

INFORMATION GENDER EQUALITY PLAN

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→ EQUAL OPPORTUNITIES OFFICE



LEUPHANA
UNIVERSITÄT LÜNEBURG

HORIZON EUROPE - GENDER EQUALITY PLAN

The European Commission has introduced Gender Equality Plans (GEPs) as a mandatory eligibility criterion for public institutions, research organisations and universities for the allocation of funding under the Horizon Europe 2021-2027 Framework Programme for Research and Innovation since 2022.

Gender equality thus becomes an elementary cross-cutting principle in research and innovation: "With Horizon Europe, the Commission reaffirms its commitment to gender equality in research and innovation. The legal base sets gender equality as a crosscutting priority and introduces strengthened provisions. (...) The goal is to improve the European research and innovation system, create gender-equal working environments where all talents can thrive and better integrate the gender dimension in projects to improve research quality as well as the relevance to society of the knowledge, technologies and innovations produced." (European Commission 2022: <https://op.europa.eu/en/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1/language-en>).

This initiative is welcomed and supported at Leuphana University Lüneburg.



HORIZON EUROPE - GENDER EQUALITY PLAN

At Leuphana University Lüneburg, gender equality and diversity policies are anchored cross-sectionally in university development and implementation strategies. Efforts are made to raise awareness of social gender relations and diversity, equal opportunities and anti-discrimination, and to implement equal opportunities. The presidential board of Leuphana University Lüneburg and the central committees promote and support gender equality and diversity work.

At Leuphana University Lüneburg, gender equality plans have been developed and implemented since 2009. The current Equality Future Concept was adopted in 2018. The Equality Future Concept received the award "Equality: Excellent!" as part of the third funding round of the BMBF's Female Professors Programme.

Human and financial resources as well as the necessary gender expertise are available for gender equality and diversity work.



HORIZON EUROPE - GENDER EQUALITY PLAN

Every year, Leuphana collects and analyses data on staff and students broken down by gender for detailed and regular reporting based on indicators. These are published in the current equality concepts for the university and the faculties as well as on the website. There is a separate evaluation for gender shares by qualification in the form of the cascade model. According to this, university-relevant targets for the proportion of women at each academic career level result from the proportion of women at the qualification level directly below, which are targeted in the filling of vacant positions in academia (e.g. a stipulation to increase the proportion of women in professorships within a defined period of time).

Since 2001, there have been various funding programmes and advisory services for young female academics and professors to promote their academic careers.



HORIZON EUROPE - GENDER EQUALITY PLAN

Regular training and awareness-raising events are offered, in line with the principle of inclusive gendering and diversity, at all levels of the university.

The website of the Equality Office provides a regularly updated overview of topics and projects relevant to equality and diversity.

The following section describes in detail how the relevant EU requirements for a Gender Equality Plan are met at Leuphana University of Lüneburg in the four areas of "formal document", "human resources and gender expertise", "data monitoring" and "training and awareness raising".



HORIZON EUROPE - REQUIREMENTS FOR THE GENDER EQUALITY PLAN



GEP OF LEUPHANA UNIVERSITY LÜNEBURG

CONTENTS



PRESENTATION OF LEUPHANA UNIVERSITY LÜNEBURG

- Medium-sized, young university in Lower Saxony (foundation under public law)
- Mission statement: humanistic, sustainable, application-oriented
- Research on key social issues for the future
- Equal opportunities and gender justice as integral components of the action strategy of the University Development Plan
- Target agreement with the Ministry to increase the proportion of women
- Principle of integrative gendering and diversity: cross-sectional and integrative establishment of the gender equality mission and diversity, the promotion of gender and diversity competences and gender and diversity research.
- Gender equality as a department is the responsibility of the president of Leuphana University Lüneburg, who supports the establishment of Gender Equality Plans (GEP) as a mandatory eligibility criterion for public institutions, research organisations and universities for the allocation of funding from the Framework Programme for Research and Innovation Horizon Europe 2021-2027 (see letter from the president).



