



Equality Plan for the Faculty of Humanities, Social Sciences and Education (FHW; amended second version dated 01.10.2023)

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1. FHW Equality Review (status 01/2023)

By resolution of 18 April 2018, the Academic Senate at OVGU adopted a central equality concept that specifies three framework objectives for improving equality of opportunity at the university:

1. Creating a diverse scientific culture;
2. Increasing the attractiveness of the university as a place to study and work;
3. Shaping the promotion of young talent in a gender-equitable way¹

Notably, the following document describes the actions that the FHW can undertake for the purposes of implementing this central equality concept within the understanding of its own mission statement. To do so it draws upon the three framework objectives of the central equality concept and targeted, FHW-specific and, in accordance with the current gender balance statistics, meaningful actions have been defined and implemented. On this basis, we refer readers to the above-mentioned central equality concept for a more detailed justification of the framework objectives.

Moreover, the document sets out a gender balance inventory across all status groups and selected study programs offered by the FHW. In accordance with the gender equality objectives of OVGU, the actions implemented by the FHW focus on equality between the genders (promotion of both women and men), but furthermore take into account additional aspects of diversity, which, specifically, are aimed at achieving cosmopolitan, peaceful and family-friendly interactions in all academic contexts within the FHW.

In comparative terms, the FHW has the largest proportion of women in study programs and status groups at OVGU. Furthermore, in the disciplines based in this faculty, an above-average number of research projects focus on gender and diversity. Gender themes are integrated in the curricula and across all subject areas courses are offered on these topics.

Gender expertise is developed in all three institutes of the FHW and has an impact across faculty boundaries. For example, with studies on strategies for the implementation of equal opportunities for women in education and research, Professor Frank Bünning (Institute I) is advancing expertise in the gender balance in STEM, including with regard to gender and diversity-aware student acquisition. Equally, the focal point of “Diversity and Gender” in the university’s Professional Academic Teaching (PAL) certificate, which comes

¹ [Equality_Concept.pdf \(ovgu.de\)](#).



under the umbrella of the fokus:LEHRE (focus:TEACHING) project (Professor Philipp Pohlenz, Institute II), has an impact throughout OVGU and disseminates topics in the context of gender bias, equality of opportunity and anti-discrimination. And the Center for Linguistic Social Research, which is attached to the Chair of Professor Kersten Sven Roth (Institute III), provides research-based equality work for the whole of OVGU with its expertise in discriminatory language and its “Sexism Pilots” series of workshops. Moreover, the Faculty firmly intends to appoint a new professor with partial focus on gender research following the departure of Professor Labouvie.

And nevertheless, it is evident that the phenomenon of the leaky pipeline – in other words the fact that the higher the career level the lower the proportion of female academics, despite their success and expertise – is also present to a particularly large extent in the humanities subjects. To put it another way: academic careers in the educational and social sciences and humanities are dominated by men. The notion that this is the case because men possess greater talent and produce more excellent results – the ostensible measures of competitive rivalry – can be disproved alone by statistics on study and doctoral times, grades, publication rates, etc. This equality concept seeks to implement objectives and actions using the current FHW statistics, in order to develop equality of opportunity, reduce (structural) discrimination and decrease the cooling out processes affecting excellent female academics². Although academic careers do not generally take place in a single university institution, the FHW accepts its responsibility in the overall context of higher education humanities institutions and interprets its role pro-actively and as a driving force for greater gender equality, in particular at higher career levels.

This equality concept thus simultaneously documents the efforts towards shaping the culture, structure and processes in the FHW in a more gender-aware manner, as these are implemented by third party funders as ineluctable research funding eligibility criteria. To date, especially in the case of coordinated programs such as the DFG Collaborative Research Centers or Clusters of Excellence, known depictions of equality action plans and evidence of the integration of gender research have been relevant for individual applications since 2022, for example with the DFG, BMBF and EU.

² “Cooling-out processes lead to highly-qualified and previously motivated women leaving academia after completion of their doctorates” (Steinhausen/ Scharlau 2017). https://doi.org/10.1007/978-3-658-14268-1_24 .



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“The necessary changes can only be achieved if we work together, with all stakeholders from [the FHW] taking responsibility for equality. Moreover, awareness must be raised of the fact that not only does equality result in gender equity, but it also increases the quality of the science and is essential for the future viability of the universities and society” (Borgwardt 2023:6).



1.1. Gender balance by status group

1.1.1. Status group: Students

In the 2022/2023 winter semester (WS), the FHW oversaw a total of 2,839 students (Figure 1), plus 401 enrolled senior citizens. This means that the Faculty has by some distance the largest proportion of students at OVGU.

