



UNIVERSITÄT ZU LÜBECK

Gender Equality Plan

Period 2017 - 2022

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Preamble and legal obligations¹

The Universität zu Lübeck remains committed to equality between women and men.

With the implementation of the Equality Plan in the Structural and Development Plan, the Presidential Board of the Universität continues to perceive equality as a management task, emphasises its special responsibility in the implementation of this legal mandate and works towards equality being a cross-sectional task of the entire university and its members.

The Presidential Board of the University calls upon all organs and bodies as well as the administration of the University to work together with the Equal Opportunities Officers and the Equal Opportunities Committee in implementing the measures outlined below. The full-time Equal Opportunities Officer, in her advisory and supervisory role as defined in § 27 HSG and § 17 Constitution of the University, supports the process and accompanies it in an initiating and conceptual capacity.

Qualitative goals of the Equal Opportunities Plan are:

- the elimination of structural discrimination against women at all levels of the University
- to increase the proportion of women in those areas in which they are underrepresented
- to increase the proportion of male students in those fields of study in which they are underrepresented (according to the given legal possibilities)
- consolidating measures to reconcile study/work and family life
- the promotion of a consistent sensitisation for the topic of "compatibility of studies/work and family" in the organisational culture
- the promotion of non-discriminatory working and study conditions
- promoting cultural change through the acquisition of gender diversity competence at all levels of the university

Quantitative goals of the Equality Plan are:

- The fulfilment of the targets (cascade model) from the target agreement between the university and the Ministry of Social Affairs, Health, Science and Equality.

The updating of the Equal Opportunities Plan involves setting priorities on the basis of the formulated qualitative and quantitative goals rather than enumerating individual measures.²

¹ The following normative bases apply: Higher Education Act of the State of Schleswig-Holstein (HSG), Equal Opportunities Act of the State of Schleswig-Holstein (GlG), Constitution of the Universität zu Lübeck, Equal Opportunities Statutes of the Universität zu Lübeck, target agreements between the Ministry of Social Affairs, Health, Science and Equality and the Universität zu Lübeck.

² Obligatory individual measures are listed in: Equality Concept for the Female Professors Programme I and II; TOTAL E-QUALITY self-assessment tool; audit "Family-friendly university" target agreement; target agreement between the university and the Ministry of Social Affairs, Health, Science and Equality.

It is not necessary to specify target figures in the equality plan, as these are already specified in the target agreement with the Ministry of Social Affairs, Health, Science and Equality and are therefore binding and verifiable.

No data appendix is attached to the Equality Plan; however, due to the data transparency at the university, the data on the equality situation is available throughout and can be accessed up to date.

A catalogue of goals will be drawn up for the equality plan by the end of 2017, which will be used to monitor the implementation of the plan. For effective reporting, the Equality Plan and the achievement of targets will be reviewed annually by the Equal Opportunities Committee and the Equal Opportunities Officers and the current implementation status will be reported to the Executive Board in 2018. Based on the report, the Equality Plan will be updated in 2018 if necessary.

This Equality Plan was adopted by the University's Equal Opportunities Committee on 24 March 2017.

Gender equality goals 2017 to 2022

1 Consolidation of measures to reconcile study/work and family and increased awareness in the organisational culture - "Family-friendly university" audit

In 2017, the Universität zu Lübeck will apply for the "Family-friendly university" certificate for the fourth time as part of the re-audit. The corresponding measures will be implemented by 2020.

The Universität zu Lübeck sees the support of employees and students in reconciling studies/work and family as a natural part of its personnel work and study organisation. It uses its family-friendly atmosphere to find a solution in each individual case that is suitable for the respective service or study organisational framework conditions. However, it is not a matter of finding solutions in individual cases, but rather of applying fundamental instruments of personnel policy and study organisation. The family-conscious orientation of the university is part of the strategy and is firmly anchored in the structures and procedures as well as in the personnel development concept of internal continuing education.

With the third re-audit, the University wants to review the existing measures with regard to efficiency and fit, as well as structurally optimise and consolidate them.

A comprehensive dual-career strategy is being developed within the Welcome Centre.

In order to bring together all efforts for the compatibility of study / work and family³, the university is planning either the construction of an independent small building (family cube) or integrating the premises coherently⁴ into planned or still to be planned new building projects.

2 Self-assessment tool TOTAL E-QUALITY

At the end of April 2017, the University applied for the TOTAL E-QUALITY award for the third time. If the award is successful, the corresponding measures will be implemented by 2020.

³ Campus holidays, Kids Xtra, Parents Office, breastfeeding room, CaRE, themed information events such as KiBeKa.

