

Self-Report of the Technical University of Dortmund on the Re-Audit "Shaping Diversity" , Donors' Association for the Promotion of Sciences and Humanities in Germany

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Place, date

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The Technische Universität Dortmund hereby presents the second self-report for the re-audit. This report provides information about the further development of TU Dortmund University in the area of diversity since the first audit and the co-development of the audit in 2012.

1. Further development of the diversity strategy

Since the first auditing process, TU Dortmund University has concretized its diversity strategy, expanded its university governance in this topic area, and strengthened its active and diversity-oriented processes. In recent years, a number of principles have been developed in various internal and external communication processes that form the basis for understanding and activities in diversity management. These principles have already been agreed upon in the University Alliance Ruhr. As firmly established elements of university governance at TU Dortmund University, they are geared towards the goal of ensuring equal opportunities and dealing constructively with diversity. The TU Dortmund sees the principles as a proactive response to social changes and to the transformation of the institution of higher education.

Principles of diversity management at TU Dortmund University

"Science is our criterion for dominance. As a university, we practice diversity management in order to fulfill our legal mandate for science in research and teaching in the best possible way. Diversity management means persistent moderation, reliable processes, implemented structures and continuous attentiveness. Diversity management shapes and ensures equal opportunities and accessibility, and is proactive anti-discrimination."

In recent years, diversity management has become a guiding category for universities, which (for example, in North Rhine-Westphalia) is also anchored in university laws. This process has been accompanied by negotiations, not always free of conflict, between previous and established fields of action on the one hand and an overarching diversity perspective on the other. There is a partly justified concern that group-specific requirements could be cut away, as it were, by the establishment of university diversity units. On the other hand, it is a matter of a fundamental change in perspective: it is no

longer minorities who are responsible for bringing their concerns to bear; rather, it becomes the recognized goal of an institution that heterogeneity and diversity management are common and central fields of action. With such a view, the role of the institutional "advocates" (equal opportunity commissioner, representative of the severely disabled, representative for the interests of disabled students, etc.) is also increasingly changing.

The transition that has begun in recent years at the TU Dortmund from widespread grassroots work, which - to put it bluntly - seeks to assert minority concerns against a mainstream of whatever kind, to an institution in which the management embodies these concerns, is anything but trivial. It requires a great deal of integration effort on all sides. Thus, at the beginning of the TU Dortmund University's diversity management, there could not be a fully formulated diversity concept, but rather it was necessary to systematically realign the institutional role of actors who had already been involved for a long time, so to speak, by means of a central assignment. In no case were their previous activities to be devalued by new inventions. Quite the opposite.

Looking back on six years of diversity management, we can say that it has been a successful process that has initiated a diversity-oriented cultural change at the university. Those who were already active in the field of diversity know each other and their fields of activity better today, and work constructively with each other and with the Equal Opportunity, Family and Diversity Office and the Vice Rector for Diversity Management. Through the various meeting formats, direct contacts and cooperation between members of the university who were previously unknown to each other could be initiated. In this way, spaces and places were created in which ideas and critical reflection on diversity and how to deal with it (can) take place.

In their close cooperation, the Prorector Diversity Management and the CFV staff unit develop structures. A second focus of diversity management is to make the **University as Universitas** tangible. A third relates to the advancement of **Disability- und Diversity-Mainstreaming**.

The activities to improve equal opportunities and change a culture of diversity at TU Dortmund University are wide-ranging, systematically anchored in gender mainstreaming processes and secured by reliable structures. Support for childcare, the implementation of disadvantage compensation and dual career offers are just as much a part of this as the transparency of appointment procedures,

gender-sensitive public relations work and gender controlling. With the equality concepts and the currently defined equality quotas for the professorial level in all faculties of the TU Dortmund University, control processes have been established that are based on the cascade model and sharpen the focus on active recruitment and gender-equitable personnel development in the field of science.

1.1 Main focus

The goals stated in the 2012 self-report of reducing disadvantages for women, creating equal opportunities for people with disabilities and enabling their barrier-free participation, and preventing discrimination of any kind continue to guide diversity management at TU Dortmund University. Furthermore, diversity management continues to pursue a diversity mainstreaming approach rather than a specific "client policy".