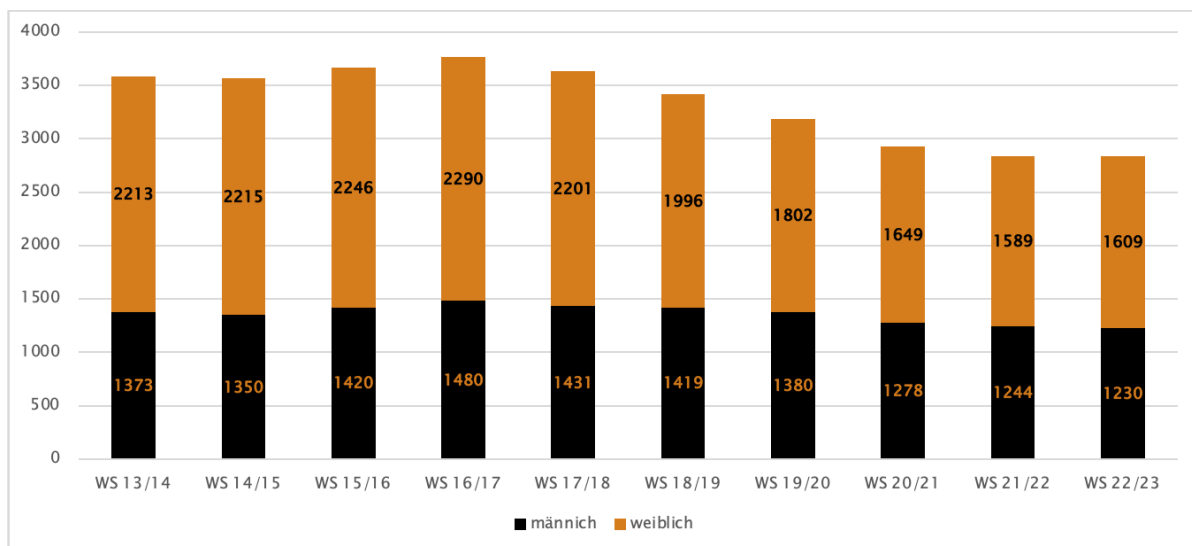


Figure 1 Development of student numbers in the FHW over the period from WS 2012/2013 to WS 2022/2023 in absolute figures³

In terms of gender, in WS 2022/2023, 1,609 (57%) female and 1,230 (43%) male students were overseen in the FHW. If we consider the percentage distribution of the genders over a period of ten years (Figure 2), the average share of female students in the FHW is 59 percent.

³ during WS 22/23, 2 diverse individuals were enrolled in the FHW

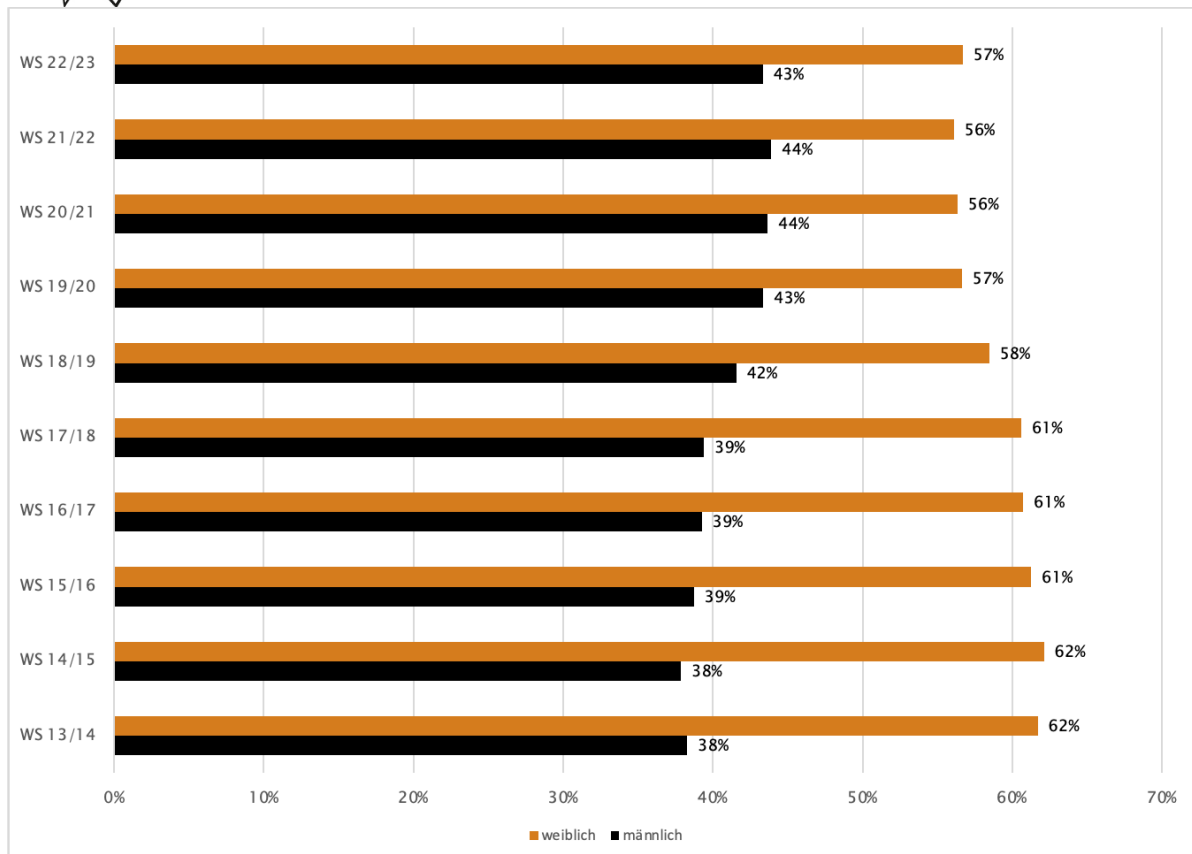


Figure 2 Development of student numbers in the FHW over the period from WS 2012/2013 to WS 2022/2023 in percent

