

EQUAL OPPORTUNITY PLAN

2021-2027

of the Bauhaus-Universität Weimar

The Bauhaus-Universität Weimar sees itself as an institution in which great potential arises from the confluence of individuals from a variety of backgrounds, with their differing life stories and experiences (Basic Regulations 4 April 2019). To a large extent, this also includes recognising and benefiting from the specific strengths and different perspectives of women and men, promoting the realisation of equality (Equal Opportunity Plan 2015-2021) and opposing any form of gender-based discrimination (Guidelines for Protection Against Discrimination 2019). Nevertheless, the Bauhaus-Universität Weimar is always prepared to self-scrutinise, to accept challenges and to renew structures (Structure and Development Plan 2019-2025).

Foreword:

For a gender-equitable academic and university culture – Equal Opportunity at the Bauhaus-Universität Weimar.

The intersection of science, art and technology as well as an international orientation characterise the profile of the Bauhaus-Universität Weimar. With its four faculties (Architecture and Urbanism, Civil Engineering, Art and Design, Media), the Bauhaus-Universität Weimar offers a unique portfolio. Based at the birthplace of the State Bauhaus and closely entwined with its traditions, the university is a modern research, teaching and learning institution positioned at the forefront of today's social zeitgeist. For this reason, the Bauhaus-Universität Weimar is thoroughly convinced of the importance and necessity of implementing the statutory equality mandate. Accordingly, one important strategic goal of the university is to ensure that its structures and processes in the areas of study, academia and administration are consistently oriented towards gender equality.

In terms of content, the university is building on its established range of measures devised to achieve this goal; the efficacy and progressiveness of these measures is reflected in the recognition the university has received in this connection. The awarding of the »Total E-Quality« rating recognises the equality-oriented staff and university policies practised at the Bauhaus-Universität Weimar. The university was successful in all three phases of the Women Professors Programme established by the German Federal Ministry of Education and Research (BMBF). Most recently, the concept entitled »Zukunft Gleichstellung« (»equal opportunity in future«) submitted in 2019 was rated as excellent, receiving the distinction »Gleichstellung: Ausgezeichnet!«. The university sees this external recognition both as an endorsement of its strategic approach to equality and important achievements in the area of gender equality and also as a starting point for further improvements.

In order to hone and optimise its measures and policies concerning equality, responsible persons within the university will in future agree on the procedural approach and joint development of a multi-dimensional and sustainable concept for a gender-equitable academic and university culture. This idea is based on the assumption that excellence in science and the arts benefits from the multi-perspective potential of university members. High standards of quality in the culture of research, study and work as well as employment conditions consequently require that gender equality is recognised and implemented. This process should be characterised by self-reflection within departments and designed according to an intertwined top-down-bottom-up principle. All members of the university thus assume responsibility for aligning their own respective fields with the university's equality opportunity policy in the sense of gender mainstreaming. In addition to the focus on the advancement of women, this also includes a diversity-sensitive orientation of work to promote equality - in the context of which different perspectives and experiential backgrounds of all genders and lifestyles are to be included and promoted - as well as the obligation to oppose any kind of discrimination on the basis of gender.

1. Basic Principles

1.1 Significance of the Equal Opportunity Plan

This Equal Opportunity Plan of the Bauhaus-Universität Weimar was drawn up in accordance with section 4 of the Thüringer Gleichstellungsgesetz (ThürGleichstG; Thuringian Equal Opportunities Act) of 6 March 2013 and is valid for a period of six years. It is to be adapted to reflect current developments after three years.

The Equal Opportunity Plan contains a descriptive current state analysis of the staff structure and student numbers at the Bauhaus-Universität Weimar. Based on the evaluation of the statistical data to be recorded as stipulated in the ThürGleichstG, the Plan develops quantitative (increasing the proportion of women) and qualitative (gender-equitable¹¹ structures and processes) targets and corresponding measures. This document thus forms the basis for the strategic orientation of the work promoting equality at the Bauhaus-Universität Weimar for the next six years.

1.2 Statutory Equality Mandate

Article 3 of the Grundgesetz (German Basic Law) in combination with the Allgemeine Gleichbehandlungsgesetz (General Equal Treatment Act), the Thuringian Equal Opportunities Act, section 3 of the Hochschulrahmengesetz (Higher Education Framework Act) and section 6 of the Thüringer Hochschulgesetz (Thuringian Higher Education Act) form the legal basis for equality work.

The amended Thuringian Higher Education Act (10 May 2018) stipulates that institutions of higher education establish guidelines to increase the proportion of women among academic staff (section 6 para. 1) and also regulates the participation of women in committees: concerning appointments to bodies and committees, women are to be afforded appropriate consideration, no less than 40%. When preparing lists and candidacies for electoral bodies/committees, an equal representation of women - or a representation of women appropriate to the proportion of women in the member groups - is to be considered (sections 22 para. 4; 23 para. 2).

The »Research-Oriented Standards on Gender Equality« of the German Research Foundation (DFG), of which the Bauhaus-Universität Weimar has been a member since 2017, also provide important and mobilising inspiration for work to promote equality.

1.3 Structural Anchoring of Equality Work at the Bauhaus-Universität Weimar

The university pursues the goal of incorporating the realisation of equality consistently and in all processes. It views the promotion of equal opportunity between men and women as a combination of structural and staff-related measures. Thus, in addition to the individual promotion and support of women, structural and comprehensive work to promote equality - in the sense of a sustainable cultural change at the organisational level - is also essential. The concept of equality is therefore anchored in all-important strategic

¹ The terms equality/gender-equitable/gender equality in this document essentially refer to the concept of equal opportunity between the binary genders, i.e. men and women. While the Bauhaus-Universität Weimar also strives to develop and implement anti-discrimination measures for those whose gender identities do not fit into this binary, e.g. non-binary persons, such measures and processes are not the focus of this document.

documents of the university as well as in agreements with the state of Thuringia. In 2020, the Presidium explicitly declared that equality of opportunity for women and, in particular, increasing the proportion of women at the higher levels of qualification are to be important focal topics over the coming years in view of the numerous upcoming appointment procedures.

