



## **Department of Humanities and Educational Sciences**

Equality Plan of the Department of Humanities and Educational Sciences

### **Equal Opportunities 2020**

This document also functions as the Statement of the Department of Humanities and Educational Sciences (Department 6) on TU Braunschweig's Final Report on the DFG<sup>1</sup>'s Research-Oriented Standards on Gender Equality 2013

#### **Preliminary remarks**

The Department of Humanities and Educational 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 Humanities and Educational 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.

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<sup>1</sup> 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](http://www.dfg.de/en/dfg_profile/index.html)).

The Department of Humanities and Educational 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 administration (Section 2.4).

## 1. Targets for 2020

Qualification level	Actual figure,	Target for 2020
Entering female students (2012-2013 winter semester)	75.2%	–
Female students (2012-2013 winter semester)	73.1%	–*
New female graduates (2012 academic year)	78.7%	–*
Female doctoral graduates (2011-2012 academic year)	61.9%	–*
Female habilitation graduates (2011)	0.0%	–*
Female junior professors	0.0%	–**
Female professors (total)	50.0%	50%
Female C4/W3 professors	30.7%	35%
Women in executive positions at the departmental level	50.0%	50%

\* No target needs to be specified since the percentage of women is already above 50%.

\*\* 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 organisation culture in the Department of Humanities and Educational 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.

## 1. Responsibility at the executive level

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

## 2. Equality and Family Working Group and Jour Fixe

The Dean of the Department of Humanities and Educational 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 Familie, an annual meeting). The Working Group comprises the deans of the university's departments, the heads of the administrative units, 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 Annual Meeting is attended by the Working Group and TU Braunschweig's President. It takes place once every winter semester.

## 3. Decentralised Equal Opportunities Officers

Department 6's Decentralised Equal Opportunities Officers have a say in all of the department's staffing and appointment procedures. The Department of Humanities and Educational Sciences provides the Decentralised Equal Opportunities Officers with compensation as detailed in the President's Recommendation of November 06, 2012.

## 4. Gender assessments

The Department of Humanities and Educational 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. Closing the gap of underrepresentation**

At the Department of Humanities and Educational Sciences, the percentage of women is traditionally high at the various qualification levels (students, new graduates, doctorates and

habilitations). At the student level, the department is intent on raising the percentage of men, in particular in teacher training programmes for elementary schools, and for Hauptschule and Realschule secondary schools. Men are overrepresented in the permanent positions for non-professorial faculty and among the department's professors. Department 6 is therefore taking steps to increase the percentage of women among the non-professorial faculty. It also supports female early career scientists in order to increase the number of female professors on a lasting basis, and it actively works to recruit female professors.

### 2.1. Attracting male students

To get male secondary school students interested in Department 6's range of subjects, the department takes part in the "Future Day for Girls and Boys" (Zukunftstag für Mädchen und Jungen) that the Equal Opportunities Office coordinates once a year at TU Braunschweig, offering activities for male secondary school students. To inspire more male secondary school students to take up a teacher training course for the elementary school, Hauptschule and Realschule levels, Department 6 cooperates with the University of Hildesheim Foundation's "Men and Elementary School Teaching" (Männer und Grundschullehramt) programme. We plan to intensify our efforts in this area.

### 2.2. Supporting new female graduates

Department 6'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 doctorate of habilitation positions. Female students are also regularly nominated for awards.

### 2.3. Supporting female habilitation students

Department 6'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. Female habilitation students receive intensive guidance and individual support. Talented young women are included in research alliances. Suitable female candidates are nominated for competitions and awards on a regular basis.

### 2.4. Active recruitment of female professors

The Department of Humanities and Educational Sciences directly encourages suitable female candidates to apply for professorships. During the appointment process, female applicants receive targeted guidance and support.

### **3. Family-friendly university**

The Department of Humanities and Educational 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.

#### **3.1. Supporting students with family responsibilities**

At the Department of Humanities and Educational Sciences, students with family responsibilities receive special support, for example through personalized advice on arranging class and examination schedules.

#### **3.2. Supporting scientific staff with family responsibilities**

Department 6 supports its employees who are on parental leave by keeping in touch, providing them with information on current research topics and continuing to involve them in the department's planning procedures. Employees 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). The department uses family-friendly meeting times.

#### **3.3. Family-friendly infrastructure**

At the Department of Humanities and Educational Sciences, a parent-and-child room has been furnished for the use of all of the department's members.

#### **3.4. Family-Friendly University Audit**

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

### **4. Incorporation of gender into research, teaching and administration**

The Department of Humanities and Educational Sciences strives to intensify the inclusion of gender into research, teaching and administration.

#### 4.1. Gender-sensitive offers as part of the Structured Doctorate

The Department of Humanities and Educational Sciences incorporates gender-sensitive courses into its department-specific programme for doctoral students, the Structured Doctorate (Strukturiertes Doktorat).

#### 4.2. Gender and diversity as a communications and managerial skill

The Department of Humanities and Educational Sciences supports the implementation of training courses to raise awareness of gender and diversity, including family-friendliness, amongst HR personnel and appointment committee members.

#### 4.3. Gender-neutral language

Department 6 uses gender-neutral language comprehensively throughout the organisation.