



Department of Architecture, Civil Engineering and Environmental Sciences

Equality Plan of the Department of Architecture, Civil Engineering and Environmental Sciences

Equal Opportunities 2020

This document also functions as the

Statement of the Department of Architecture, Civil Engineering and Environmental Sciences on TU Braunschweig's Final Report on the DFG's Research-Oriented Standards on Gender Equality 2013

Preliminary remarks

The Department of Architecture, Civil Engineering and Environmental Sciences is committed to providing equal opportunities in the sciences and supports the implementation of the equality directive as it is set out in §3 Sect. 3 NHG (Niedersächsisches Hochschulgesetz, Lower Saxony Higher Education Act). For this reason, the Department of Architecture, Civil Engineering and Environmental Sciences has developed this Decentralised Equality Plan, which also serves as the department's statement on the Final Report of the DFG's Research-Oriented Standards on Gender Equality. This Decentralised Equality Plan is a department-specific supplement to the university's Central Equality Plan. It will form part of TU Braunschweig's Final Report on the DFG's Research-Oriented Standards on Gender Equality.

The targets for gender relations set forth in this Decentralised Equality Plan – as well as in all the other decentralized equality plans and in the Central Equality Plan – are to be met by 2020. This timing was defined to enable significant changes, in particular in the area of professorships: comparatively few new appointments are scheduled for the period from 2013 to 2016, but starting in 2017, a larger number of professorial positions will become vacant at TU Braunschweig.

The Department of Architecture, Civil Engineering and Environmental Sciences is committed to the following targets (Section 1) and measures (Section 2) in the areas structural basis of equality (Section 2.1), closing the gap of underrepresentation (Section 2.2), becoming a family-friendly university (Section 2.3), and the incorporation of gender into research, teaching and

¹ Translator's Note (TN): The DFG (Deutsche Forschungsgemeinschaft) is the central self-governing research funding organisation in Germany (source: http://www.dfg.de/en/dfg_profile/index.html).

administration (Section 2.4).

1. Targets for 2020

Architecture

Qualification level	Actual figure, 2012	Target for 2020
Entering female students	56.93%	55%
Current female students	57.28%	55%
New female graduates	61.16%	55%
Female doctoral graduates	33.33%	50%
Female habilitation ² graduates	–	–*
Female junior professors	–	–**
Female professors (total)	27%	33%
Female C4/W3 ³ professors	30%	30%
Women in executive positions at the departmental level	50%	50%

* In Architecture, habilitations are usually not relevant or intended.

** Junior professors are not intended in Architecture.

Civil Engineering

Qualification level	Actual Figure, 2012	Target for 2020
Entering female students	32.18%	40%
Current female students	32.91%	40%
New female graduates	28.41%	35%
Female doctoral graduates	21.05%	30%
Female habilitation graduates	–*	30%
Female junior professors	33.33%	–**
Female professors (total)	6.25%	12.5%
Female C4/W3 professors	8.33%	16.66%
Women in executive positions at the departmental level	50%	50%

* There have been no habilitations.

** It is not planned to refill the junior professor positions.

² TN: A habilitation is a post-doctoral qualification and the most common path for obtaining a professorship in Germany.

³ TN: C4 and W3 are the highest salary grades for university professors.

Geoecology

Qualification level	Actual figure, 2012	Target for 2020
Entering female students	66.67%	60%
Current female students	62.57%	60%
New female graduates	59.52%	60%
Female doctoral graduates	33.33%	55%
Female habilitation graduates	0%*	50%
Female junior professor	–	–**
Female professors (total)	20%	20%***
Female C4/W3 professors	0%	0%***
Women in executive positions at the departmental level	50%	50%

* There have been no habilitations.

** There is no junior professorship in Geoecology.

*** There will be no new appointments until 2020.

2. List of measures

The following measures are intended to ensure that equality and family-friendliness become integral parts of the organisational culture in the Department of Architecture, Civil Engineering and Environmental Sciences, and that the set targets are met.

2.1 Structural anchoring of gender equality

In the interest of the advancement of equal opportunities, gender equality will be anchored in our department's structure.

2.1.1 Responsibility at the executive level

Equal opportunities are a value that should be upheld by each and every member of the Department of Architecture, Civil Engineering and Environmental Sciences, with the department's leadership bearing special responsibility for ensuring this value is put into practice.

2.1.2 Equality and Family Working Group and Jour Fixe

The Dean of the Department of Architecture, Civil Engineering and Environmental Sciences takes part in the Equality and Family Working Group (AG Gleichstellung und Familie) and

the Equality and Family Jour Fixe (Jour Fixe Gleichstellung und Family, an annual meeting). The Working Group comprises the deans of the university's departments, the heads of the administrative departments, the chairperson of the "TUBSundFamilie e.V." association, the Family Office Advisor, the Dual Career Couples Advisor, the chairperson of the Gender Equality Commission as well as the Equal Opportunities Officer. The purpose of the Working Group is to coordinate activities relating to gender equality and family-friendliness in order to achieve synergies. It meets once every summer semester. The Equality and Family Jour Fixe is a meeting attended by the Working Group and TU Braunschweig's President. It takes place once every winter semester.