If we examine the percentage distribution of the genders within the individual study programs offered by the FHW, it is clear that some study programs, such as the Master's in Industrial Vocational Education and Management of Vocational Education (85% female students), the Bachelor's in Educational Science (81% female students) and the Master's in Educational Science (84% female students), the Bachelor's in German Language and Literature with an Interdisciplinary Profile (78% female students) and the Bachelor's in Cultural Engineering (73% female students) have a high proportion of women, while in the technically oriented study programs, such as the Bachelor's programs in Vocational Education – Engineering Education (14% female students), Vocational Education – Technical Education (12% female students) and Sport and Technology (26% female students), female students are under-represented (Figure 3).

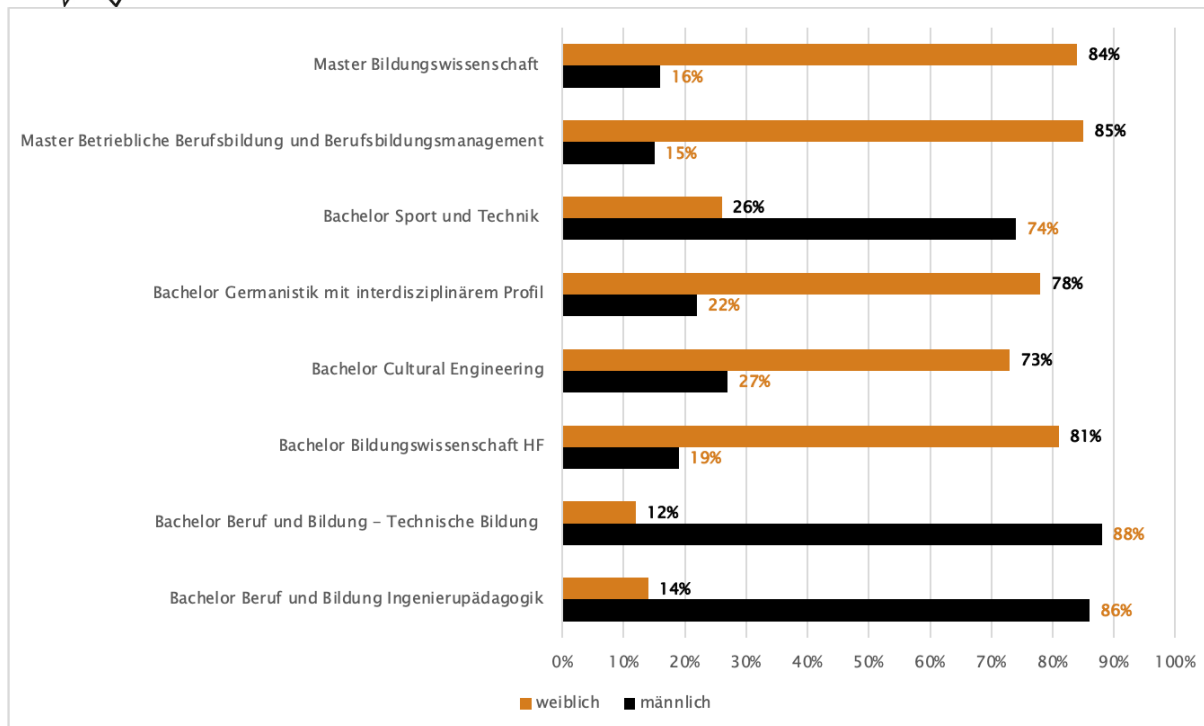


Figure 3 Distribution of students according to study program during WS 22/23 (excerpt)

1.1.2. Status group: Doctoral students and post-doctoral researchers

Alongside the research assistants who are working on their doctoral degrees as part of their employment in the FHW under the Academic Fixed-Term Contract Act, countless other doctoral students who are not employed by the FHW are supervised within the faculty. These are only recorded if they enroll as doctoral students.

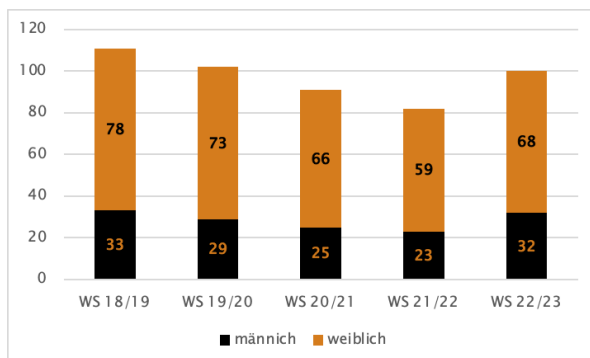


Figure 4 Figure 3 Development of doctoral student numbers in the FHW over the period from WS 2012/2013 to WS 2022/2023 in absolute figures

