

Gender Equality at Offenburg University of Applied Sciences

Mandatory GEP content areas

1. Gender Equality Plan: Structural anchoring of gender equality work

Offenburg University of Applied Sciences is actively committed to implementing and promoting equal opportunities. According to the principles of gender mainstreaming, the university treats equality as a cross-sectional task that permeates all organisational units.

The equal opportunities policy of Offenburg University is centrally anchored in the "Structural and Development Plan 2022-2026" (StEP), the university's regular strategy paper. A central chapter of the StEP is the [Equality Plan](#) (in accordance with the Higher Education Act of Baden-Württemberg LHG § 4, 7), in which the university's equality strategy is set out and the equal opportunity goals are anchored. Here, implementation goals and measures for the coming planning period are stated and detailed monitoring data as well as target figures are listed.

The main gender equality goals of Offenburg University are:

- Increasing the proportion of women at the various academic and non-academic qualification levels in areas where women are underrepresented.
- Further development and strategic anchoring of gender equality work

2. Dedicated resources

The topic of gender equality has been established structurally at Offenburg University since 1992 and has steadily developed in terms of the scope and responsibility of the responsible committees and actors. Currently, the following actors are involved in equal opportunities:

- Equal Opportunities Representatives and their deputies in each of the four faculties (professors receive a reduction of teaching load to fulfill this task)
- Equal Opportunities Officer responsible for academic staff and students (dedicated workload of 0.5 FTE to fulfill this task)
- Equal Opportunities Officer responsible for non-academic staff (dedicated workload of 0.2 FTE to fulfill this task)
- Contact persons for questions related to sexual harassment and anti-discrimination

These actors as well as other members of the university are represented in the Equal Opportunities Commission, a committee of the University Senate. The Equal Opportunities Commission is chaired by a member of the rectorate.

In addition to the dedicated personnel funds, material funds for equal opportunities work amounting to 10,000 euros per year are also available. These are used, for example, for training, events, further education, networking meetings and projects for girls with an affinity to STEM. In addition, there are further funds for the implementation of the family-friendly university certificate ("audit familiengerechte hochschule") and for the university's own holiday care for children.

3. Data collection and monitoring

Offenburg University continuously collects and evaluates data in order to assess the success of measures to achieve gender equality goals. The following regular monitoring and project-specific evaluations take place:

- Annual report by the Equal Opportunities Representative to the university public, Senate and University Council („Gender Monitoring Brief“)
- Annual [accountability report](#) by the university management in accordance with the Higher Education Act LHG §13, 9
- Five-year report as part of the university's structural and development plan
- interim and final reports within the framework of the Federal Government's Programme for Women Professors III (funded by BMBF, 2019-2024)
- interim and final reports within the framework of the Federal Government's Programme for Professorships at University of Applied Sciences (project ["HaW-PROAKtif"](#), funded by BMBF, 2021-2027, focusing on the recruitment and development of professorial staff)
- Data collection as part of the three-year re-accreditation of the family-friendly university certificate ("audit familiengerechte hochschule")

4. Training and awareness

Offenburg University offers a range of awareness-raising measures and training in the area of gender equality for current and potential future students as well as for employees through various departments and stakeholders. Essential elements are:

- [Guideline on gender-equitable language](#)
- Access to external offers of Baden-Württemberg, e.g. "MuT-Mentoring and Training Programme" of [LaKoG-BW](#); events of [LAKOF-BW](#)
- Counselling services ("gender consulting") offered by the university through the Equal Opportunities Representatives of the faculties, the anti-discrimination officers, and the Equal Opportunities Officers on topics such as career planning with family, anti-discrimination, promotion of women in research projects
- Lecture series ["Women's Business Days 2022"](#) at Offenburg University with several events on the topic of founding a company and starting a career
- Further training on the topic of gender equality aspects in appointment procedures for professorial staff as well as project-specific measures with a focus on employer branding and onboarding to attract female professors and young academics (project "HaW-PROAKtif", funded by BMBF, 2021-2027)
- Film project ["Mücadelem/My departure"](#) (2021): A film about female empowerment
- Project-specific measures such as gender prizes and faculty scholarships, MINT4GIRLS, mentoring programme, addressing female students via Instagram (Federal Government's Programme for Women Professors III (funded by BMBF, 2019-2024))

Optional GEP content areas

1. Work-life balance and organizational culture

Offenburg University offers - within the framework of legal requirements but also beyond - many [measures](#) to create favourable conditions for promoting gender equality through a successful work-life balance and organisational culture. For example, the university particularly supports mobile working, which is generally open to all employees for up to three days per week. This enables flexible working time models to better organise family and career. Other offers of support for staff and students are the university's own holiday care for children and the family room. Due to its numerous and permanent

support services, Offenburg University has held the family-friendly university certificate ("audit familiengerechte hochschule") since 2009.

Offenburg University cultivates an open, cooperative university culture. Since 2021, specific measures have been in place to promote the participation of employees, such as the dialogue series in the sense of a digital "Townhall Meeting", working groups for the creation of the structural and development plan as well as the transfer strategy of the university, workshops and impulses on leadership, cooperation and work culture as well as regular exchange formats between the university management and the student council AStA.

2. Gender balance in leadership and decision making

In its equal opportunities plan, Offenburg University regularly sets targets for the proportion of women to be achieved among employees and students, differentiated according to qualification levels, scope of employment and departments. This also explicitly includes the group of women in management positions.

3. Gender equality in recruitment and career progression

Information and support measures for career planning offered by Offenburg University as well as supra-regional networks in the state of Baden-Württemberg and Germany can be found on the equality website. The Equal Opportunities Representatives of the faculties are obligatorily involved in the application and appointment procedures of professors of the university.

The Federal Government's Programme for Women Professors III (funded by BMBF, 2019-2024) is advancing female career planning with its "Mentoring Future" measure.

The Federal Government's Programme for Professorships at University of Applied Sciences (project "HaW-PROAKtif", funded by BMBF, 2021-2027) is dedicated in particular to employer branding in the area of professorial staff, the direct approach of female applicants to job advertisements and the onboarding of female professors and female post-docs. In addition, the project is optimising the appointment process for professorial staff with a view to equality and revising the appointment guidelines.

Furthermore, Offenburg University is integrated into a regional dual-career network.

4. Integration of the gender dimension into research and teaching content

Offenburg University is currently preparing a guideline "Gender in Research Projects".

5. Measures against gender-based violence including sexual harassment

For several years, there have been contact persons at the university for anti-discrimination and sexual harassment. There is also a guideline on "Sexual Harassment, Discrimination, Mobbing".

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