

GENDER EQUALITY PLAN

Since 2021, the European Commission has defined new requirements for the application process of research projects in Horizon Europe – key funding programme for research and innovation (2021-2027).

The TU Ilmenau complies with the mandatory requirements of a Gender Equality Plan signed by the Executive Board, with information on gender equality resources, annual monitoring of gender equality-relevant key figures, awareness-raising measures and trainings as well as recommendations on further goals and measures with this document.

Profile, mission statement and vision of the TU Ilmenau

The TU Ilmenau is the only technical university in the federal state of Thuringia. With a long tradition of training engineers in electrical and mechanical engineering, it has continuously modified and expanded its subject and research profile. Today, it combines engineering, natural sciences, economics, social sciences and humanities under one roof and actively promotes their interdisciplinary cooperation in research and teaching.

Already since 2010, the strategic orientation of the university and its implementation in everyday university life has followed the guiding principle of a cosmopolitan campus family. Recognising and promoting the socio-cultural diversity of its university members, Ilmenau University of Technology attaches great importance to respectful and appreciative cooperation and strives for equal opportunities at all levels: "Ilmenau University of Technology is committed to comprehensive equal opportunities and a favourable social and cultural environment. It stands for the vision of a world family in the sense of peaceful, solidary and collegial togetherness and respect for all people regardless of their social and ethnic origin, their religious confession and their sexual orientation. Following the guiding principle of a campus family, the university acknowledges its special responsibility towards all university members and university staff. The compatibility of family with studies and work, the creation of health-preserving and health-promoting -and working conditions that maintain and promote health, as well as living internationality, are fundamental components of the university culture. Trusting communication between and within all groups at the university is also seen as an important part of this culture. People with special physical, psychological or other life challenges receive help and support."

[\(Mission statement of the TU Ilmenau, 2010\)](#).

In October 2006, the TU Ilmenau was the first university in the federal state of Thuringia to successfully apply for the TOTAL-E-QUALITY-PREDICATE. The TU Ilmenau's continuation of successful measures and the constant further development of its equal opportunities policy were also certified in the subsequent application phases in 2009, 2012, 2015, 2018 and 2022. For this, it was also honoured in 2018 with the Sustainability Award for practised equal opportunities for women and men in the workplace. The TU Ilmenau also received the Diversity Add-on for its personnel policy and organisational measures.

The anchoring of the topic of diversity in the Higher Education Act and the associated appointment of a diversity officer provided the impetus for the university's participation in the Stifterverband's "Shaping Diversity" audit. The two-year auditing process began in March 2021.

Information on the binding requirements of the EU

Resources

In November 2021, the Division of Equality, Diversity and Health was established under the responsibility of the President. With this unit, the university strengthens its goal implementation in the aforementioned areas, establishes interconnections and supports the implementation of legal obligations.

Table 1

Structure and staff resources of the Equality, Diversity and Health Unit

Division of Equality, Diversity and Health under the responsibility of Technische Universität Ilmenau		
Management Division manager (0.5 VZÄ) / Referent*in (0.75 VZÄ) / student assistant		
Gender equality working area	Diversity working area	Health working area
<ul style="list-style-type: none"> ❖ Equal opportunity officer (0.5 VZÄ) ❖ Deputy equal opportunity officer (0.25 VZÄ) 	<ul style="list-style-type: none"> ❖ Diversity officer (0.5 VZÄ) ❖ Inclusion officer (0,5 VZÄ) ❖ student assistant (counselling on gender identity) ❖ Office "Campus-Familie" (coordination (0.25 full-time equivalent TU Ilmenau, 0.25 full-time equivalent Student services in Thuringia)) 	<ul style="list-style-type: none"> ❖ Coordination of University Health Management (0.5 VZÄ) ❖ Staff member of Student Health Management (1.0 VZÄ) student assistant
Internal networking (committees and working groups on cross-cutting issues)		
<ul style="list-style-type: none"> ❖ Equal Opportunities Council (n=13 members) <ul style="list-style-type: none"> • Decentralised Equal Opportunities Representative of the Faculties (n=5) • Representatives of the service and administration units (n=4) • student representative (n=3) • Equal Opportunities Officer 	<ul style="list-style-type: none"> ❖ Representative for occupational reintegration management ❖ Inclusion Officer ❖ Council for Disability Concerns ❖ Coordinating group Diversity-Audit ❖ International office of the TU Ilmenau 	<ul style="list-style-type: none"> ❖ Coordinating group University Health Management ❖ Working group Student Health Management