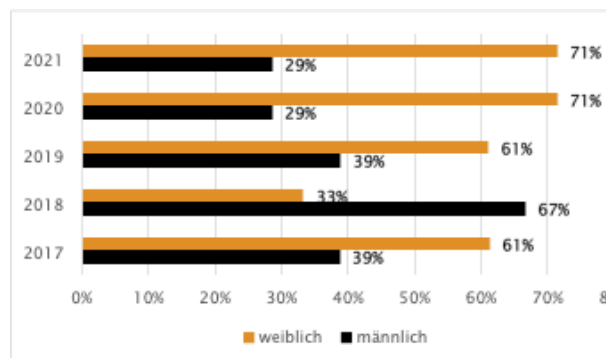


Figure 5 Development of doctoral student numbers in the FHW over the period from WS 2012/2013 to WS 2022/2023 in percent

Figure 4 and Figure 5 reflect the development of doctoral student numbers over



a period of five years in absolute figures and in percentage terms. On average, 71% of the enrolled doctoral students were female.

In the case of doctoral degrees, the statistics include all doctoral students, irrespective of whether they are employed or enrolled.

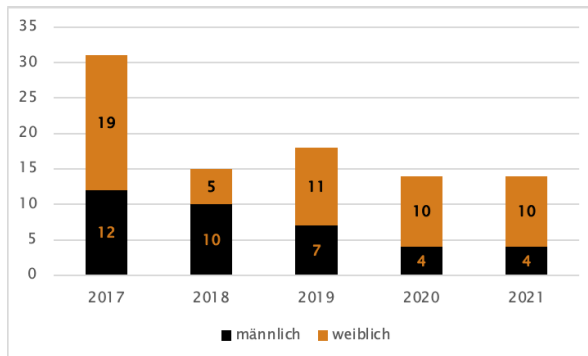


Figure 6 Doctoral degrees in the FHW in the period from 2017 to 2021 in absolute figures

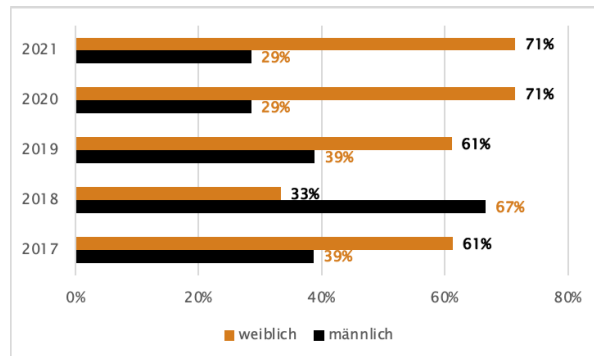


Figure 7 Doctoral degrees in the FHW in the period from 2017 to 2021 in percent

Overall, in the period from 2017 to 2021, 92 doctoral degrees were successfully completed. The share of female doctoral candidates that completed their doctorates in this period was on average 59% (see Figure 6 and Figure 7). In 2022, 22 doctoral students (12 male / 10 female) were admitted, and 18 doctoral degrees (6 male / 12 female) were successfully completed

The status group of post-doctoral researchers can only be recorded via the qualification agreements of the research assistants employed by us. Currently, in the FHW, 14 post-doctoral researchers are employed, of which 10 are women. The number of completed post-doctoral research qualifications paints a different picture. In the last seven years, seven post-doctoral research projects were successfully completed. Of these, only one was by a woman.



1.1.3. Status group: Research assistants

As of February 2023, 93 individuals were employed as research assistants in the FHW in a post funded by the budget (incl. posts under the Contract for the Future of Higher Education and Teaching (ZVSL), teacher training and social pedagogy), of which 37 were male and 56 female. In the third party-funded sector, as of February 2023, 68 scientists were employed, of whom 29 were male and 39 female.

Twenty-six posts in the non-professorial teaching staff are occupied on a permanent basis. Of these, six posts are as teaching staff with special responsibilities (LbA) and 20 as research assistants (WiMi). In future, the faculty will strive to achieve a more even balance between these permanent LbA and WiMi posts. The 26 posts are filled by 16 women (13 WiMi posts, three LbA posts) and ten men (seven WiMi posts, three LbA posts), meaning that the proportion of women on the permanent staff amounts to 62%.

1.1.4 Status group: Administration

For non-academic personnel there are 24.5 posts in the organizational chart, all of which are permanent posts in the administrative and secretarial departments, in academic management and in the technical / data processing departments. Apart from three posts, all posts are held by women.

1.1.5 Status group: Professors and junior professors

In the FHW there are 30 professorships in the organizational chart (15 W2 posts and 15 W3 posts). Currently, the share of female professors is 34%. Of 29 professorships that are currently filled, 19 are held by male professors and ten by female professors. An appointment process is currently underway for one professorship. Of the ten female professors, six have a W2 post (60%) and four (40%) a W3 post; of the 19 male professors, 7 (37%) have a W2 post and 12 (63%) a W3 post. The goal in the FHW is to increase the proportion of women and in particular the proportion of W3 professorships held by women, then over the long term to achieve parity between the sexes. In the period until 2024, currently two new appointment processes are planned (one W2 and one



W3 professorship). The gender-aware recruitment guidelines in force at OVGU are applied in full. Furthermore, as of 01.04.2023, two W2 professorships in the FHW are occupied in the so-called “reorganization corridor”, of which one is female and one male.