The established and trusting cooperation with the central Equal Opportunity Officer intensified especially since the CFV staff unit moved into the immediate vicinity of the Equal Opportunity Office in 2014. The joint concept for determining equality quotas and the joint discussions with all faculties in the last two years are evidence of the hand-in-hand work of diversity management with the central Equal Opportunity Officer. The CFV staff unit and the Equal Opportunity Officer have regularly consulted on equality issues for years, and the head of the CFV staff unit has been one of the Equal Opportunity Officer's deputies since 2010 and a member of the Equal Opportunity Commission for just as long.

To concretize disability policy as a cross-sectional task in all political fields in the sense of disability mainstreaming, as it is derived from the UN Convention on the Rights of Persons with Disabilities, continues to be a guiding principle for diversity management at TU Dortmund University. Since the campus is the relevant space for inclusion for employees and students of the TU Dortmund, participation must be realized there and disability mainstreaming processes must be implemented there.

In general, since the 2012 audit, existing bottom-up processes have combined with top-down processes; grassroots work has evolved into mainstreaming processes. This development is described in great detail by Birgit Rothenberg, Barbara Welzel and Ute Zimmermann ("Inklusive Hochschule" ed. by Uta Klein, Beltz Juventa, 2016) in their book "Von der Graswurzel-Arbeit zum Disability-Mainstreaming" ("From grassroots work to disability mainstreaming").

Instead of fixed and formal working groups, the work with task-related ad hoc working groups has proven successful: the CFV staff unit acts as a hub, brings together expertise from various actors, stimulates cooperations and accompanies them. The CFV staff unit reports the development steps back to the prorektor, who in turn reports to meetings of the rectorate or senate. Examples of ad hoc AGs: Project for the creation of barrier-free accessible rooms for departments and university management, project for the TU site plan for barrier-free accessibility, project for the creation of instructions for barrier-free documents, project for language problems in safety instruction. The occasions for such ad hoc working groups can be top-down or bottom-up, in both cases the staff unit establishes a connection between the university management and the responsible or relevant working levels. The most recent example of this approach is the Äsop@TU-Dortmund project, with which the TU Dortmund impressed in the "One University - One Book" ideas competition organized by the Stifterverband and the Klaus Tschira Foundation in June 2017 (www.aesop.tu-dortmund.de). For more than 2,500 years, fables have dealt with exemplary situations of human coexistence. They are not only world-famous, but also short, accessible to everyone - and they invite discussion. The fables usually start from the animal figure and must therefore first be opened up as a teaching piece - sometimes in an entertaining debate. The stories deal with values such as respect, loyalty and friendship, but also with problems such as overreaching, manipulation and scarcity of resources. Activities at the TU Dortmund include a public exhibition in the Dortmunder U, a university-wide lecture series, a writing competition, and seminars in literature, art history, and painting, as well as in theology, philosophy, and economics. The AStA plans to participate with theater and music performances, and the Secretariat Management Network will realize activities such as "The Fable at my Door. A special issue of the science magazine mundo on the overall theme of "Fabulous" was published at the beginning of July 2017. The program is to grow further: all members of the TU Dortmund University are invited to participate in the project with their own ideas.

1.2 Organizational anchoring

- Prorektorat for Diversity Management, newly established in 2011, re-elected in 2016 to 2020
- Staff Unit Equal Opportunity, Family, Diversity, newly established in 2009, department within the Human Resources and Legal Affairs Division and at the same time staff unit of the Pro-rector Diversity Management
- Diversity working group, Disability Mainstreaming steering group: It became apparent that ad hoc working groups on specific topics enable effective work with the respective responsible actors.

1.3 Ressourcen

Only resources directly related to diversity management are listed here.

- Prorektorat Diversity Management, re-elected in 2016 for the term of office until 2020
- Staff Unit Equal Opportunity, Family, diversity (all positions unlimited)
 - Management 100% (E14)
 - Equal Opportunity: 50% und 75% (E13)
 - Family: 75% (E13)
 - Processing: 85% (E11)
 - Secretariat: 25% (E9)

2. Development goals that should be pursued until re-auditing

2.1 To what extent were the goals achieved?

After the structural anchoring of diversity management at the management level, another development goal of the TU Dortmund University was to involve as many actors of the university as possible in the change process and thus to initiate and

moderate a cultural change towards a "culture of diversity". This should begin, among other things, with implementing a capacity for dialogue with the "other" in teaching concepts and initiating dialogues between heterogenic subjects, knowledge cultures and discourses. The further goal of the development of a diversity mainstreaming takes under the perspective of appreciation, respect, participation and inclusion a differentiation and perception of the different persons and groups, work areas and work cultures of our university not only rhetorically, but also conceptually in the view. In this way - according to the goal - a change from the selective integration of the different into the prevailing culture to a "culture of diversity" is to be set in motion through systematic processing.