Strategic management of equality-related activities is the responsibility of the University Directorate and is currently performed by the Vice-President of International Affairs, Diversity and Transfer. The Equal Opportunity Officer and her deputy advise the University Directorate on issues concerning equality and establish guidelines for the promotion of women and equal opportunity. The Equal Opportunity Officer (50% teaching reduction) has a wide range of participatory rights within the processes of the independent administration of the university: she acts as an advisory member in appointment committees, of the Senate and of the University Council in the sense of representing equality-oriented policy objectives within the central steering committees and is also a voting member in the committees responsible for awarding scholarships to students, doctoral candidates and postdoctoral candidates as well as project funding from the creative fund for the promotion of artistic and design projects of students, doctoral candidates, staff and professors.

The Equal Opportunity Officer is an active member of the Landeskongferenz der Gleichstellungsbeauftragten der Thüringer Hochschulen (LaKoG Thüringen; state conference of equal opportunity officers at Thuringian universities) and the Bundeskongferenz der Frauen- und Gleichstellungsbeauftragten an Hochschulen e.V. (bukof; federal conference of women's affairs and equal opportunity officers at universities). The Bauhaus-Universität Weimar also supports the Thüringer Kompetenznetzwerk Gleichstellung (TKG; Thuringian competence network for equal opportunities) - which was founded in 2013 as a joint academic institution of the Thuringian universities - both financially and in terms of personnel. The TKG is a higher education policy initiative and a service institution for the universities with the aim of developing and consolidating equality-related measures as well as informing, advising and networking those active in the area of equal opportunity.

The Equal Opportunity Officer is permanently supported by an advisor (50%) and an administrative employee (50%) as well as the Deputy Equal Opportunity Officer (25%) and the Equal Opportunity Advisory Board. The Advisory Board nominates university members for the position of Equal Opportunity Officer; the Senate elects an Officer for a period of three years on the basis of this nomination. In 2019, the position of Diversity Officer was also created as well as an accompanying coordination centre for diversity (Diversity Advisory Committee).

The Diversity Officer (50%) is supported by an advisor (25%). Close cooperation, especially in the areas of gender diversity, intersectionality and anti-discrimination, is practised and considered necessary.

2. Statistical Evaluation of Staff Structure

2.1. Overall staff structure (reporting date: 30 June 2020)

The following comments refer to the data collection per the reporting date of 30 June 2020 (see tables 1a-6), as stipulated for the State Departments in section 5 of the Thuringian Equal Opportunities Act. The tables provided by the State Statistical Office (reporting date: 1 December 2020) concerning students, graduates, doctorates and habilitations as well as academic staff are included in the evaluation. It must be taken into consideration that the data basis of the official statistics and the data of the personnel management system of the Bauhaus-Universität Weimar are compiled on different reporting dates and are based on different data collection models.

As non-binary individuals were not yet statistically recorded during this period, the following data refer only to men and women.

2.1.1 ACTUAL STAFF SITUATION (TABLE 1A)

At the time of the survey, 928 persons were employed at the Bauhaus-Universität Weimar - 456 women and 472 men. Including marginally employed persons (students and academic assistants, 50% women), there were 1279 employed persons. At a 49% proportion of women and a 51% proportion of men, these two genders were almost equally represented.

Staff total: 49% women

2.1.2 CIVIL SERVANTS (TABLE 1B)

Of the 85 persons represented in the civil servants group, 25 were women and 60 were men. At a proportion of 29%, women were therefore considerably under-represented in this group.² Of the 25 female civil servants, 21 were employed as senior civil servants (84%), while 58 of the 60 male civil servants were employed as senior civil servants (97%).

The senior civil servants category also includes the professors group, which is considered separately again in point 2.2.

Civil servants: 29% women

2.1.3 EMPLOYEES (TABLE 1C)

In this group, the proportion of women amounted to 51%; the proportion of men correspondingly amounted to 49%. Detailed analysis reveals that the proportion of women decreases as the salary group increases. In the non-collective salary groups 15Ü to 13, women were represented with a proportion of 40% and men with 60%; women were thus slightly under-represented. In salary groups 12 to 9 and 8 to 5, women were represented with proportions of 58% and 71% respectively - above-average to well above-average - rendering men under-represented in these groups.

² The data are evaluated in accordance with section 3 para. 5 of the Thuringian Equal Opportunities Act, which states: »Under-representation within the meaning of this Act exists if the proportion of women or men in the areas mentioned in para. 4 is less than 40 percent in each case«.

Almost half of all staff were working on a part-time basis (45%, excluding marginally employed persons), while there were very few instances of part-time work in the civil servants group (two persons - one man and one woman). At a proportion of 58%, women (245) in the employees group (excluding marginally employed persons) were employed on a part-time basis somewhat more frequently than men (175).

At the time of the survey, no staff member of either gender was employed on the basis of semi-retirement.

Among employees not currently receiving salary, which includes employees on family-related leave, the proportion of women amounted to 79% (24 persons in total, 19 of whom were women).

