



Case Study:

St.Gallen Diversity Benchmarking for the City of Bern

The St.Gallen Diversity Benchmarking aims to increase the proportion of women in leadership positions and to improve the integration of minorities in business, thereby contributing to the sustainable advancement of Diversity & Inclusion.

City of Bern

In 2017, the city of Bern wanted to benchmark itself in the area of Diversity & Inclusion. The goal was to measure the progress on targets that had been set in 2013 (e.g. increasing the proportion of women in management) and to define new goals for the year 2020, including measures to reach these. The city of Bern therefore commissioned the Competence Centre for Diversity & Inclusion of the University of St. Gallen (CCDI) to carry out a benchmarking.

Internal and external comparison

The St. Gallen Diversity Benchmarking enabled the city of Bern to compare itself to other public administrations and companies. The city also received an internal benchmarking that compared the data of its various departments over a period of four years. Each department was able to see exactly where it stood, receiving an overview of strengths, areas for improvement as well as concrete recommendations. Examples include the recommendation to establish a talent management programme and to harmonise the employment levels of men and women, since it had become clear that part-time work was a big hurdle for promotions into management in some departments.

Defining Concrete Goals and Measures

The results of the study were discussed at the city's personnel conference with CCDI's project leader. Proposals were also drawn up for the municipal council for reaching the goals set for 2020. The departments then defined department-specific goals and measures based on citywide goals. CCDI will help the city of Bern track its progress again in 2019.

Reference

Barbara Krattiger, Director of the Office for Gender Equality, which led the project for the city of Bern, is happy to serve as a reference. The press release on the municipal council's meeting is also available here:

www.bern.ch/mediencenter/medienmitteilungen

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