Structures

From the very beginning, central structures and responsibilities at management level embodied the fact that the TU Dortmund defines diversity management as one of its fundamental tasks. With the establishment of the Equal Opportunity, Family and Diversity Office in July 2009 and the Prorectorate for Diversity Management, which was appointed in April 2011 and re-elected in 2016, the TU Dortmund University has ensured that diversity issues can be dealt with as a permanent administrative task and that diversity issues are discussed and taken into account in management and committee decisions. Gender mainstreaming, which has been in place for many years, has thus been expanded to include diversity mainstreaming. Information on diversity management can be found on the homepage of the Vice Rector as well as on the website of the CFV staff unit (<http://www.tu-dortmund.de/cms/stabsstelle-cfv/de/Home/index.html>).

Two significant organizational change processes have been initiated since 2012:

- a) In 2013, the Dortmund Center for Disability and Study (DoBuS) was transferred to a central scientific institution of the TU Dortmund University, the Center for Higher Education. With this new assignment, it has since become clearer and more visible that DoBuS can be used and is responsible for the entire university. The connection between service and consulting on the one hand and research and science on the other hand has been secured with this reassignment, and at the same time the professional connection to the Faculty of Rehabilitation Sciences has been strengthened through an advisory board. The areas of university didactics, languages and continuing education are also anchored in the Center for University Education, which promotes direct cooperation and has led, for example, to the integration of the topic of accessibility into the university didactic offerings.

- b) The Equal Opportunity, Family, Diversity staff unit was established as an organizational information and coordination hub for the entire university. For this task, the assignment of the staff unit was reorganized at the organizational level in 2014: As an administrative department, it is anchored in the Department of Human Resources and Legal Affairs and at the same time directly assigned to the Prorectorate Diversity Management.

Various working groups were planned in the 2012 self-report. The "Diversity Working Group" met three times and brought together all relevant diversity actors. The merger of these previously individually acting actors, their fields of work and interfaces formed the foundation for a trusting cooperation and topic-related cooperation at the working level. The "Steering Group Disability Mainstreaming", which was also planned at that time, was not realized. The intensive cooperation of the CFV staff unit with the Dortmund Center for Disability and Studies (DoBuS), which also involves other actors at the TU Dortmund, proved to be very successful and effective, so that a further steering committee was not necessary here. In the further development of diversity management, fewer fixed working groups were formed, but rather more ad hoc working groups were formed to work on specific tasks, consisting of participants who are capable of acting. The CFV staff unit plays a coordinating role here and collaborates in terms of content, reporting the tasks and results to the prorector. This is a combination of top-down and bottom-up strategy. The discussion group (think-tank) on diversity in teaching and learning was not realized in the form planned in 2012. Instead, the topic became the leitmotif for the project "Dortmund Profile for Inclusion-Oriented Teacher Education" (DoProfiL), which is funded in the Quality Initiative Teacher Education (<http://www.doprofil.tu-dortmund.de/cms/de/DoProfiL>). The project aims to improve teacher education by restructuring the subject-specific, subject-didactic, educational science and school-practical training curricula - for example, through teaching/learning formats that are intended to create accessibility for all learners. DoProfiL thus focuses on a comprehensive understanding of inclusion that encompasses gender, religion, ethnic origin, social or economic status, physical impairments or special learning needs. On this basis, curricula, methods, teaching/learning arrangements, cultures and structures as well as links between theory and practice in teacher education will be questioned, reviewed and redeveloped. Inclusion is understood as a cross-cutting issue, which creates focal points and links

in the first as well as in the second and third phase of teacher education, so that students, teachers and teachers working in practice are included. However, this project is not only a field for diversity management for reasons of content, but also because it moderates a new networking in the university under the guiding questions of diversity and inclusion.