Employees: 51% women

2.1.4 STAFF IN EXECUTIVE POSITIONS (TABLES 2B AND 2C)

At the time of the survey, there were 109 persons in executive positions - 41 women and 68 men. This represents a 38% proportion of women. In the group of civil servants in executive positions, the proportion of women amounted to just 27% (table 2b). In the group of employees in executive positions, a 63% proportion of women can be reported (table 2c). At the Bauhaus-Universität Weimar, women continued to occupy 100% of the managerial positions at the faculties. Furthermore, three of the five departments were headed by women.

Executive positions: 38% women

2.1.5 PROMOTIONS AND UPGRADINGS (TABLES 3A AND 3B)

Upgradings are based on collective bargaining agreements. There are also specific guidelines in place concerning the promotion of staff. During the reporting period (1 July 2017- 30 June 2020), 7 promotions were made in the civil servants group; 2 of these promotions were awarded to women (table 3a). There were 45 upgradings in the employees group (table 3b). 42% of these upgradings affected positions held by women.

*Promotions of civil servants: 29% women
Upgradings of employees: 42% women*

2.1.6 APPLICATIONS AND RECRUITMENTS (TABLES 4A AND 4B, TABLE ANNUAL REPORT BUW)

For the period under consideration of 1 July 2017 to 30 June 2020, evaluation of 210 recruitments is possible. In the employees group, four positions were advertised internally and 188 positions were advertised externally; data for the remaining 18 positions were not consistently recorded.

Of 206 positions, 113 were filled by women (54%) and 93 by men (46%). The four remaining positions advertised internally were filled by men (100%).

*Recruitments:
Salary group 8 to 5: 78% women
Salary group 12 to 9: 60% women
Non-collective salary group 15Ü to 13: 59% women
Senior civil servants: 25% women*

2.1.6.1 Appointments (table: annual report of the Bauhaus-Universität Weimar

2019) The appointments evaluated are taken from the GWK report in March 2020. The period from 1 January 2017 to 31 December 2019 is considered. In these three years, a total of 12 persons were appointed to professorships at the Bauhaus-Universität Weimar.

Concerning the 7 advertised W1 professorships without tenure track (TT), 5 women and 2 men were appointed (71% women).

With regard to the 5 advertised W3 professorships, 5 men were appointed. No women were appointed to W3 professorships.

*Appointments: 42% women
W1 without TT (7): 71% women
W3 (5): 0% women*

2.1.6.2 Trainees

During the period under review (1 July 2017-30 June 2020), a total of 22 training positions were advertised (table 4b). 395 applications were received, 200 of which were from women and 195 from men (51% women). 16 applicants were appointed, of whom 11 were women (69% women).³

Training positions: 69% women

The application and recruitment procedures showed a balanced gender ratio in the case of both employees and trainees, both in terms of applications and recruitments.

Concerning appointments, the gender ratio was balanced overall. However, enormous differences existed within the remuneration groups. No women were appointed to W3 professorships. On the other hand, the proportion of women among the temporary W1 appointments was very high. This further elucidates the under-representation of women in the upper qualification and salary strata and additionally emphasises the insecurity associated with their employment situations.

2.1.7 NEW RECRUITMENTS TO FILL PARENTAL LEAVE VACANCIES (TABLE 4C)

During the reporting period (1 July 2017-30 June 2020), 137 persons were on parental leave, 81 of whom were women (59% women). Accordingly, 41% of men were also taking parental leave. However, based on the available statistics, no statement can be made concerning the length of parental leave taken, neither by men nor by women.

In nine cases, a new recruitment filled the position of employees on parental leave. The proportion of women among the new recruitments amounted to 78%. In 15 cases, a new recruitment was made to partially fill a position; women were appointed in 7 cases (47%). In the remaining cases, internal replacements were arranged.

2.1.8 PARTICIPATION IN TRAINING PROGRAMMES (TABLES 5A AND 5B)

During the reporting period (1 July 2017-30 June 2020), a total of 298 persons participated in training events (table 5a). In the civil servants group, 21 persons completed training, 10 of whom were women and 11 men. In the employees group, 277 persons

³ Trainees always take up employment in September. For this reason, trainees recruited in 2020 have not been included.

participated in a training event - 216 women and 61 men. Thus, in this group, a significantly higher proportion of women participated in training events (78%).

A similar picture emerged in the case of participation in management training (table 5b). During the reporting period, 54 persons engaged in such training - 44 women and 10 men (81% women) - whilst in the civil servants group, the proportion of women who participated in management training amounted to just 33%. However, the low proportion of women among civil servants must be considered here.

2.1.9 APPOINTMENTS TO COMMITTEES (TABLE 6)

The composition of the central committees of the Bauhaus-Universität Weimar per the reporting date of 30 June 2020 is illustrated below.

The University Council consisted of 8 members, 3 of whom were women. The proportion of women thus amounted to 38%.

According to the Basic Regulations of the Bauhaus-Universität Weimar, the Senate comprises 25 elected members with voting rights. Of the members with a deciding vote per the reporting date, 13 were men and 12 were women. The proportion of women amounted to 48%. The proportion of women among academic staff (100%) and among technical and administrative staff (75%) was significantly higher than among university lecturers (23%). Students are represented in the Senate in equal proportions in terms of gender (male-female).

The Presidium is composed of the President, the Chancellor, the Vice-President for Research and Teaching and the Vice-President for International Affairs, Diversity and Transfer. The proportion of women in the Presidium amounted to 25%.

*University Council: 38% women
Senate: 48% women
Presidium: 25% women*

The Faculty Boards were composed as follows: Faculty of Architecture and Urbanism: 7 women and 6 men (54% women); Faculty of Civil Engineering: one woman and 12 men (8% women); Faculty of Art and Design: 6 women and 7 men (46% women); Faculty of Media: 3 women and 10 men (23% women).⁴

The proportion of women in the Senate in particular has thus improved considerably (2017: 9.5%); also in this instance, however, the number of female professors is low, and it is therefore female academic staff and female technical and administrative staff that represent a large part of the proportion of women. In the faculties, a balanced representation of women and men on committees is rendered very difficult in some fields due to the generally low proportion of women in the faculties, e.g. in the Faculty of Civil Engineering and the Faculty of Media.