LEUPHANA UNIVERSITY LÜNEBURG IN NUMBERS




Five Schools for Research



-  School of Education
-  School of Humanities and Social Sciences
-  School of Sustainability
-  School of Public Affairs
-  School of Management and Technology



Three Schools for Teaching and Learning



-  College
-  Graduate School
-  Professional School

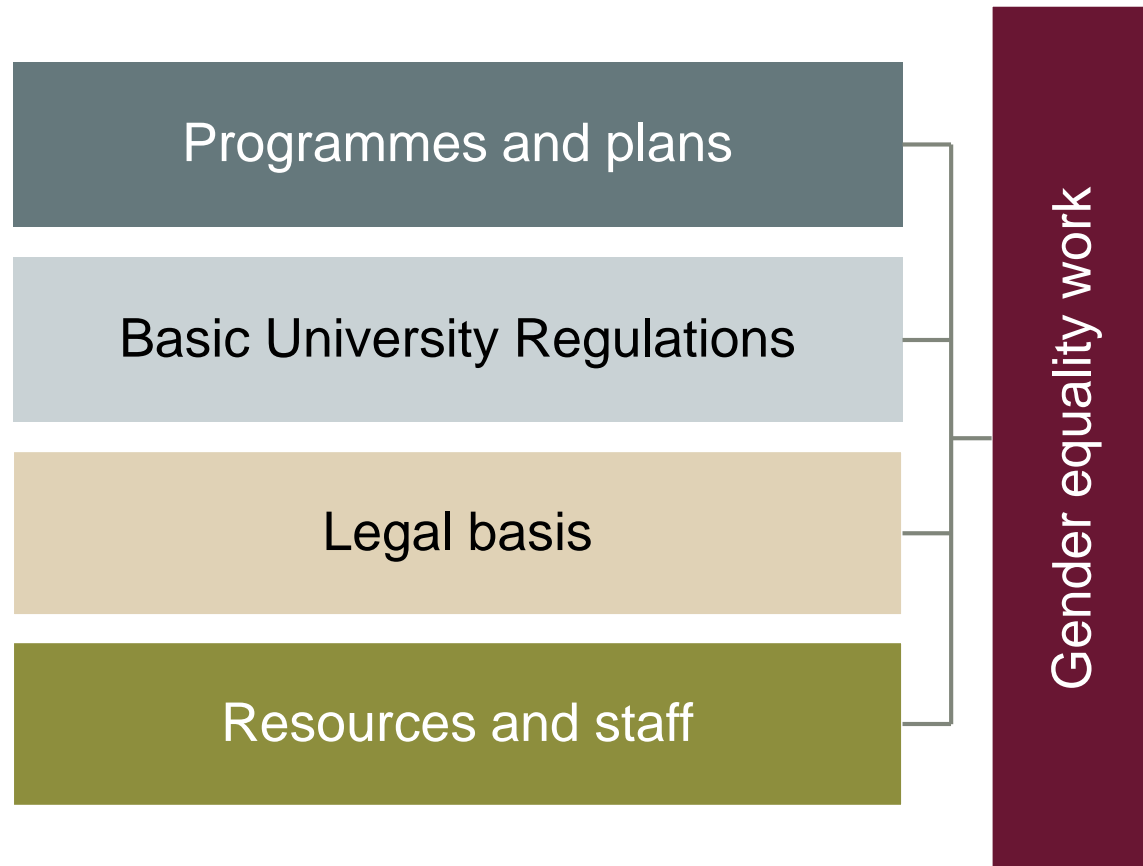
Members of the University



-  Around 9,900 students
-  1,100 employees, thereof 177 professorships



PRESENTATION OF LEUPHANA UNIVERSITY LÜNEBURG



PRESENTATION OF LEUPHANA UNIVERSITY LÜNEBURG

Legal foundations of gender equality work

§ 3, paragraph (3) NHG: Equal opportunities mandate

In the performance of their tasks, higher education institutions shall promote the actual implementation of equal opportunities for women and men and work towards the elimination of existing disadvantages (equality mandate). They contribute to the promotion of women's and gender studies.

