

EQUAL OPPORTUNITY PLAN OF THE BAUHAUS-UNIVERSI- TÄT WEIMAR

2021-2027

UPDATED 2024

The Bauhaus-Universität Weimar sees itself as an institution affording great potential thanks to the people of different origins, biographies and life situations that it brings together (University Charter dated 4 April 2019). To a large extent, their work also involves recognising and tapping into the specific capabilities and different perspectives of individuals of different genders, ensuring equal opportunities (Equal Opportunity Plan 2015–2021) and opposing all forms of discrimination on the grounds of gender (2019 Guidelines for protection against discrimination pursuant to the General Equal Treatment Act). 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 for Architecture and Urbanism, Civil and Environmental Engineering, Art and Design, and 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 has been 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. 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 four calls of the Women Professors Programme established by the German Federal Ministry of Education and Research (BMBF). In 2019, the concept entitled »Zukunft Gleichstellung« (»equal opportunity in future«) was rated as excellent, receiving the distinction »Gleichstellung: Ausgezeichnet!«. The university also submitted a »Konzept für Parität« (Concept for Parity) to the »Professorinnenprogramm 2030« and was once again recognised as a »Gleichstellungsstarke Hochschule« (university with strong gender equality). 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 have committed to the Equal Opportunity Plan 2021– 2027, a procedural approach jointly developed, multi-dimensional and sustainable concept for a gender-equitable academic and university culture. This idea assumes that excellence in science, art and design 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. 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. Increasing the focus on sustainability and socio-ecological transformation at the Bauhaus-Universität Weimar, in particular the appointment of a Vice President for Social Transformation, also includes aspects of social sustainability, thus directly impacting gender equality issues.¹

1. Basic Principles

1.1 Significance of the Equal Opportunity Plan

¹ See the United Nations 2030 Agenda: 17 Sustainable Development Goals <https://unric.org/de/17ziele/>

The Bauhaus-Universität Weimar's Equal Opportunity Plan was drawn up in accordance with section 4 of the 2021 Thüringer Gleichstellungsgesetz (ThürGleichstG; Thuringian Equal Opportunities Act) and is valid for a period of six years. In accordance with § 5 Para. 1 of the Thüringer Gleichstellungsgesetz (ThürGleichstG; Thuringian Equal Opportunities Act), the plan is to be adapted after three years to reflect current developments.

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-equitable² 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 from 2024 to 2027.

1.2 Statutory Equality Mandate

Article 3 of the German Basic Law (Grundgesetz, GG), the German General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz, AGG), the Thuringian Equal Opportunities Act (Thüringer Gleichstellungsgesetz), § 3 of the Higher Education Framework Act (Hochschulrahmengesetz, HRG) and Section 6 of the Thuringian Higher Education Act (Thüringer Hochschulgesetz) form the legal basis for the work in the field of equal opportunity.

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 (§ 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 (§ 22 Para. 4; 23 Para. 2).

The »Research-Oriented Standards on Gender Equality«³ 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 gender equality consistently and in all processes. It views the promotion of Equal Opportunity Plan 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

²The terms »gender« and »equality« refer in this document to the »objective equality of women and men« (§ 2 Para. 1 of the ThürGleichstG. In accordance with § 6 of the Thuringian Higher Education Act (ThürHG) (Equal Opportunities for Men and Women), the Bauhaus-Universität Weimar also strives to develop and implement measures to eliminate discrimination against people of all genders (in addition to women, especially trans/inter/non-binary people); however, such measures and processes are not the focus of this document. The Diversity Strategy of the Bauhaus-Universität Weimar contains measures to promote equality and protect against discrimination in the context of gender diversity: https://www.uni-weimar.de/fileadmin/user/uni/zentrale_einrichtungen/Bereich_Diversitaet/Diversitaetsstrategie/Diversitaetsstrategie_der_Bauhaus-Universitaet_Weimar.pdf.

³ <https://www.dfg.de/de/grundlagen-rahmenbedingungen/grundlagen-und-prinzipien-der-foerderung/chancengleichheit/allg-informationen/gleichstellungsstandards>

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 documents of the university as well as in agreements with the state of Thuringia. The Presidium explicitly declared that equality of opportunity for women and men 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.

The Presidium is responsible for the strategic management of equal opportunities. This task has been carried out by the President of the university since the reorganisation of the Presidium in spring 2023. The Equal Opportunity Officer and their Deputy are not subject to directives and advise the University Directorate on issues concerning equality and establishing guidelines for the promotion of women and equal opportunities. The Equal Opportunity Officer (75% reduction in duties) and their Deputy (25% reduction in duties) have a wide range of participatory rights within the processes of the independent administration of the university: they act as an advisory member in appointment committees, the Senate and the University Council where they work towards equality-oriented policy objectives within the central steering committees. They are 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 Kreativfonds for the promotion of artistic and design projects of students, doctoral candidates, staff and professors.

