries between residents and state institutions. Through their daily efforts to access public services, mediate conflicts, circulate information, and represent community concerns, they help shape relationships between marginalised populations and the state. Her research highlights how these forms of engagement constitute important political practices, despite often remaining invisible in traditional accounts of politics.

The thesis further explores how gender, race, class, and place intersect in shaping these experiences. By introducing the concept of “political maternalism,” Daquin demonstrates how maternal identities can become a source of political agency while simultaneously reflecting broader structures of inequality. Her work contributes to ongoing discussions on gender, citizenship, representation, and social inclusion, offering new perspectives on the political role of women in urban margins.

Following the completion of her PhD, Dr Daquin joined the University of Amsterdam as a postdoctoral researcher, where she continues to investigate welfare governance and experiences of the state in marginalised urban communities across Europe.

Events

The Pushback on Women's Rights Must Be Stopped

30 January 2025

The event “The Pushback on Women's Rights Must Be Stopped” addressed attacks on women's rights in multilateral spaces, including the World Health Organization and other UN institutions. It brought together speakers to discuss the denial of sexual and reproductive rights, violence against women, and gender apartheid, and aimed to challenge the global pushback on women's rights.

The Geneva Gender Debate 2025

6 March 2025

The Geneva Graduate Institute and the International Gender Champions co-hosted the sixth Geneva Gender Debate, bringing together experts from international organisations, civil society, academia, and diplomacy to discuss the opportunities and challenges that digital and emerging technologies present for gender equality.

The debate examined the motion, “This house believes that digital and new emerging technologies are catalysts for accelerating gender equality.” Discussions highlighted the transformative potential of digital technologies to expand women's participation, improve gender-responsive policymaking, strengthen data collection, and foster global collaboration. At the same time, participants addressed persistent barriers, including the digital gender divide, the under-representation of women in technology sectors and decision-making roles, gaps in digital literacy, and the growing prevalence of technology-facilitated gender-based violence.

Organised as part of the Institute's DEI Initiative, the event provided a platform for critical dialogue on how digital transformation can contribute to more inclusive and equitable societies while addressing the risks of reinforcing existing inequalities.

Book Launch – Fixing Gender: The Paradoxical Politics of Training Peacekeepers

6 May 2025

The event examined gender training in peacekeeping institutions through an ethnographic study. It addressed how gender is conceptualised, taught, and learned in military and police organisations, highlighting the paradoxical politics of gender training in relation to martiality, coloniality, and heteronormativity.

The Choreography of Violence: How Feminist-Queer Struggles Expose the Architecture of Crisis

12 May 2025

The event examined the synchronised choreography of violence across war crimes, anti-LGBTQ+ and anti-feminist legislation, border regimes, financial austerity, and corporate expansion. It brought together scholars and activists to discuss violence against queer and feminist movements, sexual and gender panics, and systems of domination.

Au-delà des apparences : circuit immersif

30 September to 1 October 2025

This immersive exhibition at the Maison de la paix used virtual reality, photography, and hands-on workshops to explore neurodiversity and invisible disabilities. It invited participants to experience the world through the lens of conditions such as ASD and ADHD to foster a more inclusive and empathetic community.

Debunking Neurodivergence: How to Build More Inclusive Spaces

30 September 2025

This panel discussion and open forum explored the myths and realities of neurodivergence to promote more inclusive classrooms and workplaces. Featuring experts with lived experience of ADHD and dyslexia, the session offered practical strategies for removing barriers while complementing the “Beyond Appearances” immersive exhibition.

Vernissage & Talk with Tristan Bartolini/Art Exhibition – Tristan Bartolini

3 November to 3 December 2025

This month-long art exhibition by graphic designer Tristan Bartolini featured a groundbreaking gender-inclusive typeface.

Diversity Fresco

10 November 2025

This awareness workshop on the fight against discrimination addressed the cognitive mechanisms at work and sparked discussions around the key concepts relating to discrimination processes.

Documentary Screening: *The Shadow Pandemic*

11 November 2025

This documentary screening and panel explored gender-based domestic violence in Switzerland.

Screening & Panel Discussion: *The Shameless*

13 November 2025

This screening of the film explored gender, caste, and queer resistance in India through a forbidden romance between two sex workers, followed by a panel discussion with scholars, activists, and the lead actress on gender justice and human rights.

Movie Screening & Discussion: Adapting the Unadaptable? Cinema, Literature and Politics around *Cien años de soledad*

17 November 2025

This roundtable discussion explored the screen adaptation of García Márquez's *One Hundred Years of Solitude*, featuring the series director and academic experts. The panel examined the creative and political challenges of reframing this complex literary masterpiece for a global contemporary audience.

Film, Science, Action: Ending Violence against Women

24 November 2025

The event featured a screening of short films and excerpts from feature films and a panel discussion. It explored the global scope and scale of violence against women, its human impact, and the evidence shaping global action, bringing together experts, filmmakers, and representatives to discuss prevention and community responses.



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