Universität as Universitas

Since the establishment of the Prorektorate Diversity Management in April 2011 - in addition to the classic proactive anti-discrimination activities of this field of work - numerous projects and formats have been initiated or existing activities have been strengthened and deepened, which explore the cross-group and connecting Universitas of the TU Dortmund in many ways. The Universitas idea was already central to the core project "DiWiki" at the start of the 2012 audit: Students, lecturers and employees from technology and administration come together in a joint event for a scientifically based discussion about diversity and the university (concept: Dr. Verena Bruchhagen and Dr. Ute Zimmermann). In addition, the cooperation of an administrative unit (staff unit) with a specialized science (sociology) made visible that not only science or only the administration of a university is involved in the development of a diversity culture.

The project seminar "DiWiki" was conducted for four semesters (2012-2013) and then redesigned as a diversity slam seminar with students only. The core idea remained central: different groups at the university encounter each other on the topic of diversity, reflecting from their different perspectives and ways of acting. In the slam seminar, the students developed a "diversity slam" on an aspect of diversity of their choice after working out the technical basics of diversity and the performative presentation form of the "science slam" and presented it in other courses across all subjects. The slam seminar was held in the winter semesters of 2014 and 2015. Subsequently, the seminar "Gender and Diversity in the Organization" developed from this, in which Verena Bruchhagen as a sociologist brought together the scientific aspect and Ute Zimmermann as head of the CFV staff unit the organizational aspect of the topic.

The idea of universitas to create opportunities for encounters with others - across disciplines and statuses - has developed into a leading strategy of diversity management.

To this day, these are realized in formats such as "Diversity Dialogues in Studies and Teaching," "At the Table - Diversity at Noon," or "Bildwechsel" (see following explanations), as well as in the natural sign language interpretation at the Academic Year Celebration and at the freshman welcome in the BVB stadium.

Diversity Dialogues in Teaching and Learning (since summer semester 2012): The basic idea behind the university-wide teaching format is simple and resource-neutral: Over the course of a semester, two courses meet and, at the intersection of their subject content, exchange different perspectives and aspects on a topic area in order to look at the same thing from two sides. As a rule, it is probably the teachers who first "demonstrate" that and how such communication can take place; they embody this open-mindedness as role models - and of course also provide space for encounters between students. The goal is, on the one hand, to make teaching contemporary in the sense that the interdisciplinary conversation about subjects is practiced, also in order to test the ranges and competencies of different disciplines in comprehensive questions. On the other hand, it is important to translate Universitas into concrete teaching projects for as many students as possible. In the meantime, 58 dialog events are presented on the website (http://www.tu-dortmund.de/uni/de/Uni/Diversitaetsdialoge_neu). This teaching format is also used as a central component in the project "Dortmund Profile for Inclusion-Oriented Teacher Education" (DoProfil).

At the Table - Diversity at Lunch (since 2014):

Over lunch, members of TU Dortmund University discuss diversity issues at their university. The project brings together a group of about 15 people three times a year. Not only do the participants, who come together each time from different areas of the university, change, but so do the topics, the location and the hosts. The project is aimed at all members of the university. In this way, the Table Talks talk about diversity and at the same time experience and live it as such. In July 2016, the Stifterverband awarded this project the "Hoch-schulperle divers" (university pearl of diversity). In September 2017, "At the table" took place for the 12th time. (<http://www.tu-dortmund.de/cms/stabsstelle-cfv/de/vielfalt/Zu-Tisch-Diversitaet-am-Mittag/index.html>)

Picture change (since 2013):

Art projects are an important component of diversity management at TU Dortmund University. Artistic professors are also part of the spectrum of subjects at TU Dortmund University; they bring an artistic perspective to the university that is equal to that of the sciences. "Bildwechsel" (developed in 2012 by Prof. Jan Kolata, continued since fall 2016 by Prof. Tillmann Damrau, together with the Prorektor Diversity Management) is the name of a series of painting exhibitions in public spaces and hallways of the university administration.

