



Equality Diversity Plan of the University of Lübeck

2022 until 2027

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Preamble and legal obligations¹

The University of Lübeck remains committed to equality between women and men and to establishing diversity-friendly study and working conditions. The University's diversity management is based on a diversity strategy, which is developed in the audit "Shaping Diversity" and reviewed on a regular basis. By implementing the Equality Diversity Plan in the structural and development plan, the University's Presidential Board continues to perceive equality and diversity as a management task, emphasizes its special responsibility in enforcing the legal mandate of equality and anti-discrimination, and works to ensure that equality and diversity are cross-cutting tasks for the entire university and its members.

The University's Presidential Board encourages all of the University's governing bodies and committees, as well as its administration, to work with the Equal Opportunity Officer, the Diversity Officer, the Inclusion Officer, and the Equal Opportunity Diversity Committee in implementing the measures outlined below. The full-time Equal Opportunity Officer in her advisory and controlling function defined according to § 27 HSG and § 20 Constitution of the University and the Diversity Officer in her advisory and controlling function defined according to § 27a HSG and § 21 Constitution of the University as well as the Inclusion Officer in her advisory function support the process and accompany it in an initiating and conceptual way.

Qualitative goals of the Equal Opportunity Diversity Plan are:

- the elimination of structural discrimination against women at all levels of the university
- increasing the proportion of women in all areas in which they are underrepresented
- consolidating measures to reconcile study/work and family life in the organizational culture
- the promotion of non-discriminatory working and study conditions
- The promotion of cultural change through the acquisition of gender diversity competence at all levels of the university.
- the development and implementation of an action plan on inclusion
- The development and implementation of an action plan against racism.

Quantitative goals of the equality plan are:

- The fulfillment of the targets from the target agreement between the university and the Ministry of Education, Science and Culture.

The update of the Equality Diversity Plan includes setting priorities based on the formulated qualitative and quantitative goals. It is not necessary to specify target figures in the Equality Diversity Plan, as these are already specified in the target agreement with the Ministry of Education, Science and Culture and are therefore binding and verifiable.

No data appendix is attached to the Equal Opportunity Diversity Plan; due to the data transparency at the university, the data on the equal opportunity situation is consistently available and can be retrieved up to date. No data is collected for the diversity area due to data protection, the only exception being the severely disabled rate.

¹ The following normative bases apply: Higher Education Act of the State of Schleswig-Holstein (HSG), Equal Opportunity Act of the State of Schleswig-Holstein (GIG), Constitution of the University of Lübeck, Target Agreements between the Ministry of Education, Science and Culture and the University of Lübeck, Social Code Book Nine (SGB IX), General Equal Treatment Act (AGG).

For the Equality Diversity Plan, a target catalog of all measures with sub-steps will be created in 2022, which will be used to monitor the implementation of the plan. For effective reporting, the Equal Opportunity Diversity Plan and the achievement of the targets will be reviewed annually by the Equal Opportunity Diversity Committee (in addition, inclusion modules by the Round Table on Inclusion, modules against racism by the Working Group against Racism) and reports on the current implementation status will be submitted to the Executive Board in 2023 et seq. Strategy and measures in the field of diversity are (further) developed in the Diversity Steering Committee, which emerged from the "Shaping Diversity" audit in 2019.

This Equal Opportunity Diversity Plan was adopted by the University's Equal Opportunity Diversity Committee on 12th July, 2022.

Equality diversity goals 2022 to 2027

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

The University of Lübeck sees the support of employees and students in reconciling study / work and family as a natural part of human resources work or study organization. The basis for a family-friendly organizational culture is the "Handbook for family-friendly personnel management at the University of Lübeck". Spatially, the offers are bundled in the "family cube" of the university. The family-conscious orientation is part of the strategy and firmly anchored in the structures and procedures as well as in the personnel development concept of the internal training.

In 2020, the University of Lübeck was audited as a "family-friendly university" for the fifth time since 2008. The current measures, including the development of a family pass as a disadvantage compensation for student parents or students who care for relatives, will be implemented for the renewed re-audit until 2023.

With each new audit, the university would like to review, consolidate and, if necessary, optimize its previous measures, as well as develop new target groups (e.g. fathers in academia, development of a fathers' network) with tailored measures.

2 Self-assessment tool TOTAL E-QUALITY

In 2020, the university was awarded the TOTAL E-QUALITY rating for the fourth time since 2011; for the first time with the additional rating "Diversity". In 2023, the university will repeatedly apply for both predicates.

3 Cultural change through diversity - "Shaping diversity" audit

In 2022, the University of Lübeck will apply for re-auditing in the Stifterverband's "Shaping Diversity" audit. The basis for the peer review process and further development of measures is the diversity strategy, which was developed by the Diversity Steering Committee in 2021. The following development goals and measures result from the diversity strategy:

3.1 Integrate diversity into the University's strategic processes.

"As a cross-cutting task and as a sustainable structural development, diversity management forms the quality feature of a learning and teaching organization."

