



Department of Electrical Engineering, Information Technology, Physics

Equality Plan of the Department of Electrical Engineering, Information Technology, Physics

Equal Opportunities 2020

This document also functions as the Statement of the Department of Electrical Engineering, Information Technology, Physics (Department 5) on TU Braunschweig's Final Report on the DFG's Research-Oriented Standards on Gender Equality 2013

Preliminary remarks

The Department of Electrical Engineering, Information Technology, Physics 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 Electrical Engineering, Information Technology, Physics 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.

¹ Translators 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).

The Department of Electrical Engineering, Information Technology, Physics 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 administration (Section 2.4).

1. Targets for 2020

Qualification level	Actual figure, 2012	Target for 2020
Entering female students	12.16%	17%
Current female students	11.48%	14%
New female graduates	12.12%	18%
Female doctoral graduates	11,76%	18%
Female habilitation	–	–*
Female junior professors	–	–**
Female professors (total)	7.1%	10.7%
Female C4/W3 professors	5.88%	5.88%
Women in executive positions at the departmental level	14%	28.57%

* The number of habilitations is too low to make this information significant.

** No new appointments of junior professors are planned.

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 Electrical Engineering, Information Technology, Physics, 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 Electrical Engineering, Information Technology, Physics, with the department's leadership bearing special responsibility for ensuring this value is put into practice.

1. Equality and Family Working Group and Jour Fixe

The Dean of the Department of Electrical Engineering, Information Technology, Physics takes part in the Equality and Family Working Group (AG Gleichstellung und Familie) and the Equality and Family Jour Fixe (Jour Fixe Gleichstellung und Familie, 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.

2.1.2. Decentralised Equal Opportunities Officers

Department 5's Decentralised Equal Opportunities Officers have a say in all of the department's staffing and appointment procedures. The Department of Electrical Engineering, Information Technology, Physics provides the Decentralised Equal Opportunities Officers with compensation as detailed in the President's Recommendation of November 06, 2012.

2.1.3. Gender assessments

The Department of Electrical Engineering, Information Technology, Physics 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 Electrical Engineering, Information Technology, Physics, women are underrepresented at all qualification levels. The department is taking steps to support female secondary school students, students, early career scientists and professors, to reduce this underrepresentation and increase the percentage of women on a comprehensive, lasting

basis.

2.2.1. Recruiting and supporting female secondary school students

To get female secondary school students interested in an electrical engineering, information technology or physics degree programme – preferably at TU Braunschweig – the Department of Electrical Engineering, Information Technology, Physics is involved in various promotional and informative activities. These either target female secondary school students directly, for example “MuT” (“Girls and Technology”, Mädchen und Technik), or incorporate a gender-sensitive approach into the format, for example in the “Physics Laboratory for Secondary School Students” (Schülerlabor Physik) run by the Department of Physics and Physics Education. Female scientific staff who provide guidance to female students serve as role models. In the videos produced at Department 5 for the Video Portal of the Federal Employment Agency (Berufe TV), that introduce Industrial and Electrical Engineering, and Electrical Engineering and Information Technology, female students and research associates were chosen to act as examples.

The Department of Electrical Engineering, Information Technology, Physics also takes part in projects coordinated by the Equal Opportunities Office, for example the “Future Day for Girls and Boys” (Zukunftstag für Mädchen und Jungen), “Mentoring for Female Secondary School Students” (Mentoring für Schülerinnen) and the “Niedersachsen-Technikum”.

2.2.2. Supporting female students

To support female students, Department 5 participates in programmes coordinated by the Equal Opportunities Office: “Tailored Career” (Karriere nach Maß), which offers key competencies and mentoring for female students, “Femtec”, and “fiMINT”, which offers various qualification opportunities for women in STEM fields.

Department 5’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 a doctorate or habilitation position. Female students are also regularly nominated for awards.

2.2.3. Supporting female doctoral students

Department 5’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 5 also participates in the qualification courses and networking opportunities offered by the fiMINT programme.

2.2.4. Supporting female habilitation students

The number of habilitation students is very low at Department 5. But when female scientists opt to enrol in habilitation studies, they receive intensive guidance and individual support. Department 5 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

Department 5 advocates for the active recruitment of female professors and will follow the corresponding guideline that is currently being prepared by the Equal Opportunities Office.

2.3. Family-friendly university

The Department of Electrical Engineering, Information Technology, Physics 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 the Department of Electrical Engineering, Information Technology, Physics, students with children receive special support.

2.3.2. Supporting scientific staff with family responsibilities

Scientific staff with family responsibilities receive special support. The department keeps in touch with its employees who are on parental leave and continues to involve them in the department's planning processes. Scientific staff with family responsibilities are offered flexible work arrangements (for example the option of working from home). Where possible, we extend the qualification times as specified in the Academic Fix-Term Contracts Act (Wissenschaftszeitvertragsgesetz).

2.3.3. Flexible child care

The Department of Electrical Engineering, Information Technology, Physics actively advocates for flexible child care at TU Braunschweig. It contributes to its financing, together with Departments 1, 3 and 4 and the central administration.

2.3.4. Family-Friendly University Audit

The Department of Electrical Engineering, Information Technology, Physics 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 Electrical Engineering, Information Technology, Physics strives to intensify the inclusion of gender into research, teaching and administration.

2.4.1. Gender in research and teaching

The Department of Electrical Engineering, Information Technology, Physics promotes the incorporation of gender-oriented topics into its research and teaching.

2.4.2. Gender and diversity as a communications and managerial skill

The Department of Electrical Engineering, Information Technology, Physics supports the development of a training course to raise awareness of gender and diversity issues, including family-friendliness, amongst current and future managers and HR personnel. This course will be offered to students, young scientists, HR personnel and appointment committee members.

2.4.3. Gender-neutral language

The Department of Electrical Engineering, Information Technology, Physics plans to implement gender-neutral language comprehensively throughout the organisation.