"Bildwechsel" opens up encounter spaces with artworks beyond well-rehearsed art venues. On the one hand, young artists and employees of the university administration enter into conversation with each other; on the other hand, conversations develop between administrative employees of different departments who visit each other to look at the paintings in the other buildings and corridors. By exhibiting works of art not in galleries, but in the workspaces of numerous people, friction arises that sparks - sometimes controversial - conversations. Especially in the personnel department, where new employees sign their employment contracts, "Bildwechsel" helps to shape the university's reception situation. (http://www.tu-dortmund.de/uni/de/Uni/Diver-sitaetsdialoge_neu/Aktuelle-Dialoge/Bildwechsel)

The situation of refugees, which has been on the agenda in Dortmund since the beginning of 2015, has prompted the TU Dortmund to take a special position here and to gear its activities to the special needs of refugee students. These offers are also based on the core idea of direct encounters. The activities range from the orientation of our language courses to future students among the refugees, a winter school, the meeting and information program TU@AdamsCorner to the establishment of a clearing house for refugee prospective students last year. Right at the beginning of its activities, the TU Dortmund invited to the Open Courses: free events that do not require any registration. All refugees and especially refugee families with their children are cordially invited to attend and participate in these open events. The events were developed and realized in cooperation with the City of Dortmund and through the interface between the Office of Equal Opportunity, Family and Diversity and together with the International Office, the Central Student Advisory Service, the Language Center and the Faculties of Rehabilitation Sciences, Spatial Planning and Computer Science. As part of the workshop series of the Ministry of Science NRW "Science has many faces: Transitions - Interfaces - Stumbling Blocks", Prof. Dr. Barbara Welzel, Prorector Diversity Management of TU Dortmund University, held the keynote address ("Everyday University: The WE in Change") on December 14, 2015.

With the network of migrant student teachers, founded in 2010, a stable cooperation has been established over the last six years, ranging from participation in the annual project days of the network to strategy workshops on the reorientation of the network.

An appropriate, functioning position was also found for the organizational integration of the network: The network was recognized by the student parliament of the TU Dortmund as a student working group, is managed by the AStA, and can thus apply for financial support from the student parliament

(<http://asta-dortmund.de/index.php/studentische-ags>). In addition, the network is organizationally and spatially connected to the Dortmund Competence Center for Teacher Education and Teaching/Learning Research (DoKoLL). (<http://www.dokoll.tu-dortmund.de/cms/de/Lehramtsstudium/Studierende1/studierendennetzwerk/index.html>).

Diversity management also creates opportunities for encounters outside the TU Dortmund, e.g. in cooperation with the city of Dortmund. These have been consolidated, not only through the developments from the Science Master Plan, which has been actively worked on since 2011 and led to the founding of a Welcome Agency of the city in 2017 and will now support the recruitment of high-caliber personnel. The cooperation between the TU Dortmund and the city of Dortmund at the annual DiverseCity Congress since 2011 and at the city festival DORT-BUNT! since 2016 should also be mentioned here.

Since 2014, the TU Dortmund has signed the charter "Family in Higher Education" and uses and supports this nationwide networking of family services to improve its own family-friendliness. Since 2015, the TU Dortmund has provided one of the three spokespersons.

At the conference of the Information and Counseling Center of the German Student Union Berlin "Diversity Management. Behinderung im Fokus" on October 25, 2016, Prorector Barbara Welzel was invited to give the keynote address ("Diversity Management in Universities - Motor to More Equal Opportunities?!"). At the same conference, B. Rothenberg and U. Zimmermann organized a forum on "Disability as a dimension in diversity management - a process of convergence".

In April 2016, the Vice Rector Diversity Management supported her colleague at the University of Bremen in founding what has become a regular nationwide networking meeting of diversity office holders. The second meeting, following the first meeting in Bremen, took place in Dortmund in December 2016.

Disability- und Diversity-Mainstreaming

Disability and diversity mainstreaming means enabling the relevant and responsible organizational units to work in an inclusion- and diversity-sensitive manner. In recent years, a very good sensitivity and competence has been built up in many areas of the TU Dortmund.

Supported by helpful cooperation and moderation, diversity aspects could be integrated into processes for which the respective units are responsible. For example, the organization of sign language interpretation at major public events at the TU Dortmund University is now naturally in the hands of the responsible university marketing unit. Likewise, the university communications unit is responsible for public relations and press work with gender- and diversity-sensitive image and text selection. For example, the image film of TU Dortmund University, which was completed in 2012 and for which the University Marketing Department is responsible and which is edited by the Institute of Journalism, shows visibly disabled people, people of different skin colors and ages, and people with children on campus. In addition, the University Communications Department participates in the university-wide project Aesop@TU-Dortmund with a "Fabulous" issue of the university magazine mundo (http://www.tu-dortmund.de/uni/de/Uni/aktuelles/meldungen/2017-07/17-07-12_mundo/index.html). And in the same vein, the Department of Construction and Facilities Management is responsible for planning and implementing accessible buildings and pathways in a routine established since 2013. Along the specifications of the master-plan floor guidance system, all buildings are gradually being connected to the floor guidance system for the visually impaired. Following this example, a consultation on accessibility was included in the project workflow of the Demand Management System of the IT and Media Center of TU Dortmund University in June 2017. Another mainstreaming example is the process used to develop instructions for creating documents that can be read without barriers: The Quality Management department developed it together with DoBuS, accompanied by the CFV staff unit; in July 2017, the TU Dortmund Chancellor asked all faculties, institutions, and administrative units to use these instructions for all TU Dortmund information letters.