(Diversity profile, 2018) In this sense, diversity must successively become an integral part of all strategic processes. To this end, the diversity strategy formulates medium-term focal points, for the central strengthening of which presidium officers are to be appointed in 2022. These officers will be part of the new Diversity Steering Committee to be established in the course of the audit.

3.2 Change in leadership and work culture through the acquisition of gender diversity competence

The diversity strategy describes as a strategic goal a change in leadership and work culture through the acquisition of gender diversity competence. A key measure to achieve this goal is already the firm establishment of gender diversity-related compulsory courses in the Internal Continuing Education and the Lecturer Service Center. In these courses, there was and is precise feedback on the concrete need for gender diversity competence in the various areas of the university. For the coming years, this will lead to the development of departmental and task-related handouts that follow a practical anti-bias approach and are backed up with training or coaching as needed. Initial topic areas for this are advising, leadership skills, personnel selection and development, teaching and examinations, and public relations.

3.3 Diversity-related teaching modules

According to the mission statement and the diversity profile of the University of Lübeck, diversity competence should be a quality feature of the graduates. To this end, subject-specific teaching modules with a diversity-oriented approach should be developed in the degree programs and, where possible, integrated into the curricula. In parallel, the range of subject-specific electives with a diversity focus should be expanded.

3.4 Between Hate Speech and Freedom of Expression

The goal is to open up a space for reflection for members of the university and to give them confidence in dealing with group-based misanthropy and hate speech. For this purpose, a handout is being developed that clarifies terms and shows strategies for dealing with them in practice. This handout will be backed up by training courses for students and staff by external experts.

4 Junior staff development

4.1 In studies

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

In addition, measures for barrier-free and inclusive studies are being developed (see point 8).

4.2 In scientific qualification

The interdisciplinary network "CareerRopeUp" (female postdocs) will be continued.

Habilitation support measures for women in medicine and STEM will be continued.

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

In order to eliminate the structural disadvantage of women, the university has been evaluating data on possible contractual segregation² annually since 2016. At the university, there is currently no contractual segregation in any section; if conspicuous features become apparent in the annual monitoring, appropriate measures are taken.

Measures are also being developed for barrier-free and inclusive academic qualifications (see item 8).

5 Women in management positions

The targets from the target agreement between the university and the Ministry of Education, Science and Culture will be met and continued in a new target agreement.

The gender-diversity-appropriate appointment guideline is applied in the sections, regularly reviewed and updated if necessary.

The measure FeR - compensation for committee work for female scientists - is continued.

In order to eliminate the structural disadvantage of women, the university evaluates the data in the area of professorships on the gender pay gap annually. There is currently no gender pay gap at the university; if conspicuous features become apparent in the annual monitoring, appropriate measures are taken.

In order to raise awareness and bring about a change in culture, seminars on the acquisition of gender competence (including "Gender bias in appointment procedures") are regularly offered as part of internal training. In addition, a dialog and exchange format is being developed that is aimed at women in leadership positions and specifically addresses structural disadvantages and their reduction.

6 Gender-diversity-appropriate teaching

The university is committed to continuing gender diversity-appropriate teaching. Gender diversity competence includes intercultural competence, inclusive competence, gender competence, diversity competence, and didactic 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 are developed by the participants themselves for their own teaching.

7 Promotion of discrimination-free working and study conditions

The central office for consultation and the development of preventive measures in the area of anti-discrimination is KoBAS - Konfliktberatung und Antidiskriminierungsstelle.

² Contractual segregation: greater concentration of female scientists in temporary, part-time and third-party funded positions relative to male scientists.

The university must create safe working and study conditions and comprehensively fulfill its duty of care. In this regard, the areas of counseling services, study program regulations, and the university's infrastructure are particularly targeted. The university surveys students' experiences of discrimination in the semester evaluations. This survey and the measures taken to reduce discrimination are regularly reported to the Senate and the Presidential Board. In cases of harassment, discrimination, and violence, the General Equal Treatment Act (AGG) and the University's Policy on Protection against Harassment, Discrimination, and Violence apply. The members of the AGG Complaints Office receive regular training.

Since 2021, the university has participated in the EU project "UniSAFE. Ending gender-based violence" and, after evaluating and formulating key recommendations for action, is adapting the existing catalog of measures for cases of sexualized discrimination and violence. Every year around November 25, the university participates in Anti-Violence Week by flying flags.

University facilities and buildings are regularly inspected by the Equal Opportunity and Family Unit together with the Building, Real Estate and Security Unit for sources of danger, areas of fear and barriers and, if necessary, measures are taken to eliminate them.

To increase awareness, the topic should be integrated as a module at suitable points in the internal training courses and supplemented by the topics of "racism," "inclusion," and "group-based hostility toward people, e.g., homosexuals or transgender people" (see also headings 8 and 9).