2.1.3 Research-Oriented Gender Equality Advisory Board

The Department of Architecture, Civil Engineering and Environmental Sciences plans to establish a Research-Oriented Gender Equality Advisory Board that will provide advice to the Departmental Council, evaluate established programmes and processes, and select award winners. The Advisory Board will also select students with children to receive a grant, financed in cooperation with the Matthäi Foundation. The Advisory Council will receive an annual budget of €5,000.00 to promote research-oriented gender equality.

2.1.4 Decentralised Equal Opportunities Officers

Department 3's Decentralised Equal Opportunities Officers have a say in all of the department's staffing and appointment procedures. The Department of Architecture, Civil Engineering and Environmental Sciences provides the Decentralised Equal Opportunities Officers with compensation as detailed in the President's Recommendation of November 06, 2012.

2.1.5 Gender assessments

The Department of Architecture, Civil Engineering and Environmental Sciences regularly reports gender relations at all qualification levels in its statistics. It practices gender assessments, a top-down management process to ensure the achievement of gender equality. Academic achievements are recorded by gender.

2.2 Closing the gap of underrepresentation

At the Department of Architecture, Civil Engineering and Environmental Sciences, women are underrepresented at the professorial level in particular. The department is taking steps to support young female talent and actively recruit female professors to reduce this underrepresentation and increase the percentage women at the professorial level on a lasting basis.

2.2.1 Recruiting and supporting female secondary school students

At the Department of Architecture, Civil Engineering and Environmental Sciences, female students are underrepresented in Civil Engineering. To get female secondary school students interested in a civil engineering degree programme – preferably at TU Braunschweig – the department takes part in the annual “Future Day for Girls and Boys” (Zukunftstag für Mädchen und Jungen) at TU Braunschweig and carries out promotional activities such as school presentations given by female engineers.

The Civil Engineering branch also takes part in “Mentoring for Female Secondary School Students” (Mentoring für Schülerinnen), a programme coordinated by the Equal Opportunities Office.

2.2.2 Supporting female students

Department 3’s professors regularly urge suitable female students and recent graduates to consider enrolling in a Master’s degree or doctoral programme and/or to apply for doctoral or habilitation positions. New faculty members are made aware of this. Female students are also regularly nominated for awards.

Department 3 is also involved in female student projects coordinated by the Equal Opportunities Office: “Tailored Career” (Karriere nach Maß) which offers key competencies and mentoring for female students, and “fiMINT”, which offers various qualification opportunities for women in STEM fields.

2.2.3 Supporting female doctoral students

Department 3’s professors regularly urge suitable female scientists to consider taking up and/or pursuing a career in science. Female scientists with a completed doctorate are regularly encouraged to apply for habilitation positions, junior professorships or post-doc positions at the local, national and international levels. Talented young women are included in research alliances. Suitable female candidates are nominated for competitions and awards on a regular basis.

Department 3 also participates in the qualification courses and networking opportunities offered by the fiMINT programme.

2.2.4 Supporting female habilitation students

The number of habilitations is very low at Department 3. But when female scientists opt to

enrol in habilitation studies, they receive intensive guidance and individual support. Department 3 is also involved in fiMINT's qualification courses and networking opportunities for young female scientists. Female habilitation graduates are urged to apply for professorships.

2.2.5 Active recruitment of female professors

The Department of Architecture, Civil Engineering and Environmental Sciences advocates for the active recruitment of female professors and will apply the corresponding guideline that is currently being prepared by the Equal Opportunities Office.

2.3 Family-friendly university

The Department of Architecture, Civil Engineering and Environmental Sciences actively advocates for a balance between family life and studying or working, for the benefit of its students, scientific, technical and administrative staff. Both parents and family care-givers are considered to be people with family responsibilities.

2.3.1 Supporting students with family responsibilities

At Department 3, students with children receive special support, for example a choice of flexible examination dates.

In cooperation with the Matthäi Foundation, the department plans to introduce grants for students with children. The grant award procedure will be determined by the Research-Oriented Gender Equality Advisory Board.

2.3.2 Supporting scientific staff with family responsibilities

Department 3 supports its employees who are on parental leave by keeping in touch and continuing to involve them in the department's planning procedures. Then, at the end of their parental leave, we facilitate their seamless re-entry. Employees with family responsibility are offered flexible work arrangements (for example the option of working from home). Where possible, we extend qualification times as specified in the Academic Fix-Term Contracts Act (Wissenschaftszeitvertragsgesetz).

2.3.3 Flexible child care

The Department of Architecture, Civil Engineering and Environmental Sciences actively advocates for flexible child care at TU Braunschweig. It contributes to its financing, together with Departments 1, 4 and 5 and the central administration.

2.3.4 Family-Friendly University Audit

The Department of Architecture, Civil Engineering and Environmental Sciences advocates for our continued development towards being a family-friendly university. It regularly takes part in the audit process of the same name.

2.4 Incorporation of gender into research, teaching and administration

The Department of Architecture, Civil Engineering and Environmental Sciences strives to intensify the inclusion of gender into research, teaching and administration.

2.4.1 Gender in research and teaching

Department 3 promotes the incorporation of gender aspects into research and teaching and offers support to doctoral candidates researching gender-oriented questions.

2.4.2 Gender and diversity as a communications and managerial skill

The Department of Architecture, Civil Engineering and Environmental Sciences supports the development of a training course to raise awareness of gender and diversity issues amongst current and future managers and HR personnel.

2.4.3 Gender-neutral language

Department 3 plans to implement gender-neutral language comprehensively.