Currently in the FHW there are three W1 professorships held without tenure track, of which one is a female junior professor. In the period until 2024, these professorships will be reappointed. The aim is to increase the proportion of women.



1.2. Actions already structurally implemented

Framework objective 1: Creating a diverse scientific culture	
Enshrining equality as a cross-cutting task	- Equality enshrined in the area of responsibility of the Dean's Office: <ul style="list-style-type: none">• renaming of the Office of the Vice-Dean for Research and Equality• expansion of the role of the Office of the Vice-Dean for Research to include Equality• equality has been incorporated in the mission statement of the FHW• elected Equality Officer (office held for 2 years)
Improvement of family-friendliness and work-life balance	- Appointment of a Families Officer for the FHW - Parent-child room
Making equality visible - develop communication channels	- Setting up of a functional email address (gleichstellung-fhw@ovgu.de) - Setting up of a homepage
Promotion of respectful cooperation and protection against (sex) discrimination	- Two non-binary sanitary blocks in Building 40
Framework objective 2: Increasing the attractiveness of the university as a place to study and work	
Innovation potential of gender research (reflection, identification and exploitation)	- Dr Tina Jung is the second holder of the Marianne Schminder Visiting Professorship with a partial focus on Gender Research at Otto von Guericke University Magdeburg, based in the Faculty of Humanities, Social Sciences and Education. - Decision to create a professorship with a partial focus on Gender Studies - Holding of a conference by the Marianne Schminder Visiting Professor Dr. Tina Jung and Professor Dr. Eva Labouvie entitled "Gender – Culture – Nature – Environment"



2. FHW decentralized equality action concept

Validity: 2023–2025; effective from: October 2023

In terms of content, the equality action plan of the FHW focuses on data, facts and figures in the area of gender equity, as currently enshrined in paragraph 72 of the Higher Education Act of Saxony–Anhalt. The matrix of measures, on the other hand, will also comprise forward–looking goals, which also define equality of opportunity beyond gender. This is because we will only be able to operate successfully in teaching and research and fully exploit the potential of heterogeneity and diverse perspectives by welcoming a diverse range of students, employees and teachers of different cultures, origins, sexual orientations, genders and physical abilities and using their different talents and skills. As part of its self–concept as a faculty, the FHW stands for an enlightened and active community of citizens that is based on personal freedom and cultural diversity, requires critical and rational public discourse, social participation and a combination of individual and common interests. Only by drawing upon one another can science, technology, industry and society flourish for the benefit of all. The FHW sees it as its role to examine the preconditions and processes of the conduct of individual and collective stakeholders and their communication. With its various subject areas it deals with development pathways and the challenges of democratic societies in their regional, national and international contexts. The distinctive feature of the FHW lies in the multiplicity of its disciplines and perspectives. It makes use of the core human sciences subjects consisting of the humanities, educational, cultural and social sciences in order to enhance the individual and collective learning capacity. It generates and conveys analytical, reflective and action knowledge about the causes, courses and consequences of transformation processes and helps to understand cultural innovations including against the background of the long–term historical dimension. The FHW is therefore an advisor and driving force behind the state, industrial and civil society institutions and stakeholders in Saxony–Anhalt. It sees equality of opportunity for students and employees, freedom of research and teaching and the exchange of ideas across disciplinary and regional borders as key values in the university’s development. Through its disciplinary identity, in terms of research and teaching, the subjects offered by the FHW have established links



to the profile priorities of Engineering, Medicine and Economics at Otto von Guericke University.

The measures are aligned with the framework objectives developed in OVGU's central equality concept, which was adopted by the Senate for the period from 2018 to 2025. The list complies with SMART requirements and includes actions that produce measurable results in specified time frames. Accordingly, responsible actors / groups of actors are named in each case. The implementation of an inclusive and discrimination-free studying and working environment in the FHW requires fair and supportive collaboration between all participants. With the adoption of this equality plan, the FHW and the responsible Faculty Committee for Equality (FKfG) will commence its work. Implementing the individual actions requires targeted cooperation across status groups between colleagues both within and outside of the FHW. In this respect, the FKfG sees itself, in terms of the shaping and implementation of measures in interaction with other stakeholders, simultaneously as an instigator, cooperation partner and supervisory body.

The stage of completion of the actions in the following equality plan will be shown by the FKfG using a traffic light system in the course of the process (green: achieved, amber: in progress, red: no processes). Furthermore, the organizational and financial implementations of the action plan (successes, difficulties and modifications) will be evaluated centrally every two years.