In all faculties, the position of Dean was occupied by men.

Of the 11 persons forming the Staff Council, 8 were women and 3 were men (73% women).

Thus, almost-equal representation of women was only recorded in the Senate (48%) and in the Faculty Boards of the Faculty of Architecture and Urban Studies (54%) and the Faculty of Art and Design (46%); men were under-represented in the Staff Council.

⁴ For comparison: Proportion of women in Faculty Boards 2017 (Cf. [Gleichstellungsplan Anpassung 4-2018.indd \(uni-weimar.de\)](#)): Architecture and Urbanism: 38.5% | Civil Engineering: 7.7% | Art and Design: 30.8% | Media: 46.2%

Architecture and Urbanism Faculty Board: 54% women
Civil Engineering Faculty Board: 8% women
Art and Design Faculty Board: 46% women
Media Faculty Board 23% women
Deans: 0% women
Staff Council: 73% women

2.2 Professors (table of official statistics)

The number of professors at the Bauhaus-Universität Weimar fluctuated in the period 2014-2019. In 2019 (reporting date: 1 December 2019), 89 professors were employed at the Bauhaus-Universität Weimar - 24 women and 65 men. By comparison, in 2014 there had been 100 professors employed at the university, 23 of whom were women and 77 of whom were men. The proportion of women in this group has thus developed from 23% to 27%, corresponding to a slight increase. This meant that, in the Germany-wide equality ranking, the university was awarded a place in the middle group for the proportion of women in professorships (CEWS 2019⁵).

Compared to 2014 (28%), the proportion of female W1 professors rose continually to 56% in 2019, albeit with slight fluctuations. At the same time, however, the proportion of women in higher-paid positions (W3/C4) increased comparatively insignificantly from 19% to 23%. The goal of maintaining a baseline of 30% for new appointments of women on a three-year average - which was agreed upon with the Ministry in the 2016-2019 Performance and Service Agreements - was consistently achieved.

W3/C4 Professorships: 23% women
W2/C3/C2 Professorships: 26% women
W1 Professorships: 56% women
Professorships total: 27% women⁶

2.3 Other Scientific and Art/Design Staff (table of official statistics)

The number of non-professorial scientific and art/design staff decreased considerably between 2014 and 2019. In 2014, 470 persons - 159 women and 311 men - were employed as scientific and art/design staff at the Bauhaus-Universität Weimar, while in 2019, the number had decreased to 369, of whom 137 were women and 232 were men. With regard to these past years, although the number of employees declined, a slight increase can be noted in terms of the proportion of women. Whereas the proportion of women amounted to 34% in 2014, it was up to 37% in 2019; this was nevertheless short of the 40% proportion recorded in the meantime (2016).

⁵ The 2019 Ranking of Higher Education Institutions By Gender Aspects of the Centre of Excellence Women and Science (CEWS) is a ranking that uses quantitative indicators to facilitate nationwide comparability of the developments of higher education institutions in the field of gender equality and to make changes and trends visible. Cf.: [Hochschulranking nach Gleichstellungsaspekten 2019 \(ssoar.info\)](https://www.hochschulranking.de/).

⁶ Proportion of women among professors by faculty in 2019 (source: data panel 2020 of the Bauhaus-Universität Weimar): Architecture and Urbanism: 31.8% | Civil Engineering: 5.3% | Art and Design: 41.7% | Media: 25%

In the scientific and art/design staff group, the number of fixed-term employment contracts predominates overall (on average 89% in the period 2014-2019), which can be attributed in particular to the Wissenschaftszeitvertragsgesetz (WissZeitVG; academic fixed-term employment contract act) and fixed-term project positions.

The proportion of women among fixed-term staff has fluctuated slightly since 2014 (429 persons in total), amounting to 37% in 2019 (322 persons in total) - roughly the same as the proportion of women among permanent staff (47 persons in total) (36%). In 2019, 67% of all scientific and art/design staff (incl. professors) were budget-funded (cf. 2014: 66%) and 33% were third-party funded (cf. 2014: 34%). The proportion of women among budget-financed staff continually increased until 2017 (39.4%) but has since declined again (2019: 34%).

Other scientific & art/design staff: 37% women⁷

2.4 Students, Graduates (table of official statistics)

In the 2019/2020 winter semester, a total of 3,890 persons studied at the Bauhaus-Universität Weimar, 1,887 of whom were women. The proportion of female students thus amounted to 48.5%, corresponding to an almost-balanced gender ratio (male-female) among students. Since 2015, the proportion of women among students has remained relatively constant; as a result, the Bauhaus-Universität Weimar retained a place in the top group in the Ranking of Higher Education Institutions By Gender Aspects in 2019 (CEWS 2019).

The gender ratio is also balanced among graduates. In this case, the proportion of women in the 2019 examination year was 51.2%. Compared to 2014 (54.8%), the proportion of women in this group thus declined slightly.

*Students: 48.5% women⁸
Graduates: 51.3% women⁹*

2.5 Doctoral Degrees and Habilitations (table of official statistics)

In the 2019 examination year, a total of 59 persons were awarded doctorates, with women accounting for a proportion of 49% (29 women). The gender ratio was thus almost balanced in this group. Looking back over the past years, the proportion of women completing doctorates has fluctuated. In the examination years 2014-2019, the average proportion of women amounted to 42%. In a nationwide comparison, the Bauhaus-Universität Weimar achieved a position in the middle group on this basis, thereby clearly improving its ranking (CEWS 2019).