Cooperation and networks throughout Thuringia		
<ul style="list-style-type: none"> ❖ Decentralised staff member of the Thuringian Competence Network for Equality (0.5 full-time equivalent) ❖ Staff members of the Thuringian Coordination Office NWT (in all 1.75 full-time equivalent) ❖ Member of the federal council of the equal opportunities officers at Thuringian universities 	<ul style="list-style-type: none"> ❖ Office of the Diversity Network at Thuringian Universities (0.5 full-time equivalent) und coordination Audit (0.5 full-time equivalent) of the Thuringian universities ❖ Member of the Diversity Network at Thuringian universities 	<ul style="list-style-type: none"> ❖ Exchange Forum "Healthy Universities in Thuringia" (1.0 full-time equivalent)
Cooperation and networks at federal level		
<ul style="list-style-type: none"> ❖ Member of the Federal Conference of Women's and Equal Opportunities Commissioners (registered association) 	<ul style="list-style-type: none"> ❖ Member of the "Diversity Charter" ❖ Member of the Association "Family in Higher Education" ❖ Member of the Federal Diversity Network 	<ul style="list-style-type: none"> ❖ Member of the nationwide working group on health-promoting higher education (AGH) ❖ Member of the Working Group Coaching at Universities ❖ Member of the steering group "Development of a development and reflection tool for health management at universities and in the accompanying mentoring project" ❖ Member of the Coordination Group and the Network Addiction and Health

Table 1 continued

Data collection and monitoring

When setting up and designing structural framework conditions and when designing and implementing measures relevant to gender equality, great attention is paid to regular internal and external evaluation. Targeted data monitoring makes it possible to identify implementation successes and development trends and to stabilise or, if necessary, modify structures, processes and measures. The current key figures are available on the intranet. One development goal in the auditing process is the further development of the existing monitoring into a diversity monitoring.

Awareness raising and training

Awareness-raising and competence development for equal opportunities take place both within the university (e.g. continuing education videos on "Designing fair and equal opportunity appointment and personnel selection processes"; workshops of the Central Institute for Continuing Education) and across the university (e.g. TKG continuing education series "Understanding - Communicating - Changing", workshops of Forum Mentoring e. V.) as well as through information days and action weeks on equality- and diversity-relevant topics.

Information on the EU recommendations

Work-life balance and corporate culture

In keeping with its gender mainstreaming mission, the TU Ilmenau continues to review and develop the relevant framework conditions to ensure equal opportunities at all levels of university life. Beyond the mission statement, equal opportunities are enshrined in all profile- and structure-building plans and documents and are part of quality management.

Important further foundations for current and future equality work are the goals and measures as defined in the equality plan and equality concept (2021 to 2025), in the staff development concept, in the development goals of the diversity audit self-report (2021, in the signed Diversity Charter as well as in the guidelines of the Charter Best Practice Clubs "Family in Higher Education").

In order to do even better justice to the diverse tasks of equality work at all levels of the university, the need for more focus on the topic as a cross-sectional task was taken into account through the formation of a Division of Equality, Diversity and Health. This measure is intended to better recognise visible and invisible barriers and interdependencies and to enable targeted and needs-oriented work. Therefore, individual and target group-specific information, counselling and support services as well as the (further) networking and consolidation of existing gender equality measures and organisational structures will continue to be core elements of gender equality work in the coming years.