⁴ Rooms / equipment: a common room for 25 school children, two sanitary facilities incl. nappy-changing stations, a small Parents Office, a storage room for the materials of the Campus Holidays and CaRE as well as another small room with a small kitchenette that can be used in different ways. A corresponding room concept has already been developed by the "Real Estate and Central Services" department.

The current target agreement will be used to examine where the university stands in its gender equality work, what potential it still has in this regard and what measures are needed to achieve the goals set.

3 Gender-diversity-appropriate teaching

The University is committed to the continuation of gender-diversity-competent teaching. Gender diversity competence includes intercultural competence, gender competence, diversity competence, didactic competence and methodological competence. Within the framework of the university didactic courses, basic gender diversity theories are named and discipline-oriented as well as interdisciplinary action concepts (under guidance according to the concept of "Integrative Gendering + Diversity") are developed by the participants themselves for their own teaching.

4 Development of young academics

4.1 In the study program

The targets (cascade model) from the target agreement between the University and the Ministry for Social Affairs, Health, Science and Equality are met.

To increase the proportion of female students in computer science, the Girls Day measure and the "InformatiXX" network will be continued.

To increase the proportion of students in molecular life science, the Boys Day measure and the "in vivo" network will be continued.

It is being examined whether further networks can be established in degree programs with a strong under-representation of one gender.

4.2 In academic qualifications

The targets (cascade model) from the target agreement between the university and the Ministry of Social Affairs, Health, Science and Equality are met.

Habilitation support for women in medicine and STEM will be continued. In addition, the heads of institutes and clinics are called upon to inform young female scientists about external scholarships and to advocate for their increased consideration in the awarding of scholarships.

The "ProNetzwerk" network for female doctoral students will be continued in cooperation with the Graduate School.

The consideration of the gender aspect in the performance-oriented allocation of funds will be continued.

5 Women in leadership positions

The targets (cascade model) from the target agreement between the university and the Ministry for Social Affairs, Health, Science and Equality are met.

The gender-diversity-appropriate appointment procedure guideline is applied in the sections.

6 Promotion of non-discriminatory working and study conditions

The university must create safe working and study conditions and comprehensively fulfil its duty of care. In this context, particular attention is paid to the areas of counselling services, study programme regulations and the university's infrastructure.

In cases of sexualised discrimination and violence, the General Equal Treatment Act (AGG) and the university's guidelines on the complaints procedure in cases of (sexual) harassment, discrimination and violence against students, employees and guests of the university apply.

University facilities and buildings are regularly checked for sources of danger and areas of fear.

In order to increase sensitivity, the topic is to be integrated as a module at suitable points in the courses of internal further education and supplemented by the topics of "racism" and "homophobia".

7 General agreements

7.1 Official language / gender-sensitive language

General correspondence as well as legal and administrative regulations, examination, study, doctoral and post-doctoral regulations, announcements of events and working materials of the Universität zu Lübeck shall be formulated in such a way that terms are chosen to be gender-neutral or both the female and the male form are used. The comment "For reasons of better readability, only the masculine form is used" is not permitted. Alternatively, the spelling recommended by the Federal Anti-Discrimination Agency can be used with the so-called gap ().

7.2 Appointment to committees

The University supports female members in the exercise of candidacies in all self-governing bodies.

Part-time employees who are active in self-government outside the agreed working hours should be given the opportunity to shift their working hours to the time of committee work, or they should be granted corresponding time off in lieu.

7.3 Gender-disaggregated statistics

All surveys and studies for the purposes of higher education statistics shall, as a matter of principle, be drawn up on a gender-differentiated basis. At the request of the Equal Opportunities Officer, additional statistics may be compiled on an ad hoc basis.

8 Cultural change through the acquisition of gender diversity competence

Gender diversity competence means the knowledge of gender differences in the higher education system and in society, in order to reflect on the associated discrimination and possible anti-discrimination strategies.

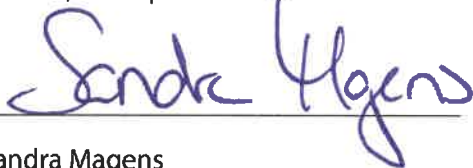
All levels of the university are sensitised for more gender diversity competence. Appropriate workshops are offered as part of internal continuing education or modules are integrated at appropriate points.

Networking is indispensable for a gender-diversity-oriented university. A network will be established to identify diversity issues for the university and initiate appropriate measures in the medium term. The diversity network and the Equal Opportunities Committee work closely together on this.

This Gender Equality Plan was approved by the Board of Trustees of the Universität zu Lübeck in its meeting on 21 June 2017 in Lübeck.

The publication of the Gender Equality Plan was approved in September 2021.

Lübeck, 13. September 2021

A handwritten signature in blue ink that reads "Sandra Magens". The signature is written in a cursive style and is positioned above a horizontal line.

Sandra Magens

(Chancellor)