TU Dortmund was successful with various applications on diversity and equal opportunities, e.g. talent scouting, employer award 2016 for Dr. Birgit Rothenberg (DoBuS), clearinghouse for refugees and also in joint projects with the two UA Ruhr universities, e.g. in the establishment of the Dual Career Netz-werk Ruhr (<http://www.dcnruhr.de>).

One of the major newly acquired projects in the area of teacher training, the Dortmund Profile for Inclusion-Oriented Teacher Training (DoProfiL), focuses on a comprehensive understanding of inclusion that encompasses gender, religion, ethnic origin, social or economic status, physical impairments or special learning needs. On this basis, curricula, methods, teaching/learning arrangements, cultures and structures as well as links between theory and practice in teacher education will be questioned, reviewed and redeveloped. Inclusion is understood as a cross-sectional topic, which creates focal points and links in the first as well as in the second and third phase of teacher education, so that pupils, students, teachers and teachers working in practice are included.

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Of course, TU Dortmund's research proposals to the DFG or for the Excellence Strategy, the university development plan and the faculty development plans are also advised and supported at several points with regard to diversity aspects. Disability and diversity mainstreaming also requires that new measures or offers be designed in an inclusive and diversity-oriented way, thus making them usable for as many people as possible (intersectionality). For example, the site plan of the TU Dortmund campus should describe the paths in the grounds and identify slopes, surface structures and steps. Also visible will be automatically opening exterior doors, wheelchair-accessible restrooms, breastfeeding and quiet rooms, parent-child rooms and handicapped parking spaces. With this information, the plan is useful for all people with wheels: bicyclists, wheelchair users, people pushing strollers and people carrying mail. Since 2016, an admission regulation has governed the order in which students are admitted to admission-restricted courses. Here, disabled and chronically ill students and students with family responsibilities are to be admitted preferentially. This regulation serves as a model for all other admission regulations at the TU Dortmund University. All examination regulations contain regulations on compensation for disadvantages, in this case for students with chronic illness or disabilities and equally for students with children or dependents to care for. The survey of students at the beginning and during their studies takes diversity-relevant characteristics into account; the first results are expected in August 2017. And, of course, the question of accessibility has been considered from the very beginning of the redesign of the TU homepage, which was started this year.

The TU Dortmund University Appointment Guide and the Appointment Portal on the TU Dortmund University homepage ensure transparency and gender equality in the appointment process. The gender equality concepts of the faculties and units of the TU Dortmund University, which were updated in 2017, the target quotas negotiated with the faculties for the professorial level, and the annual data update for the equality controlling of the faculties are also an indicator of the functioning cooperation between the Vice Rector, the Equal Opportunities Office, the CFV staff unit, the Controlling department, and the faculties of the TU Dortmund University. The Dual Career Network Ruhr mentioned above supports the Dual Career Counseling of the TU Dortmund University, which is now anchored in the Appointment Management and has been strengthened in terms of personnel. The Dual Career Counseling also cooperates with the Dual Career Couple Network of Dortmund (DCC) and the Welcome Agency of the City of Dortmund, which was founded in 2017.

2.2 Which goals were not achieved?

We have become active in all fields that were defined as areas of action in the first self-report in 2012.

3. Outlook

3.1 What goals are to be achieved in the future?

The basic strategy of not setting up parallel structures for diversity issues, but rather implementing them throughout the existing structures, is to be continued. In particular, the gender and disability mainstreaming processes are to be consolidated and secured in the long term. The CFV staff unit, which is part of the Human Resources and Legal Affairs Department, provides the organizational basis for this.