The current tasks of the Division of Equality, Diversity and Health include:

- the implementation of promotional measures to increase the proportion of women in all scientific status groups, especially in the STEM fields
- the development and implementation of a diversity concept in accordance with the recommendations for action and development goals from the audit process
- the further development and implementation of the internationalisation strategy
- the further development and implementation of diversity-sensitive, university health management
- the professionalization of gender equality work and diversity work
- Reviewing the university's steering instruments to ensure that gender equality and diversity criteria are taken into account.
- the implementation of gender- and diversity-sensitive language and gender diversity in administrative writings, regulations, etc.
- the Networking and cooperation within Thuringia and nationwide
- the expansion of already existing family-friendly study and working conditions
- the creation of study and working conditions that enable the participation of all university members on a basis of equal opportunity

Gender balance in leadership and decision-making; gender equality in recruitment and career advancement

In 2017, the Academic Senate adopted a personnel development concept. The concept is divided into a framework concept, a personnel development kit and the code for good working conditions in science. The toolbox is structured according to fields of action and target groups, shows the degree of implementation and the need for action, and is to be successively further developed. A contribution to the improvement of equal-opportunity and diversity-sensitive appointment and staffing procedures is

made by the further training course "Fair and equal-opportunity appointment and staffing procedures", which is available online to members of appointment committees and staffing committees.

The further development and implementation of the internationalisation strategy is just as much a central concern as the promotion of equal opportunities. The topic of gender equality is considered in all career paths and levels of the academic institution. One focus is on career advancement for young researchers, administrative staff and academic support staff.

⇒ [More information](#)

Integration of the gender dimension in research and teaching

At TU Ilmenau, the following three profile lines form the central pillars of research: (1) Functional Materials and Technologies, (2) Intelligent Sensors and Precision Measurement Technology and (3) Complex Systems and Data-Intensive Engineering. According to the current assessment, gender and diversity aspects in research questions and research designs are primarily taken into account in the social sciences, humanities and economics subject areas and/or in interdisciplinary projects.

With the re-accreditation of the degree programmes in 2021, the topics of gender equality and diversity have become increasingly important in the design of the degree programmes.

The research strategy (2018) was developed taking gender equality aspects and the gender equality concept into account. In addition, a transfer strategy (2020) was developed, which is based on the mission statement of the TU Ilmenau and takes up important aspects of the research strategy. As a member of the German Research Foundation (DFG), the TU Ilmenau is committed to implementing the DFG equality standards. Equal opportunities in science are a direct prerequisite for the acquisition of third-party funding and must be demonstrably implemented in internal standards.

⇒ [More information](#)

Measures against gender-based violence, including sexual harassment

One of the declared goals of the TU Ilmenau is to create and maintain the framework conditions for an open, non-discriminatory, family-friendly, multicultural and health-promoting university culture. Equality-oriented action is defined as an overall process and important quality feature in research, teaching and services. The focus is on the university members with their different needs, abilities, talents and competences. Beyond the self-commitment in the mission statement, it is important to live in respectful and appreciative interaction with each other - from the university management to the individual staff members, students and trainees.

In doing so, it follows the self-claim of the German Rectors' Conference to be a "cosmopolitan university against xenophobia" and defines differentiated perspectives, diversity of opinion and international exchange as central foundations of its research and teaching activities. In cases of harassment, sexualised discrimination and violence, racist-motivated behaviour and actions, TU Ilmenau vehemently advocates a zero-tolerance policy. With the newly created Counselling Centre M, in which the majority of the counselling centres have been brought together, the foundations have been laid for a coordinated counselling concept. In case of need, the Diversity Officer, the Equal Opportunities Officer and the Psychological Counselling Centre are important points of contact. An anti-discrimination guideline is being developed.

Document folder (Intranet)

- I. Equality plan and equality concept of the Ilmenau University of Technology (2021-2027).
- II. Shaping diversity at Ilmenau University of Technology, 1st self-report within the framework of the diversity audit of the Stifterverband (June 2021).
- III. Reapplication of the Ilmenau University of Technology for the TOTAL E-QUALITY PREDICATE (2022-2024).
- IV. Personnel development concept
- V. Mission Statement of the Ilmenau University of Technology (June 2010).

Signatures

in Vertretung


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Ilmenau, October 2022