



Equal Opportunities at TU Braunschweig

General & Governance

Gender equality and diversity remain highly relevant social challenges - TU Braunschweig is addressing these in a targeted manner with strategies and measures to anchor them at management level and in all key fields of action. The university supports important initiatives and has already received several awards for its sustainable commitment in various areas:

- In 2024, TU Braunschweig received the Total E-Quality Award for equal opportunity-oriented personnel and organisational policies for the sixth time.
- By signing the **voluntary commitment of the German Rectors' Conference (HRK)** in June 2024, TU Braunschweig is reaffirming its endeavours to promote equality and gender equality in appointments towards a sustainable cultural and structural change that is supported by all university committees.
- In 2022, the university received the **audit family-friendly university certificate** for the sixth time for a further three years and draws attention to the consistent support for students and employees with family responsibilities. In addition, the university has been actively involved in the "Familie in der Hochschule" association for years.
- In 2022, the university signed up to the **Diversity Charter**, underlining its commitment to an organisational culture characterised by mutual respect and appreciation.
- It has been a partner of the **Cliché Free Initiative** since 2019. The member institutions support prospective students in making a study choice regardless of gender stereotypes.
- The TU **guidelines for family-friendly leadership** were established in 2016. They are aimed at all professors and managers at TU Braunschweig who are thus supported in shaping their leadership behaviour in a family-conscious manner with regard to working and study conditions.

For researchers, the TU Braunschweig **Gender Equality Plan (GEP)**, which summarises equality work at the university, is published on the website.

As part of the **University Development 2030**, TU Braunschweig has decided to integrate diversity alongside equality as a crosscutting issue in the four performance dimensions research, studying & teaching, transfer and governance & administration in order to achieve holistic development and sustainable effectiveness. The **Strategic University Development Unit (Diversity Policies)** recently supported the development of a diversity strategy that emphasises the strategic approach of diversity-conscious organisational development. In order to successfully achieve the mission "Living diversity – Shaping the university", four university-wide fields of action were identified during the strategy development process, which describe the way forward for TU Braunschweig: "Diversity Competence, Shaping and Participation", "Communication and Visibility

of Diversity", "Diversity-Conscious University Development" and "Discrimination-Critical University". These are relevant throughout the university and form the basis for specific guidelines in the four performance dimensions.

With the **Diversity Impact Assessment (DIA)**, TU Braunschweig has developed an innovative diversity management tool: All departments learn about implications of diversity based on their area of work and design their own options for action to shape diversity-conscious structures, processes and decisions at all levels of the university.

Monitoring

Gender-specific data collection is an important tool for gender equality work at the university. They are used both for the presentation of development trends and for measures specifically in the STEM field as well as for the development of programmes for female early career academics. As part of university controlling, TU Braunschweig has established gender-specific personnel data collection by subject, qualification level and for non-scientific staff (MTV). The **Gender Equality Ticker** on the TU homepage provides information on the respective status of the proportion of women at management level and according to academic qualification levels (students, doctorates, professorships). Overall, women currently account for 27% of doctorates, 25% of professorships and 38% of new appointments¹.

Funding

Three full professorships are currently being funded as part of the successfully applied for **Women Professors Programme III**. The funds raised for additional gender equality measures supplement the university's current gender equality work. Measures for female early career academics (e.g. scholarships and workshops) and in the area of family-friendly university expand the existing programme. At the beginning of 2024, the **gender equality concept for parity at TU Braunschweig** was positively assessed as part of the Women Professors Programme 2030; it enables the further development of the successful gender equality programmes.

Education Programmes and Offers

Gender equality and diversity are integrated into the university's education programme. Gender- and diversity-sensitive personnel development concepts and corresponding training programmes have been developed for employees. For example, unconscious bias trainings are currently being offered for personnel selection. Gender and diversity competence is also part of the education programme for newly appointed professors.

Study & Career with Family and Care Responsibilities

Students and employees with family responsibilities are actively and consistently supported in order to successfully reconcile working and studying at a university with their private lives. Regulations on **mobile working or working from home, teleworking** and **flexible working hours** are constantly being developed on a needs-oriented basis.

The campus offers a variety of **flexible childcare** options for children from crèche to primary school age.

In addition, a **family-friendly infrastructure** is available to families at several university locations. There are places for breastfeeding, parent-child rooms and play areas.