Another important task in the coming years will be to focus more strongly on generational change and to develop suitable and attractive formats for this. On the one hand, we will systematically include the newly appointed professors and, in particular, the junior professorships to be filled in our activities. On the other hand, the upcoming change of leadership at DoBuS and in university didactics will also require our attention.

Since 2013, TU Dortmund University has been a cooperation partner in the RuhrFutur education initiative. The goal of the initiative is to improve the educational system in the Ruhr metropolis in order to enable all children and young people in the Ruhr region to have access to education, to participate in education and to succeed in education. The TU Dortmund sees this as an important field of action for diversity management, namely improving educational equity at the transition from school to university. As RuhrFutur University, it is implementing the Dortmunder Zentrum Studienstart (Dortmund Study Start Center) and developing a collegial action concept to improve the orientation of students in their choice of studies.

In order to further stimulate the discussion on improving family-friendliness at universities, the TU Dortmund University and the Ruhr University Bochum will jointly organize the annual conference of the charter "Family in Higher Education" in June 2018. This event, which is expected to attract around 200 guests, will have the thematic focus of "Care Work". In addition to hosting the conference, the CFV staff member responsible for the TU Dortmund University's Family Service will again run for the board of the Best Practice Club "Family in Higher Education" in February 2018.

In 2018, the TU Dortmund University will begin developing an action plan to implement the UN Convention on the Rights of Persons with Disabilities.

3.2 How are these verifiable in the event of a re-audit?

- Stakeholders from specialist departments are responsible for and involved in gender and disability mainstreaming processes,
- Mainstreaming processes can be read in procedural flowcharts or included in documents guiding action
- various process participants cooperate without special request

Anchoring and solidifying the diversity strategy:

Generation change:

- Newly appointed professors and junior professors in particular are involved in University activities.
- Cooperation between CFV and DoBuS or university didactics continues even after the change of management and the diversity strategy of the TU Dortmund continues to be actively supported.
- the fields of action of the RuhrFutur program are implemented
- The action plan for the implementation of the UN Convention on the Rights of Persons with Disabilities has been published.

Improving family friendliness:

- In June 2018, the annual conference "Family in Higher Education" was organized in cooperation with Ruhr-Universität Bochum.
- TU Dortmund University is an active member of the charter "Family in Higher Education".

Attachment:

Diversity management activities in chronological overview (selection)

Initiative der Prorektorin Diversitätsmanagement:

- Project "aesop@tu-dortmund" in the program of the Stifterverband "One University - One Book", 2017 - 2019, <https://www.tu-dortmund.de/cms/aesop/de/>
- Project "Dortmund Profile for Inclusion-Oriented Teacher Education", since 2016 <http://www.doprofil.tu-dortmund.de/cms/de/DoProfil>
- Talentscouting project, cooperates with vocational colleges with special needs for students with visual or hearing impairments, since 2016 <https://www.tu-dortmund.de/cms/talentscouting/de/home/>
- Dortmund Study Start Center, since 1/2015 <http://www.tu-dortmund.de/cms/dzs/de>
- Rooms of all departments and the university management are accessible without barriers, implemented in 2014
- At the table - diversity at lunchtime, since 2014 <https://www.tu-dortmund.de/cms/stabsstelle-cfv/de/vielfalt/Zu-Tisch---Diversitaet-am-Mittag/index.html>
- Diversity dialogues in research and teaching, since 2012 https://www.tu-dortmund.de/uni/de/Uni/Diversitaetsdialoge_neu/

Lectures and publications

- "Diversity Management in Universities - Motor to more Equal Opportunities?!"
Keynote by the Prorektor Diversity Management, Prof. Dr. Barbara Welzel, and workshop by B. Rothenberg & U. Zimmermann at the conference "Diversity Management. Behinderung im Fokus" of the Information and Counseling Center of the German Student Union in Berlin on October 25, 2016.
- Birgit Rothenberg/Barbara Welzel/Ute Zimmermann (2016): Von der Graswurzelarbeit zum Disability Mainstreaming. In Uta Klein (Ed.), Inclusive Higher Education - New Perspectives for Practice and Research (pp. 20-40), Beltz Juventa, 2016.
- Jan Kolata/Barbara Welzel (eds.): Bildwechsel. A series of exhibitions at the Technical University of Dortmund. (Dortmunder Schriften zur Kunst/Kataloge und Es-says 26) Dortmund 2016