Objectives	Action	Measurability	Individuals	Resources	Time
Framework objective 1: Creating a diverse scientific culture					
1.1 Enshrining equality as a cross-cutting task	Founding of the FHW Committee for Equality (FKfG) and Equal Opportunities as a permanent part of self-governance in the faculty.	FKfG meeting, 2x annually Dates (April and October) will be specified well in advance Minutes will be published in a timely manner via FHW distribution channels and on the committee website linked to by the Dean's Office FKfG will report at least 1x annually on its work to the Faculty Council	Vice-Dean for Research and Equality Equality Officer (m/f) Families Officer (m/f) Institutes' professorial representatives for equality issues Officer for Students with Chronic Illnesses Representative of the Faculty Student Council	Undergraduate / graduate assistant with 10 hrs / month Allocation of the 5000 euros for equality	first deadline 10/2023
	Increase in personnel capacity for equality matters	Proportional support of the Vice-Dean for Research and Equality by the Financial and Scientific Management Assistant.	Financial and Scientific Management Assistant		10/2023
	Increase in the budget to support the implementation of actions	Application to increase the 2023 budget from 5,000 to 10,000 euros	Committee for Academic Development and Financial Planning (PHK)	around 5,000 euros (total 10,000 euros)	04/2023

Objectives	Action	Measurability	Individuals	Resources	Time
	Annual reporting within the faculty on the status of implementation of the equality actions	Publication of dates by invitation email and on the homepages of the FKfG and the Office of the Dean	Faculty Council Vice-Dean, FKfG		from 03/2024
	The FHW subscribes to the recommendations of the university management for easing the burden on professors with regard to committee & equality work and implements them.	Clarification of the possibilities for easing the burden (conditions, scope, possibilities) Transparent description and development of an application form Statistical recording of committee work done by all professors / determining of the average load as the basis for highlighting overloads. Listing of all committee activities in the FHW with average time involved	Vice-Dean, FKfG	Dean's Office budget	1st quarter 2024 - coordination with KPH
	Easing of the burden on Equality Officers in line with university management recommendations	Distribution of relief after surveying the Equality Officers will be specified after the election for 2 years, facilitated by the Dean's Office and communicated to the Faculty Council	Dean's Office, President's Office	Teaching tasks (compensatory weekly semester hours), student	04/2023

Objectives	Action	Measurability	Individuals	Resources	Time
				assistant (HiWi) costs, relief in line with President's Office specifications	
	Review of achievement of objectives via interim and final evaluation	Achievement status of equality plan actions e.g. via traffic light system (green: achieved, amber: in progress, red: no processes) Published evaluation results on the FKfG homepage	FKfG	No financial resources	Interim evaluation 08/2024
1.2 Improving of family- friendliness and work-life balance as a quality criterion	Call for creation of a plan to establish an "OVGU company daycare" (in terms of economics, organization and infrastructure) - as already promised in the 2015 University Development Plan (HEP).	Senator in the Senate (Senate report) and the Dean in the PHK (PHK report)	Dean Senate Representative	No costs	From Senate 09/2023
	Call for regular information		Dean	none	from Senate

Objectives	Action	Measurability	Individuals	Resources	Time
	offering/event on the Family Code (with, among other things, case studies) at the beginning of each semester with the objective of raising awareness among lecturers/teaching staff, administrative employees through central Families Office.		Senate Representative Families Officer (m/f)		09/2023
	Call for information and consultation opportunities on Maternity Protection Act / risk assessments in pregnancy) etc. through central Families Office	Senator in the Senate (Senate report) and the Dean in the PHK (PHK report)	Dean Senate Representative	none	from 09/2023
	Application for (central) monitoring of the proportion of parents (caregivers, single parents etc.) among the students and staff, identification of barriers and needs	Senator in the Senate (Senate report) and the Dean in the PHK (PHK report) and Dean of Studies in the Commission for Studies & Teaching (KSL; KSL report)	Dean Senate Representative & Dean of Studies	none	from 10/2023
	Publicize and implement OVGU Family Code in the	Develop criteria for measuring family-	FHW Families Officer in cooperation with	none	from

Objectives	Action	Measurability	Individuals	Resources	Time
	FHW	friendliness	central Families Officer FKfG		10/2023
	Call for drawing up of an overview of the “family-friendly” <ul style="list-style-type: none"> interpretation of the SER (study & examination regulations): Performance and/or examinations General regulations (e.g. including in case of illness among family members, etc.) 	Information on family-friendliness in teaching, studies and work is easy to find (reminder to be issued re updating of the website of the Families Office and creation of link from FHW website)	Senate Representative FHW Families Officer in cooperation with central Families Officer in cooperation with the Examination Office	none	from 10/2023
1.3 Making equality visible - developing communication channels:	Translate equality concept into English and publish	Published German and English version	Vice-Dean	5 HiWi hours (Dean’s office budget)	3 months after adoption
	Keeping the sub-website of the FHW on the Equality Committee up-	Regular updating of website: information on equality, anti-	FKfG FHW Dean's Office		10/2023

Objectives	Action	Measurability	Individuals	Resources	Time
	to-date (LINK: Faculty of Humanities, Social Sciences and Education Committee for Equality and Equal Opportunities (ovgu.de))	discrimination Section on gender and diversity research Link to the website of the Office for Equality Issues)			
Increasing the visibility of equality topics and contacts	Display cabinet in the G40 entrance, Area A, ground floor	Monthly discussion, posting plan with 12 topics per year (1 topic per month, e.g. questions, statistics) - involve Equality, Disability and Families Officers as well as academics with gender and diversity topics	FKfG in cooperation with the Dean's Office secretariat	with assistance from the Office for Equality Issues (ideas from website)	from 10/2023
	Toilet One-Minute Wonder ⁴	Application for structural modifications (K4)	FKfG	50 frames (FHW budget),	09/2023