⁷ Proportion of women among scientific and art/design staff by faculty in 2019 (source: data panel 2020 of the Bauhaus-Universität Weimar): Architecture and Urbanism: 42.7% | Civil Engineering: 32.1% | Art and Design: 37.5% | Media: 35.1%

⁸ Proportion of women among students by faculty in the 2019/20 winter semester (source: data panel 2020 of the Bauhaus-Universität Weimar):

Architecture and Urbanism: 56.4% | Civil Engineering: 34.2% | Art and Design: 58.7% | Media: 52.3%

⁹ Proportion of women among graduates by faculty in 2019 (source: data panel 2020 of the Bauhaus-Universität Weimar): Architecture and Urbanism: 54.8% | Civil Engineering: 37.6% | Art and Design: 59.6% | Media: 55.5%

Due to the subject orientation of the Bauhaus-Universität Weimar, with a strong artistic and design focus, as well as the generally declining importance of habilitations in some subjects and the increasing number of junior professorships, comparatively few habilitations are being completed at the Bauhaus-Universität Weimar. In the years 2014-2019, 7 habilitations were completed; 5 were completed by women (71% women).

Doctoral degrees: 49% women

2.6 Conclusion

Per the 2020 reporting date, the gender ratio in the employee structure at the Bauhaus-Universität Weimar was balanced overall, as had also been the case in 2017¹⁰. Measured against the long-term development of gender ratios since 2007, the proportion of women has steadily increased or been maintained in all areas. With its four faculties and its specific profile, which integrates and combines science, art and design with corresponding degree programmes within a university, the Bauhaus-Universität Weimar also has an overall balanced proportion of female and male students in its student body.¹¹¹² The data likewise show an almost balanced gender proportion among graduates. In the phase of scientific and art/design qualification, women - accounting for a 49% proportion of completed doctoral degrees - were no longer as well represented as in 2016 (51%), though more strongly represented, for example, than in 2014 (47%). The proportion of women among scientific and art/design staff decreased to 37% compared to 39% in 2017, although an increase ensues vis à vis 2014 (34%).

The proportion of women among professors improved slightly to 27% compared to 2017 (26%) and even somewhat more compared to 2014 (23%). Nevertheless, the decline in the proportion of women higher and higher up the ladder of scientific and art/design careers is altogether most evident at the level of professor (leaky pipeline phenomenon), especially with regard to the distribution across individual remuneration groups. On a positive note, the proportion of female professors at the Bauhaus-Universität Weimar is still slightly above the national average of 25.6%.¹²

Overall, the positive developments of the past years should be viewed in connection with the target group-specific equality-related activities of the Bauhaus-Universität Weimar. Exclusively in the scientific and art/design staff group was it not possible to achieve the target set in the 2017 Equal Opportunity Plan of maintaining the proportion of women. This group must therefore be a focus of equality policy measures in the coming years. Against the background of numerous upcoming new appointments in the years to come, and with a view to the development of appointments in the period under consideration as well as the still low overall proportion of women in this group, the recruitment of female professors is the second important focus of equality work until 2027.

A closer look at the employee structure also shows that women are very well represented - in some cases even over-represented - in the science-related fields (EG 12-4), while the proportion of women decreases as the salary group increases (EG 15Ü-13), especially in the case of scientific and artistic staff. Particularly in salary groups 4 to 12, there is a need for qualitative action regarding job evaluations and opportunities for further development.

¹⁰ Cf. [Gleichstellungplan Anpassung 4-2018.indd \(uni-weimar.de\)](#)

¹¹ There are fluctuations between the disciplines. Increasing the proportion of women in the university's STEM degree programmes remains a partial goal (see 3.1.1).

¹² Cf. [Frauenanteile nach akademischer Laufbahn - Statistisches Bundesamt \(destatis.de\)](#)

In senior civil service, which includes professors, women remain significantly under-represented (27%). The proportion of women decreases as the level of qualification increases.

The development of the proportion of women in the university's committees is positive. In the Senate, the University Council and in three of four Faculty Boards, the proportion of women was able to be increased, in some cases significantly. This is largely due to the commitment of the university as well as the legal adjustments to equal representation and the prescribed proportions of women in committees.

The described positive developments will continue to be pursued in future. In areas where women or men are under-represented, targeted activities to improve the gender ratio will be implemented. Furthermore, intensified delegation of responsibilities concerning equality - also in view of the differentiated development in individual subject areas - is considered necessary. On the one hand, all persons with managerial and staff selection responsibilities must align themselves more strongly with equality-related policy goals and integrate these appropriately into their actions; on the other hand, subject-specific processes and structures must be analysed more closely, and appropriate measures derived therefrom.

3. Areas of Activity and Measures to be Taken

3.1 Quantitative Equality Work

Quantitative equality targets ensue from the legal stipulation (ThürGleichstG) that a gender is under-represented if less than 40% of the respective gender is present in the corresponding member group of the university. In almost all member groups of the university, the advancement of women is therefore an explicit instrument for an overall more enriched and more gender-equitable academic and university culture. However, some members of the university also consider the explicit advancement of women and quota regulations as a paradoxical intervention, insofar as realisation of the desired culture of equal opportunity for men and women requires temporary overemphasis of the female gender as a necessary intermediate step. In all approaches based on the advancement of women in the sense of enabling (i.e. coaching, mentoring etc.), it must therefore be ensured that women are not assumed to have deficits and that conformity requirements to the existing university culture are not further reproduced. Accordingly, the Bauhaus-Universität is committed to the continual evaluation of its support services, to the development or improvement of these support services in line with requirements and, at the same time, to further honing qualitative equality-related measures at the organisational level.

