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The European Commission has introduced Gender Equality Plans (GEPs) as a mandatory criterion for public institutions, research organisations and universities for the allocation of funding from 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. This initiative is welcomed by the presidential board of Leuphana University Lüneburg.

Gender equality and diversity policies have already been anchored for years at Leuphana University Lüneburg in a cross-cutting manner in university development and implementation strategies and are jointly supported by the university. 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 so-called Female Professors Programme of the Federal Ministry of Education and Research (BMBF).

Personnel and financial resources are available for gender equality and diversity work, as is the necessary gender expertise.

Leuphana collects and analyses gender-disaggregated data on staff and students for detailed annual reporting based on indicators. These are published in the current gender equality concepts for the university and the schools 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 goals for the proportion of women at each academic career level result from the proportion of women at the qualification level directly below, which are aimed for in filling vacant positions in academia (e.g. a determination to increase the proportion of women in professorships within a defined period of time).

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



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

The web pages on gender equality and diversity work provide a regularly updated overview of data, topics and projects relevant to gender equality and diversity. The Gender Equality Plan presentation available on the website details how the relevant EU requirements for a Gender Equality Plan are met at Leuphana University Lüneburg in the four areas of "formal document", "human resources and gender expertise", "data monitoring" and "training and awareness-raising".

Yours sincerely

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