⁴ One-minute wonders are 1-minute training sessions that are displayed wherever employees might need to wait for a moment: by the microwave, the photocopier or even on the back of toilet doors. The short passages of text are brief and convey important information, knowledge is shared in a nutshell

Objectives	Action	Measurability	Individuals	Resources	Time
		<p>Implementation of building project and procurement of frames (contract award application)</p> <p>Monthly discussion, posting plan with topics for 12 months (e.g. with questions, statistics)</p>	<p>FHW Dean's Office</p> <p>Student Assistant (HiWi)</p>	<p>proportion of HiWi post</p>	
	<p>Design flyer on contact points / responsible persons / appointed officers etc. in 2-3 strategically important locations in G40 (e.g. outside the Dean's Office, outside the Examination Office and outside the Faculty Student Council Office)</p>	<p>Request "Helping Hands" flyer from K2</p> <p>Status and number checked every 8 weeks and replenished if necessary</p>	<p>Dean's Office with support from HiWi Equality</p>	<p>Proportion of HiWi post</p>	<p>from 10/2023</p>
<p>Make communication gender and diversity-aware</p>	<p>Revision of FHW web pages: Communicate and implement gender and diversity-aware written and visual language and forms of address (including on English web pages)</p>	<p>Draw up list of all forms / documents, web pages and revise with assistance resources - checking once annually by FKfG</p> <p>For assistance see website of the Office for Equality Issues</p>	<p>Dean's Office Secretariat with support from HiWi Equality</p>	<p>Proportion of HiWi post; poss. final thesis tasks for students of Media Education / Media & German Language & Literature</p>	<p>from 10/2023</p>

Objectives	Action	Measurability	Individuals	Resources	Time
	Review signage in the building, regulations and forms of FHW in a gender and diversity-aware way and keep up-to-date	Checking once annually by FKfG For assistance see website of the Office for Equality Issues	Dean's Office with support from HiWi Equality	Proportion of HiWi post	from 10/2023
Training sessions on reducing bias Acceptance of responsibility	Setting up of anti-sexism and anti-discrimination workshops for students. (Implementation of the anti-discrimination guidelines)	The FHW is committed to firmly establishing the Sexism Pilots workshops as a program for students in cooperation with K3 and the Vice-President for Academic Affairs and developing additional programs in the context of the anti-discrimination guidelines. Two programs are offered annually.	The Dean of Studies advocates in the Faculty and central KSLs for financial support / setting up of workshops Center for Linguistic Social Research (FHW)	Where nec. contribution to workshop costs	03/24 1st workshop (then twice yearly)
	Facilitating the participation of FHW professors in further training programs through (K2) or through fokus:lehre in the framework of implementing the anti-discrimination guidelines (OVGU) and AGG (General Equal Treatment Act)	Participation of professors in a leadership training course on anti-discrimination (ensure up-to-date)	Institute Councils / Professors of FHW Dean's Office		from 10/23

Objectives	Action	Measurability	Individuals	Resources	Time
	Facilitating the participation of research assistants in further training programs by K2, GA or fokus:lehre in the framework of implementing the anti-discrimination guidelines (OVGU) and AGG (General Equal Treatment Act)	Participation in a (management) training course on anti-discrimination, gender/diversity (at least 1x every three years)	Institutes Dean's Office Fokus:lehre		every 3 years from 2023
	Facilitating the participation of scientific support staff in further training programs by K2 in the framework of implementing the anti-discrimination guidelines (OVGU) and AGG (General Equal Treatment Act)	Participation in a management training course on anti-discrimination (at least 1x every three years)	Dean's Office with K2		every 4 years from 2023
1.4 Promotion of respectful cooperation and protection against (sex) discrimination	Openly communicate mission statement of OVGU/FHW and anti-discrimination guidelines	Check in the Faculty Council that the FHW mission statement is up-to-date with regard to gender and diversity	FKfG		from WS 23/24 1x annually

Objectives	Action	Measurability	Individuals	Resources	Time
	Slot for gender and diversity-aware university / faculty in the introductory week at FHW	Awareness event during introductory week on fair interactions at OVGU is established	Equality Officer	Acquire “One University for all” merchandising for “Newbies’ Bag” (notebooks, stickers, etc.)	From WS 23/24
	Development and adoption of a Code of Conduct	A participatory working group with student council (Stura), K3, Office of the Vice-President for Academic Affairs in cooperation with the central Equality Committee and the Office for Equality Issues will be set up and the drawing up of a code of conduct presented for adoption by the KSL/Senate	Vice-Dean for Equality FKSL FKfG	Students can contribute ideas via online surveys on their Moodle courses	from WS 23/24
	Collaboration with Complaints Officer(s) and awareness portal	Complaints Officers 1x annually in the Faculty Council Invitation to report on incidence of (sex) discrimination in the FHW	FKfG		from 10/2023