Another development goal for the area of "anti-discrimination" is the accessibility and low-threshold nature of counseling and complaint services. In addition, cooperation and opportunities for referral counseling with municipal and / or regional counseling centers are to be evaluated and established.

Another focus is the reduction of discrimination in the area of gender diversity.

The university has offered trans* inter* counseling since 2016. In addition, training for employees* on the topic of gender diversity is offered on a regular basis. The university joined the Alliance for Acceptance and Respect in 2019 and shows solidarity with people who are discriminated against because of their gender or sexual identity by, among other things, flying the rainbow flag. In order to enable transgender and intersex people to participate equally in studies and work, processes are to be adapted and infrastructures created.

These include:

- Process for a change of first name in university registration systems as part of a transition.
- Processes for low-threshold name adaptation in teaching (Webex, participation lists, Moodle) in the course of a transition
- Gender-neutral restrooms and locker rooms.

8 Action Plan Inclusion

The already existing proposals for measures ("action modules") for inclusion are constantly being implemented and further developed. These include:

- Creation of a poster campaign (#istjakrass) with social media accompaniment and associated website to raise awareness of mental illness.
- Online platform for peer mentoring for students with disabilities/chronic illnesses

- Advice for lecturers on barrier-free and inclusive teaching
- "Green card" for disadvantage compensation
- Installation of a system for hearing-impaired persons in the Auditorium Maximumum
- legally binding declaration of accessibility

These are based on the interview study on accessibility conducted at the University of Lübeck in the winter semester 2018/2019, the UN Convention on the Rights of Persons with Disabilities, and the action plans of the state of Schleswig-Holstein. The measures can be dynamically expanded to integrate new levels of knowledge. An action plan for inclusion will then be developed in cooperation with the Round Table on Inclusion. As a first step, working groups will be established to focus on specific issues.

The following measures, some of which are in the planning stage, will be implemented:

- General requirement of "accessibility" in the acquisition of new software for study operations and administration.
- Accessible redesign of the website and all documents incl. training of all website editors (with relaunch; according to legal requirements)
- Establishment of workshops for students with disabilities / chronic illnesses with regard to scientific qualification
- Consideration of accessibility and inclusion in all future and current construction projects, involving the inclusion officers from the beginning
- Compilation of a list of existing barriers on campus with subsequent prioritization and elimination of barriers
- Establish at least two wheelchair accessible lab workstations for teaching on campus

9 Action plan against racism

Based on the surveys conducted on xenophobic attacks, measures have already been decided and implemented. These include:

- Extension of the house rules to prohibit the wearing of clothing with right-wing extremist symbolism (§ 6 (4) House Rules of the University of Lübeck).
- Development of a guideline for lecturers to enforce § 6 (4) of the house rules
- Empowerment workshops for students affected by discrimination and, in cooperation with the Regional Counseling Team against Right-Wing Extremism Lübeck, workshops for lecturers and interested parties on how to deal with right-wing extremism and group-based hostility in the university context.

In 2021, a working group against racism was founded with representatives from the administration, lecturers and students. This working group will develop an action plan for the university in accordance with the state action plan against racism.

The following measures, some of which are currently being planned, will be implemented:

- Mandatory workshops on "critical whiteness" for all persons working in counseling at the university.
- Conducting regular events on structural racism and raising awareness of identity politics
- Holding events to commemorate the annual International Day Against Racism on March 21
- Consideration of joining an appropriate university association such as "Weltoffene Hochschulen - Gegen Fremdenfeindlichkeit" (Open Universities - Against Xenophobia) of the German Rectors' Conference (HRK).

In 2023, the survey on xenophobic attacks will be repeated for the third time.

10 General agreements

10.1 Official language / gender-sensitive language

General correspondence as well as legal and administrative regulations, examination, study program, doctoral and habilitation regulations, event announcements and work materials of the university are formulated in such a way that designations are chosen to be gender-neutral or at least both the feminine and masculine forms are used. Ideally, the gender-sensitive spelling "*" is used.³

The spelling "*" must not be disadvantageously evaluated in term papers, bachelor's and master's theses, as well as in doctoral and post-doctoral dissertations.

The note "For better readability, only the masculine (the feminine) form is used" is inadmissible.

10.2 Appointment to Committees

The University supports (e.g., through the FeR measure) female members in running for office on all self-governing bodies and pays attention overall to both gender- and diversity-appropriate composition of committees. Part-time employees who are active in self-governance outside of the agreed working hours shall be given the opportunity to shift their working hours to the time of committee work or shall be granted corresponding time off in lieu. The committee election regulations will be reviewed with regard to gender diversity in 2022 and amended if necessary.

³ If another generally consensual gender-sensitive spelling is established, this item will be adapted according to the specifications.

10.3 Gender-differentiated statistics

All surveys and studies for the purposes of higher education statistics are generally prepared on a gender-differentiated basis (male, female, diverse).

Lübeck, 09.01.2023



Sandra Magens

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Chancellor