The **Dual Career Service** informs and advises partners of newly appointed professors on their individual job search strategy and how to utilise the contact opportunities offered by various networks.

¹ Stand von 12/2023

Gender-Equitable Staff Selection

TU Braunschweig involves all employees and status groups in equal opportunities personnel concepts. The **Active Recruitment** of the Strategic University Development Unit (SHSE) is a particular focus of equality and diversity-oriented recruitment. The recruitment of female professors and international academics is an integral part of all appointment processes and is supported by actively addressing this target group. Furthermore, all appointment committees are trained to recognise and counteract bias effects in the assessment of academics.

Diversity Research

The Braunschweig Centre for Gender Studies (BZG) is developing measures for gender- and diversity-sensitive university didactics, such as the "University teaches diversity" project, a database of gender- and diversity-sensitive teaching materials and advice for university lecturers on gender- and diversity-sensitive teaching. The BMBF project "**Gender dimensions in STEM disciplines**" was launched in 2022 under the leadership of the President.

The junior professor appointed in 2023 for the teaching area **Gender.Ing** will anchor relevant gender and, in some cases, diversity perspectives in engineering degree programmes.

Women´s Empowerment

Strategies and measures to increase the proportion of female students in STEM focus on recruitment and career planning: programmes for schoolgirls (**step in STEM, Niedersachsen Technikum**) and needs-based career offers for female students in STEM (**Femtec, Karriere nach Maß**). Mentoring programmes specifically tailored to women in scientific career planning have established themselves as career-promoting.

The evaluations carried out on a scientific basis not only demonstrate a high level of acceptance of these programmes, but also show their effectiveness (e.g. in the recruitment of female students in STEM). Qualification, information and exchange in networks (**FEMnet, Netzwerk Professorin@TU**) also prepare for careers in science and offer female professors working at TU Braunschweig the opportunity to network and exchange ideas. PhD Finishing Grants support qualified female early career academics whose completion of their doctorate has been delayed for family reasons or for reasons of particular hardship. Finally, the recruitment of female professors for committee work through the **PROfessorin** relief programme, which is in very high demand, should be emphasised.

Women in particular continue to be affected by gender-specific violence: With the **KNOW MORE campaign** against sexualised violence at TU Braunschweig, the university is committed for a safe campus. In addition to workshops for all members of the university, the process of structurally addressing the abuse of power has been initiated.

Counselling and Support

The Equal Opportunities Office offers a comprehensive and **individual counselling service**. This is accessible at a low threshold and is open to all TU members. **Equality & Diversity Consulting** has been expanded in recent years to help research projects integrate equality and diversity aspects. The target groups include the faculties and institutes in particular, as well as all scientists of TU Braunschweig.

The **Family Office** is the contact point and advice centre for questions regarding the compatibility of family responsibilities with studies or work, e.g. for parents with caring responsibilities as well as family carers.

The **diversity office** promotes student diversity and is the contact point for students who encounter obstacles and challenges in their studies. It organises **diversity mentoring** for students of all diversity dimensions for better orientation in their studies and support in everyday university life.

Note: All DFG standards are included.

Possible measures to promote equal opportunities in research projects

Successfully tried and tested measures include:

- Mentoring programmes for female students and scientists
- Scholarships/ graduation grants for female doctoral candidates whose graduation has been delayed for family reasons or due to particular hardship and whose funding has expired
- Individual coaching and workshops for female early career academics and postdocs
- Networking opportunities and group coaching for female students and doctoral candidates
- Offers for female Master's graduates in science (start science)

Contact Persons

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- Juliette Wedl | Braunschweig Centre for Gender Studies:
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Important TU Websites

- Equal Opportunity Office (SCG): www.tu-braunschweig.de/chancengleichheit
- Diversity Office (SCG):
www.tu-braunschweig.de/chancengleichheit/koordinierungsstellediversity
- Family Office (SCG): <https://www.tu-braunschweig.de/chancengleichheit/familienbuero>
- Strategic University Development Unit (SHSE), Diversity Policies:
www.tu-braunschweig.de/en/shse/diversity
- Braunschweig Centre for Gender Studies:
<http://genderzentrum.de/> <https://gender.rz.tu-bs.de/projekt-gedimint/>