Objectives	Action	Measurability	Individuals	Resources	Time
	Support and appreciation Student Awareness Team	Confirmation of participation through adoption of the new gender diversity certificate as CP component	Module coordinator		06/23
	Clarification with K4 and K5 as to the danger areas with regard to sexual attacks (car park, toilets, changing rooms, basement, sports halls); development of solutions (presence, security, lighting plans)	Dean's Office to K4 / K5 is informed Inspections are taking place Safety concepts to be presented to the Faculty Council	FKfG Dean's Office		from 10/23
Framework objective 2: Increasing the attractiveness of the university as a place to study and work					
2.1 Increasing equality of opportunity in research, teaching and administration	Development of a communication concept on "recruitment procedure guidelines" Objective: early and transparent involvement of the Equality Officers	Information on the persons responsible for equality in recruitment is kept up to date (newsletter, circular emails, information for institute councils) Mandatory acknowledgment of document in the context of the selection of candidates (signature) which, among other things, takes the following into account: when advertising posts, chair holders inform the Equality Officers in a timely manner, invite them in a timely	Dean's Office		10/23

Objectives	Action	Measurability	Individuals	Resources	Time
		manner, at least 7 days before the selection interviews and provide an insight into the synopsis and guideline questions			
2.2 Innovation potential of gender research (reflection, identification and exploitation)	Aim of establishing a professorship with partial focus on gender research in the FHW	Published job advertisement and appointment procedures	Dean's Office, President's Office, Ministry		2025
	In the event of changes being made to module handbooks, review the integration of gender and diversity research in accordance with the recommendations of the Women's and Gender Studies Network NRW on the integration of teaching content on gender research in the curricula of subjects (see: Gender Curricula: Start (gender-curricula.com))	The review plus acceptance or rejection of gender and diversity themes is justified in writing to the Office of the Dean when applying to amend a module.	Institutes FKfG Study program heads		ongoing

Objectives	Action	Measurability	Individuals	Resources	Time
	Seminars and lectures on gender and diversity topics are highlighted in the LSF so that they are easier to find. Teaching staff are requested to specify this marking when registering their course.	Together with K33 - Quality assurance: A "marker" is technically possible and implemented Courses can be specifically searched for in the LSF	Institutes Dean's Office FKfG and IT officer after information passed on by teaching staff		by spring 2024
	Feasibility assessment of a gender/diversity certificate cf. the sustainability certificate	Dean of Studies advocates in FKSL and KSL with K33 for implementation of a cross-faculty certificate for students. (minutes)	Dean of Studies FKfG in cooperation with K33		Implemented by WS 2024/25
	Public announcement and/or issuing of final theses on equality topics	Publication of topics on the FKfG website. Suggestions made by the Institutes.	Teaching staff, FKfG Institute councils	No costs	Start SS 2024

Objectives	Action	Measurability	Individuals	Resources	Time
	Development of a concept and setting up of an experts committee for an (endowed) young talent award for student final theses with a gender and/or diversity reference.	Development of regulations	FKfG (where nec. cooperation at state level / coordinating body for gender research and equal opportunities)	Prospective prize money of 500 euros	Start WS 2023
	Development of a concept and setting up of an experts committee for an (endowed) young talent award for papers written for credit with a gender reference	Development of regulations	Dean's Office, FKfG (where nec. cooperation at state level / KGC)	Prospective prize money of 500 euros	Start SS 2023
Framework objective 3: Gender-equitable promotion of young talent					
3.1 Promotion of excellent female scientists (identification, recruitment and promotion)	Active participation in gender and diversity-aware student recruitment in study programs)	Cooperation in the student recruitment working group and 1x annually reporting in the Faculty Council	Dean of Studies Equality Officer together with employees from ZLB (Center for Teacher Training) concerning student recruitment	200 euros for gender and diversity-aware publicity work	from 2024

Objectives	Action	Measurability	Individuals	Resources	Time
	Participation by the Institutes in Future Day (formerly: Boys' and Girls' Day)	Registered events with Media, Communication & Marketing (framework program for Future Day). At least 1 institute per year. Each institute takes part 1x every 3 years.	Institute councils		in April 2024 and then recurring
	Increase in the proportion of women through active recruitment of female professors	Increase in the proportion of women long term among the professorships (50-50) and equalization of remuneration scales (W2/W3) Evidence of use of the Office for Equality Issues brochure Gender-equitable+staffing+OVGU.pdf in the recruitment committees	Dean's Office / Recruitment Committees		ongoing
	Information and encouragement and release for participation in courses by the Graduate Academy (GA): (doctoral students and post-docs) on scientific education exchange and networking	Publicizing of the GA programs through notices and website links Reservation and FHW-wide advertisement of extra GA courses in the FHW (1-2 annually)	Managers		ongoing

Objectives	Action	Measurability	Individuals	Resources	Time
	Increase the visibility of excellent female students and scientists in early career phases	Ranking in the awarding of state scholarships: take into account gender and diversity-aware criteria in the case of equivalent scientific performance / qualifications in the context of the internal FHW prioritization	FKfG Dean's Office Institute councils		annually