3.1.1 FEMALE STUDENTS

Although the overall gender ratio among students has remained balanced over the past years, there is still a need for action regarding distribution of the genders in the individual subjects. Increasing the proportion of women in the university's STEM subjects therefore continues to be an important focus of the work to promote equality. Furthermore, women in all subject areas must be supported in the development of their scientific and artistic profiles at an early stage as a preventative measure already during their studies against a decline in the proportion of women at higher levels of qualification within the university. The targeted promotion of young women is already successfully supported by the Women's Promotion Fund and the Congress Expense Fund and is to be supplemented by further measures in future.

Measures to be taken:

- Check the external presentation, advertising materials and information offered by the university and the faculties for gender-specific stereotypes so as to address all genders equally and to counteract socially constructed associations with the respective discipline
- STEM departments are examining cooperation with the *BMBF*- and *BFMJS*-funded »Initiative Klischeefrei« (»cliché-free initiative«) to advertise their degree programmes
- Continue to participate in the nationwide initiative »Girls'Day – Mädchen-Zukunftstag« and the »Campus Thüringen Tour« of the *Thüringer Koordinierungsstelle Naturwissenschaft & Technik* (Thuringian science & technology coordination office)
- Award two scholarships annually to exceptionally talented female students in STEM subjects (via the Women Professors Programme III)

- Address the topic of »gender in teaching« and integrating gender aspects into teaching formats
- Develop faculty-specific concepts for the early support of talented female students, for example through the targeted allocation of assistant positions to women; counselling and workshop offers for systematic career planning and undertaking a doctoral degree; networking events, etc.
- Continue individual support formats for female students, such as the Women's Promotion Fund and the Congress Expense Fund

3.1.2 FEMALE SCIENTIFIC AND ART/DESIGN STAFF, FEMALE DOCTORAL CANDIDATES, FEMALE POSTDOCTORAL CANDIDATES

Regarding development of scientific and artistic staff in terms of numbers, a slight decline in the proportion of women can be observed over time. Promoting this group therefore remains one of the most important foci of the university's equality work. In addition to the increasingly decentralised and subject-specific examination of the causes for this development (see 3.2.1), the establishment of further pivotal instruments of support - and improvement upon those already existing - is also fundamental, especially with regard to increasing the frequency of transition from master's degree to doctoral degree and from postdoctoral degree to higher academic positions. The university has already provided important momentum in this direction with its commitment to advertise around 15% of professorships to be filled according to the tenure-track model in future and to increase the proportion of permanent non-professorial positions. The Bauhaus-Universität Weimar has set itself the goal of increasing the proportion of women in the scientific and artistic staff group by between 5% and 40% by 2027.

Measures to be taken:

- Proactively recruit women to qualification and third-party funded positions, taking into consideration subject-specific gender ratios (cascade model)
- Continue individual support formats such as the Women's Promotion Fund and the Congress Expense Fund and the Doctoral Degree Completion Scholarship
- Continue participation in the Thuringian Programme for the Promotion of Up-and-Coming Female Scientists and Artists (advertise postdoctoral scholarships)
- Expand the existing WISA+ mentoring programme for female doctoral and postdoctoral students (via Women Professors Programme III) and continue collaboration with the Rowena Morse Mentoring Programme of the TKG
- Continue targeted consideration of women when awarding doctoral and Bauhaus.Postdoc scholarships
- Establish a structured coaching programme with focuses such as the acquisition of third-party funding, strategic career development etc. in consultation with other persons involved in staff development
- Establish a Publication Fund to support academic publication activities (via the Women Professors Programme III)
- Award Bridge Scholarships (startup funding) to women in order to promote the transition from master's degree to doctoral degree and from postdoctoral degree to higher academic positions (via the Women Professors Programme III)

3.1.3 FEMALE PROFESSORS

Within the scope of the Performance and Service Agreements with the Thüringer Ministerium für Wirtschaft, Wissenschaft und Digitale Gesellschaft (Thuringian ministry for economy, science and digital society), the declared goal of having selected women in 50% of appointments (base value of 30%) by 2025 is fixed. The Bauhaus-Universität Weimar has furthermore set itself the goal of increasing the proportion of women among professors to 35% by 2027. The university's corresponding commitment to advertise around 15% of the professorships to be filled in tenure-track format by 2025 promotes transparent and plannable career paths within the university and can contribute to the recruitment of women. The revised version of the Appointment Regulations in spring 2019 also clarifies the university's declared goal of increasing the proportion of women in professorships to be filled and emphasises equal opportunity, transparency and appreciative treatment of applicants as important quality characteristics of appointment procedures at the university. With the first funding application for a woman appointed to a W3 professorship within the framework of the positively evaluated future concept in the Women Professors Programme III, the university receives and provides important resources for the implementation of additional measures to promote equality. Factors such as the success in the Joint Federal Government-Länder Tenure-Track Programme for the promotion of up-and-coming academics, new appointments due to the age structure of professors and the prospect of digital professorships from the state of Thuringia will precipitate an invigorating transformation in terms of staff and a multitude of appointment procedures in the coming years, which the university not only perceives as important strategic further development but also sees as an opportunity to expand the promotion of women in this process into a significant focus. Against this background, the recruitment of female professors as well as the standardisation and qualitative development of appointment procedures remain central topics of work to promote equality.

Whilst the number of female professors has seen a slight but steady increase in recent years, this area remains that with the greatest need for action - partly in view of the »leaky pipeline« symptomatology observed within remuneration groups in the case of new appointments.