- Felix Dobbert/Barbara Welzel (eds.): MBF. Art and Mechanical Engineering. Eine fotografi-sche Fusion/MBF. Art and Mechanical Engineering - A photographic fusion. (Dort-munder Schriften zur Kunst/Kataloge und Essays 28) Dortmund 2016
- Everyday University: The WE in Change" Keynote by the Vice Rector Diversity Management, Prof. Dr. Barbara Welzel, as part of the workshop series of the Ministry of Science NRW "Science has many faces: Transitions - Interfaces - Stumbling Blocks" on December 14, 2015.
- Candan Bayram/Klaus-Peter Busse/Barbara Welzel on behalf of the Technical University of Dortmund: TU Dortmund im U. With a photo essay by Felix Dobbert. Oberhausen 2015
- Felix Dobbert/Barbara Welzel (eds.): Die Chemie stimmt. Photography Workshop.
- (Dortmunder Schriften zur Kunst/Catalogs and Essays 18) Dortmund 2014

Examples of Disability and Diversity Mainstreaming.

- Guidance for accessible documents for all TU Dortmund information letters, 7/2017 completed.
- Preferential admission of students with disabilities and family responsibilities to courses with limited number of participants, regulated in admission regulations since 2016.
- TU accessibility map project, in progress since 2015: A working group consisting of members of the IT and Media Center, the Building Department, the Dortmund Center for Disability and Studies, and the CFV staff unit is developing a campus accessibility map that can be used as a notice, for the TU Dortmund homepage, and as the basis for an app. It will show automatic doors, wheelchair parking spaces and toilets, as well as paths without stairs, the ground level and gradients of the paths, or the breastfeeding and rest rooms on campus. This makes the map helpful for all people who have to transport heavy things or are on the move on campus with a wheelchair, stroller or bicycle.
- Information on accessibility of lecture halls in the online room booking system, implemented in 2014.
- Application of DoBuS and winning the employer award, 2014
- Start in teaching - workshops of university didactics take up diversity as a cross-cutting issue, since 2014

- Advice to the audited universities in the audit "Shaping Diversity in NRW" on the topic of disability, studying and teaching, 2013
- Organization and content-related participation in the workshop on the topic of disability - disease - health in the series of MIWF NRW "Science has many faces", 4/2013
- Advice on accessibility is included in the planning and execution instructions for the construction and operation of new construction and refurbishment projects, since 2013
- The University Communications Department moved the welcome ceremony for first-semester students at the BVB Stadium to an area of the stadium that ensures barrier-free accessibility, since 2013
- Preparation for accreditation and re-accreditation of Bachelor's and Master's degree programs has been carried out in the responsible Strategy and Quality Management Department along a checklist that includes gender and diversity aspects since 2010.
- The Marketing Department organizes sign language interpreters for the welcome of first semester students, the Annual Academic Ceremony and for an event of the KinderUni, since 2011
- There are two parent-child rooms and seven baby and rest rooms on campus, plus eleven changing tables, since 2007

Topic Refugees - Examples of cooperation between the International Office, the Central Student Advisory Service, the Language Center, various faculties, and the CFV Staff Office:

- Letter of support for the petition committee of the state of North Rhine-Westphalia for a refugee student at TU Dortmund University, 2017.
- Two project applications from Rehabilitation Sciences for funding for student engagement with refugees, successful application to MIWF, 2016-2017.
- Advising a lecture series and a winter school for refugees (Faculty of Spatial Planning), 2016-2017.
- Consultation of a rehabilitation science project on mutism in refugee children, 2016.
- Support with applications, e.g. INTEGRA or Clearing House for Refugees, 2016.

- Development of an offer for free guest studies for refugees, 2015-2017.
- Counseling offered at the TU Dortmund's Summer Festival and Open Day for prospective refugee students, 2015-2017.
- Development and promotion of the "open courses" program for refugees, 2015.
- Development of a program for refugees in computer science, 2015.
- Consultations on cooperation with the municipal institutions for refugees, 2015
- Consultation with the employment agency on transitions of refugees to university, 2015.
- Consultations on cooperation with municipal school facilities for refugee children, 2015.
- Development and realization of the TU@Adam'sCorner program together with the Dortmund project "an-ge-kommen" since summer 2015. http://www.aaa.tu-dortmund.de/cms/de/Internationale_Studierende/Angebote-fuer-Fluechtlinge/index.html