According to Section 3, Paragraph 3, NHG, the university has an equal opportunities mandate and the task of taking into account the needs of students with children or dependents in need of care, as well as students with disabilities or chronic illnesses (Section 3, Paragraph 1, Sentence 7 and Paragraph 3 NHG).



PRESENTATION OF LEUPHANA UNIVERSITY LÜNEBURG

Basic Regulations of Leuphana University Lüneburg (Gazette No. 60/17 of 24 July 2017):

1. The full-time equal opportunities officer is elected by the senate. She is involved in particular in university development planning, structural and personnel decisions, target agreements and the implementation, further development and evaluation in the promotion of measures relevant to women and gender equality in studies, research and development.
2. The equal opportunities officer shall be informed in good time and comprehensively about forthcoming meetings of the presidential board with regard to her right to speak in accordance with Section 42, Paragraph 3, Sentence 1 NHG.
3. The schools and central institutions may elect decentralised equal opportunities officers.
Further regulations on paragraphs 1 to 3 result from regulations and guidelines adopted by the senate.



PRESENTATION OF LEUPHANA UNIVERSITY LÜNEBURG

Policies, guidelines and agreements

The senate's guideline on the realisation of the equality mission (adopted by the senate in 2010, revised in 2020) in accordance with § 3 para. 3 NHG at Leuphana University Lüneburg serves as a working basis.

Guideline for the implementation of the regulations of the General Equal Treatment Act (AGG)

Guideline on protection against discrimination, violence and sexual harassment

Service agreement on the compatibility of work and care responsibilities

Service agreement on conflict management in the workplace



PRESENTATION OF LEUPHANA UNIVERSITY LÜNEBURG

Programmes and plans as a basis for gender equality work

- University Development Plan 2016-2025
- Equality Future Concept (updated every 5 years, adopted in the committees: senate commission on equality on 25 April 2018, school councils on 09 May 2018, senate on 16 May 2018, presidential board on 16 May 2018).
- Position papers on equality and diversity in the schools (updated every 2 years, adopted in the faculty councils, correspond to decentralised equality plans)
- Commitment to the DFG's research-oriented gender equality standards
- Diversity concept (currently being developed)
- Signing the diversity charter and code diversity as an opportunity



HUMAN RESOURCES AND GENDER EXPERTISE

Human resources and gender expertise available for the implementation of the gender equality mandate

(see in detail Equality Future Concept, page 1):

The equal opportunities office has a permanent staff of 5 FTEs. The equal opportunities office includes the equal opportunities officer, an administrative staff member, two consultants and staff from the family services. In addition to this basic staffing, the equal opportunities office has project-related, temporary personnel and financial resources.

The equal opportunities office advises the university on gender-, diversity- and inclusion-oriented and discrimination-critical development and supports the implementation and evaluation of measures. It coordinates individual projects and processes and further develops university structures and cultures.



DATA MONITORING



DATA MONITORING

Leuphana collects and analyses data on staff and students broken down by gender

- Annual reporting on the basis of indicators
- Detailed analysis of gender relations in the current gender equality concept and the position papers on gender equality and diversity of the faculties
- Leuphana's "Figures and Data" page
 - Gender shares by qualification in the form of the cascade model. From this, the targets for the proportion of women at each academic career level are derived by the proportion of women at the qualification level directly below.
 - Collection of further diversity- and discrimination-relevant data for the university (survey in different contexts)



DATA MONITORING

Controlling and quality management

- Reports on gender equality work to the senate every two years
- Quality management on equality with the faculties: annual exchange on equality and diversity topics as well as development tasks
- Reports on the position papers on the promotion of equality and diversity in the schools every two years



