

Text modules on equality and diversity for research proposals

This text serves as a compact presentation of the university's equality and diversity strategy with the existing structures and measures. It is intended as a text quarry and offers a collection of existing and suggestions for future offerings. Collaborative proposals (esp. SFB/TRR, GRK or ITN) should definitely design their own measures that dovetail with or build on the central offering.

1. Central level, statements valid for TU as a whole

For DFG applications, this statement serves for equality measures on a central level:

"The TU Dortmund University was already classified by the DFG as stage 4 in the framework of the research-oriented equality standards in 2011. This confirmed that its successfully established equality concept will be continued and supplemented by further innovative approaches."

Principles of diversity management at TU Dortmund University

"The University conducts diversity management in order to fulfill its legal mandate for science in research and teaching in the best possible way. Diversity management shapes and ensures equal opportunities and accessibility, and is proactive anti-discrimination."

From the University Development Plan of the Technical University of Dortmund for the years 2018 - 2022:

"Ensuring equal opportunities and dealing constructively with diversity are strategic goals of the Technische Universität Dortmund and integral parts of its daily activities. Diversity and equal opportunity management contributes to fulfilling the university's mission in research and teaching in the best possible way and to eliminating barriers on campus. The activities of the Technische Universität Dortmund are broad-based, systematically anchored in mainstreaming processes and secured by reliable structures. Gender-sensitive promotion of young scientists, transparency of appointment procedures, gender-sensitive public relations work and gender controlling are just as much a part of this as support for childcare, implementation of disadvantage compensation and dual career offers."

Gender- und Diversity Mainstreaming

The TU Dortmund University is gearing its gender and diversity mainstreaming towards assessing the impact on the diverse members of the university in all decisions and incorporating their relevant concerns into all regular and standard processes. In the long term, this approach should lead to a sustainable cultural change and a "university for all".

Aims of the equality policy

The equal opportunities policy of the Technical University of Dortmund aims to,

- Achieve equal representation of men and women in degree programs,
- to sustainably improve the representation of women at all qualification levels in the science system,
- increase the number of women scientists in top scientific positions,
- implement gender-aware science development, e.g., by integrating the gender dimension into research and teaching,
- to achieve a balanced ratio of male and female employees in technology and administration,
- cultivate an organizational culture that is inclusive of the life context of students and employees.

(from the Equality Framework Plan of the Technical University of Dortmund)

Established central processes and structures at the central level of the TU Dortmund University, e.g.

- System accreditation including gender and diversity aspects
- Action plan "One university for all" (term 2020-2023)
- Equality concepts for all faculties and units
- Guideline for gender equitable and non-discriminatory appointment procedures
- Expanded and networked counseling structures for e.g. barrier and discrimination freedom, international, social origin, sexual identity and orientation
- Family service, family portal
- Central and decentralized equal opportunity officers
- The Staff Unit Equal Opportunity, Family, Diversity
- Prorectorate Diversity Management

Established central measures in gender and diversity management, e.g..

- University-wide gender equity policies: <https://service.tu-dortmund.de/de/group/intra/massnahmen>
- Compatibility of family and career, family friendliness of the TU Dortmund: <https://service.tu-dortmund.de/de/group/intra/karriere-familie>
- All measures of the action plan "One university for all" LINK
- Promoting young talent, including special offers for women: <https://service.tu-dortmund.de/de/group/intra/nachwuchsforderung>

2. Decentralized level, statements valid for the faculty

Here, statements of the faculty's equal opportunity concept can be mentioned or measures to promote diversity that the faculty has adopted.

3. Gender and diversity aspects of the research projects

Gender and Diversity as a Design Principle of Structures and Organization of Research

Equality of opportunity, accessibility and non-discrimination at

- the selection of SHK, WHK, PhD students, PostDocs, professors
- the appointment of committees and responsible positions within the research project
- the distribution of tasks and responsibilities within the research project

Gender and diversity aspects inherent in or integrated into the subject matter

Gender and diversity related issues within the research project (e.g. gender and diversity relevance within the research question, application perspectives, mixed groups during testing and evaluation...).

Development of gender and diversity competence of researchers.

- Recognize gender and diversity competence as a key qualification in job applications
- Advocate, promote, and plan continuing education on gender and diversity topics for all project participants - including PIs - exclusively for those involved in the research project.
- Participation in the annual UA Ruhr continuing education program "Gender-equitable appointment procedures

4. Recommendation for numerical material

<http://www.genderreport-hochschulen.nrw.de/statistikportal>

<https://www.tu-dortmund.de/universitaet/infomaterial-und-downloads/>

More information about TU Dortmund

<https://service.tu-dortmund.de/de/group/intra/informationen-zur-tu-dortmund>

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