Measures to be taken:

- Design and implement a coaching format for (junior) female professors (via the Women Professors Programme III)
- Continue research into suitable female applicants and proactively approach them; documentation within the scope of the appointment procedure, anchoring in the Appointment Regulations
- Continue the women professors budget in the sense of a bonus payment and as an incentive system for the recruitment of women; the proportion paid out to the faculties in this connection remains tied to the implementation of faculty-specific equality measures, which are to be proven (via the Women Professors Programme III)
- Develop a joint concept for binding standards within the framework of appointment procedures as well as a suitable instrument for quality assurance and appointment controlling
- Regularly train Appointments Officers, Managing Directors and Commission/Committee Chairpersons on equal opportunity in and legal requirements concerning appointment procedures
- Examine the applicability of flexible appointment models such as tandem and part-time professorships
- Continue cooperation in the Dual Career Network Thuringia

3.1.4 OTHER MANAGERIAL POSITIONS

The university continues to pursue the goal of recruiting women for managerial positions and increasing the proportion of women at higher career stages.

Measures to be taken:

- Expand and maintain opportunities for further flexibilisation (remote working, part-time, job-sharing models)
- Proactively approach suitable female applicants
- Strengthen gender competence as a selection criterion

3.1.5 TECHNICAL AND ADMINISTRATIVE STAFF

In the salary groups below EG12, the proportion of women exceeds 50%. The Bauhaus-Universität Weimar has therefore set itself the goal of consistently implementing equal pay and fair working conditions in university administration and services, with a focus on employees in administration offices. In addition, the proportion of men in areas where men are under-represented is to be increased.

Measures to be taken:

- Analyse job descriptions, job titles and groupings, updating and adjusting where necessary (cf. bukof recommendation for more pay equity in administration offices¹³)
- In areas in which men are under-represented, invite men to apply in corresponding job advertisements.

3.1.6 WOMEN IN COMMITTEES

Committees are important organisational units of universities, serving as forums for university-related co-determination, the shaping of structures and processes and the exchange of information. Accordingly, all member groups must be adequately represented in committees. The Thuringian Higher Education Act stipulates, on the one hand, that representation on committees and bodies must be equal and, on the other hand, that women must represent a proportion of at least 40%. The Appointment Regulations of the Bauhaus-Universität Weimar incorporate this regulation accordingly for the composition of its appointment committees.

However, due to the current proportions of women in the individual status groups, achieving these quotas can sometimes be challenging for the university. The under-representation of women also engenders a structural overburdening of women in the context of activities concerning the independent administration of the university. The university is accordingly striving to eliminate this under-representation in the long term. As a necessary intermediate step, the university must therefore create relief systems and incentive systems for women while also recognising committee activities in the context of performance evaluations to a greater extent.

¹³ [Microsoft Word - 21-02-16 bukof-Handlungsempfehlungen für mehr Entgeltgerechtigkeit und faire Arbeitsbedingungen in Hochschulsekretariaten.docx](#)

Measures to be taken:

- Develop incentive and relief systems for women (via the Women Professors Programme III)
- Recognise committee participation as a criterion of excellence in the context of performance evaluations
- Review election lists: the election committee of the university reviews the gender parity of election lists according to the provisions of the Thuringian Higher Education Act. If the election lists do not contain a balanced representation of men and women, election management requests that those responsible for the lists provide justification for this or rectify the situation. The Election Regulations are to be amended to this effect
- In order to ensure that decentralised Equal Opportunity Officers receive »adequate relief of their other official duties« as stipulated by law, the university is to develop a practicable standard to ensure that women are not further structurally disadvantaged.

3.2 Qualitative Equality Work: Developing a Gender-Equitable Academic and University Culture

The structural anchoring of work to promote equality at the Bauhaus-Universität Weimar has been formally implemented in a comprehensive manner, both in terms of content and staff. Efforts towards establishing equality are enshrined in the university's central documents and there is consensus regarding the implementation of equality policies. To further mobilise theoretical considerations and already practised principles for the realisation of equal opportunity, the university is aware that its work to promote equality must be constantly improved upon, intensified and honed. The primary objective of the next six years must therefore be a deeper and more self-reflective examination of equality issues. The aim in this connection is to systematically build up gender and equality knowledge among all members of the university, and to question, discuss and adapt existing structures. In future, equality work should be performed even more intensively as an intertwined top-down-bottom-up process that takes other persons into consideration, integrates interdepartmental equality issues more strongly and produces more specific voluntary commitments and further measures at the decentralised level. The university considers the strengthening of decentralised equality work and the further examination of central staff development and recruitment processes as an important step in a cultural transformation towards equal opportunity in academia and at the university.

3.2.1 INTENSIFY DECENTRALISED EQUALITY WORK

The Performance and Service Agreements with the Ministry state: »It is an important concern of the faculties to further improve the opportunities and participation of women in research and teaching. They therefore undertake to design their structures and processes in a gender- and family-friendly way. In particular, they align their staff development as well as their leadership and participation cultures with the goal of equality.« With this commitment, the university has taken an important step towards gender mainstreaming, which must be further mobilised through the establishment of decentralised equality concepts.

Measure to be taken:

- The faculties draw up their own Equal Opportunity Plans in which they analyse subject-specific structures and figures; from these analyses they develop suitable goals and measures to help compensate for the deficits identified. Decentralised Equal Opportunity Officers and the Equal Opportunity Office support faculty management as required. Plans are to be drawn up every three years and submitted to the Presidium.

3.2.2 LEADERSHIP CULTURE AND STAFF DEVELOPMENT – EXPANDING GENDER EXPERTISE

The staff development concept adopted by the university in January 2019 represents an important basis for the further qualitative evolution of its staff and organisational development. In this context, the promotion of up-and-coming academics is defined as a primary task of university staff development, with a particular focus on equality and family friendliness.