TRAINING AND AWARENESS-RAISING



TRAINING AND AWARENESS RAISING:

Gender equality in staff selection procedures and staff development

- Handouts on staffing and appointment procedures
 - Information sheet on the topic of gender-stereotypical assessment in personnel selection
 - Guideline "Gender-equitable appointment procedures and active recruitment as instruments for increasing the proportion of female professors".
- Leuphana's commitment to the research-oriented equality standards of the german research foundation (DFG)



TRAINING AND AWARENESS-RAISING:

Measures against gender-based violence and sexual harassment

- Online portal on sexualised discrimination and violence
 - Recommendations for action for those affected and supporters
 - Acting in experienced and observed situations
 - Creating a discrimination-sensitive structure
- Guideline on protection against discrimination, violence and sexual harassment



TRAINING AND AWARENESS-RAISING:

Work-life balance and organisational culture

The Family Services offers advice and coordinates family-friendly measures that serve to promote reconciliation

- Compatibility of childcare or care for relatives with studies or work
- Family-friendly study and working conditions



TRAINING AND AWARENESS-RAISING:

Scientific qualification pathways - Shaping transitions

- Promotion of female scientists in the qualification phase through mentoring programmes ProScience and ProViae
- Programme to promote the internationalisation of female academics in the qualification phase
- Offers within the framework of personnel development, in particular academic personnel development
- Summer school for female doctoral candidates and postdocs at Leuphana
- Equality fund: Financial support for activities in the area of reconciliation, gender equality and diversity



TRAINING AND AWARENESS-RAISING:

**Integration of the gender dimension
in research and teaching content**

Offer for students: Gender Diversity Certificate

- As part of the bachelor's and master's degree programmes
- Study-integrated offer
- Targeted acquisition of gender diversity competences
- Enables critical analysis of gender relations, access opportunities, social inequality and social heterogeneity



TRAINING AND AWARENESS-RAISING:

Integration of the gender dimension in research and teaching content

Gender and Diversity Research Network at Leuphana

Professional, inter- and transdisciplinary as well as science and higher education policy network

Goals:

- Dialogue between disciplines
- Intensification of gender and diversity-oriented teaching and research
- Gender- and diversity-sensitive qualification of students and young researchers
- Network, coordinate and implement inter- and transdisciplinary research projects within and outside the university
- Expanding (non-)university networking
- Bringing gender and diversity issues to different publics



TRAINING AND AWARENESS-RAISING:

**Integration of the gender dimension
in research and teaching content**

**Diversity-oriented teaching as a field of interaction and framework for Leuphana's teaching
profile**

Handout "Equal Opportunities and Protection against Discrimination in Digital Teaching

— Guidance for teachers

— Aim: to raise awareness of challenges in digital teaching from a gender equality perspective and with a focus on equal opportunities, reconciliation, diversity and protection against discrimination.



TRAINING AND AWARENESS-RAISING:

Discrimination and previously unconscious prejudices

Advice and promotion of awareness-raising at Leuphana

Regular events and trainings on equality and diversity-related topics help to raise awareness among university members and institutions. They can be found on the pages of the Office for Equal Opportunities, internal further education (only accessible on the intranet) and in the reports of the equal opportunities officer to the senate.

- Numerous handouts and collections of information can promote appreciative interaction at the university
- Portal "Study and Impairment" supports and informs (prospective) students with disabilities or chronic illnesses
- Annual participation of Leuphana in Diversity Day and the Lüneburg Weeks against Racism as part of the International Weeks against Racism



TRAINING AND AWARENESS-RAISING:

Gender-equitable language

Recommendation equal opportunities office: asterisk form or neutral formulations

- “Gender-inclusive language” website of Leuphana
 - Notes and recommendations for implementation
- Working aid for gender-equitable writing and speaking at the university
- At a glance: Short info on gender-equitable language



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