There is potential regarding the further networking of persons positioned at the interfaces of staff development measures, the further qualitative development of gender-equitable staff selection processes and the more solid anchoring of equality policy goals within the staff development concept, for example in terms of reconciliation issues and gender competence.

Measures to be taken:

- Establish a staff development network (non-collective) bringing together central and decentralised persons involved in staff development to consolidate and coordinate existing and new staff development measures that promote equality
- Develop standards for gender-equitable recruitment and selection processes for all staffing procedures
- Further develop marketing of staff (employer branding) to improve the external image of the university as a family-friendly and equal opportunity-oriented university
- Sustainably integrate equality in on-boarding (culture of openness)
- Build up and increase gender knowledge/gender competence of managers through training on the topic of equality, with a focus on compatibility issues as well as prejudice-free, discrimination-free and appreciative working conditions

3.3 Accompanying Dimensions

3.3.1 FAMILY-FRIENDLY UNIVERSITY

The reconciliation of employment, scientific and artistic qualification, study and familial responsibility is of great importance to the university. To this end, in the past, corresponding structural measures for the institutionalisation of family friendliness were established and consolidated.

The day care centre developed and operated by the Studierendenwerk Thüringen and the flexible childcare services located centrally on campus are evidence of excellent structural framework conditions for reconciliation with family duties. Individual consultation on family topics, a Parent-Child-Workroom, a Parent-Child-Network, a family website and the Re-Entry Scholarship following parental leave are all further important pillars of the university's needs-oriented family policy, the effectiveness of which has been recognised with the awarding of the »Total E-Quality« rating.

There nevertheless remains potential for development in the anchoring of concepts for making working and study times more flexible, as well as of employment models.

Measures to be taken:

- Consolidate information and offers on the topic of compatibility for members and applicants
- Continue to offer Re-Entry Scholarships
- Draw up a guide on parental leave for (expecting) parents on the one hand and supervisors on the other
- Review Study and Examination Regulations for family-friendliness
- Draw up a service agreement on remote working
- Train supervisors on the design of family-friendly work processes
- Integrate the topic of »challenges in reconciling care responsibilities with study and work« into in-company health management
- Re-apply for the »Total E-Quality« rating
- Develop binding standards on family-friendly working, committee and study times

3.3.2 GENDER IN RESEARCH AND TEACHING

For the comprehensive realisation of diversity-oriented equality, the development of gender knowledge among all members of the university is essential. Research, art, teaching and study must therefore be reviewed to ensure that gender aspects are afforded appropriate consideration and that gender biases and stereotypes are abolished.

Measures to be taken:

- Prepare a guide for gender-equitable teaching
- Develop an (online) module with certification for gender- and diversity-sensitive didactics together with the Diversity Department

3.3.3 ELIMINATION OF SEXUAL DISCRIMINATION AND SEXUAL VIOLENCE

In its Basic Regulations, the Bauhaus-Universität Weimar advocates the recognition and active support of general equal treatment. The development of an anti-discrimination guideline applicable to all members of the university underlines this commitment. The Bauhaus-Universität Weimar therefore continues to see itself as a place of work and study where discrimination and violence of any kind are not tolerated.

In future, the Bauhaus-Universität Weimar will position itself even more strongly against all forms of sexism and sexual discrimination and violence, and will develop further (pro)active measures accordingly.

Measures to be taken:

- Establish a complaints office and a complaints management system
- Transparently present and communicate the complaints procedure and relevant contact persons (centralised and decentralised)
- Revise the emergency site in cooperation with the health management working group
- Raise awareness of all member groups at the university

3.3.4 DIVERSITY-SENSITIVE EQUALITY WORK

Since the amendment to the Thuringian Higher Education Act, the Bauhaus-Universität Weimar has appointed a Diversity Officer and established a Diversity Advisory Committee. This area is represented in the Presidium by the Vice-President for International Affairs, Diversity and Transfer. The Equal Opportunity Officer and the Equal Opportunity Advisory Board are in constant informal exchange with the Diversity Department. The cooperation is understood as self-explanatory and enriching with a view to the development of a cultural transformation towards a gender-equitable, diversity-sensitive and discrimination-free university. The university recognises the integral/intersectional entwining of various diversity dimensions with gender and constantly integrates this into the analysis of all dimensions of inequality as well as into measures to reduce discrimination and promote equal opportunity and diversity.

Measures to be taken:

- Develop binding standards for non-discriminatory and inclusive language that includes persons of all genders - binary and non-binary - in an equal and appreciative way
- Joint commitment of the Equal Opportunity Office and the Diversity Department to gender diversity and the abolishment of structural barriers for inter, trans and non-binary individuals (e.g. IT, all-gender toilets)
- Joint annual meeting of the Equal Opportunity Advisory Board and the Diversity Advisory Committee
- The Equal Opportunity Officer is a member of the Diversity Advisory Committee, works on the content of the »Shaping Diversity« audit of the Stifterverband (donors' association) and is also a member of the audit's steering committee and steering group

3.3.5 QUALITY ASSURANCE AND MONITORING

The development of needs-oriented and goal-oriented equality measures requires continuous monitoring of existing measures and concepts.

Measures to be taken:

- Develop a holistic gender monitoring concept in cooperation with the TKG, taking into consideration existing survey and evaluation tools
- Professionalise gender consulting for third-party funding research applications, process evaluation

4. Entry into Effect and Publication

The Equal Opportunity Plan was confirmed by the Senate of the Bauhaus-Universität Weimar on 7 April 2021 in accordance with section 35 of the Thuringian Higher Education Act and section 8 of the Basic Regulations of the Bauhaus-Universität Weimar and is valid until 31 March 2027.