The Equal Opportunity Officer of the Bauhaus-Universität Weimar is the spokesperson for the »Landeskonferenz der Gleichstellungsbeauftragten der Thüringer Hochschulen« (LaKoG Thüringen) ⁴ and a member of the »Bundeskonferenz der Frauen- und Gleichstellungsbeauftragten an Hochschulen e.V.« (Bukof)⁵. The Bauhaus-Universität Weimar also supports the Thuringian »Kompetenznetzwerk Gleichstellung« (TKG) financially and with personnel. This network was founded in 2013 as a joint academic institution of the universities in Thuringia. 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 as well as that of Deputy 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% reduction in duties) is supported by an advisor (25%). It is necessary for the Equal Opportunity Office and the Diversity Department to work closely together, in particular concerning topics relating to gender diversity, intersectionality and anti-discrimination.

2. Statistical Evaluation of Staff Structure

2.1. Overall Staff Structure

⁴ <https://www.lakog-thueringen.de/>

⁵ <https://bukof.de/>

The following comments refer to the data collection per the reporting date *of 30.06.2023* (see tables 1a- 6), as stipulated for the State Departments in § 5 of the Thuringian Equal Opportunities Act. The tables provided by the State Statistical Office (reporting date: *01.12.2022*) concerning students, graduates, doctorates and habilitations as well as academic staff are included in the evaluation. It must be considered 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.

Individuals who have identified »diverse« for their gender are now included in the statistics and also represented in the Equal Opportunity Plan if available.

2.1.1 ACTUAL STAFF SITUATION (TABLE 1A)

At the time of the survey, 979 people were employed at the Bauhaus-Universität Weimar (excluding casual and non-salaried employees): 498 women and 481 men (percentage of women: 51%).⁶ At a 51% proportion of women and a 49% proportion of men, these two genders were almost equally represented. When considering part-time and non-salaried employees (scientific/artistic assistants, percentage of women: 54%), there were 1315 people employed at the university, of which 680 were women and one individual who identified as »diverse« (percentage of women: 52%).

Total staff (excluding casual and non-salaried employees): 51% percentage of women (in 2020: 49%).

2.1.2 CIVIL SERVANTS TABLE (TABLE 1B)

Of the 88 persons represented in the civil servants' group, 28 were women and 60 were men. Making up only 32%, women are still underrepresented in this group.⁷ 24 of the 28 women were employed as senior-level civil servants (85%), while 58 of the 60 men were employed as senior-level civil servants (97%).

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

Civil servants: 32% percentage of women (in 2020: 29%).

2.1.3 EMPLOYEES (TABLE 1C)

In this group, the proportion of women amounted to 53%; the proportion of men correspondingly amounted to 47% (excluding casual and non-salaried employees). Detailed analysis reveals that the proportion of women decreases as the salary group increases. In the non-salaried categories 15Ü to 13, women represented 44% of the employees and men 56%.

⁶ This includes employees in pay groups TvL E1 to E4 and also includes student employees.

⁷ The data are evaluated in accordance with § 3 Para. 3 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«.

In the salaried categories TVL E12 to E9, as well as E8 to E5, women were to some extent overrepresented at 59% and 69% respectively.

More than half of all staff were working on a part-time basis (59%, excluding casual and non-salaried employees), while there were very few instances of part-time work in the civil servants' group (one woman and two men). At 59%, women (248) in the employees' group (excluding casual and non-salaried employees) were employed on a part-time basis somewhat more frequently than men (175).

At the time of the survey, no staff member 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 88% (24 persons in total, 21 of whom were women and 3 of whom were men).

<i>Employees: 53% percentage of women (in 2020: 51%).</i>

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

At the time of the survey, there were 137 persons in executive positions - 58 women and 79 men. This represents a 42% proportion of women. In the group of civil servants in executive positions, the proportion of women amounted to just 27% (table 2b). Women are thus underrepresented in this group. In the group of employees in executive positions, women represented a reported 64% (table 2c). Men are thus underrepresented in this group. At the Bauhaus-Universität Weimar, women continued to occupy 100% of the four managerial positions at the faculties. Furthermore, three of the five departments were headed by women.

<i>Executive positions: 42% percentage of women (in 2020: 38%).</i>

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

Upgradings are based on collective bargaining agreements. There are also specific guidelines in place concerning the promotion of staff. At the time of reporting (01.07.2020-30.06.2023), there were no promotions given in the civil servant group (table 3a). There were 51 upgrades in the employees' group (table 3b). 31 (61%) of these upgrades affected positions held by women.

<i>Promotions of civil servants: none (2020: 29%).</i>
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<i>Upgrades of employees: 61% percentage of women (in 2020: 42%).</i>

2.1.6 APPLICATIONS AND RECRUITMENTS (TABLES 4A AND 4B)

For the period under consideration of 1 July 2020 to 30 June 2023, evaluation of 314 recruitments is possible. In the employees' group, 12 positions were advertised internally and 355 positions were advertised externally; data for the remaining 53 positions were not consistently recorded. Of the 355 externally advertised positions, 181 were filled by women (51%) and 174 by men (49%). Of the 12 internally advertised positions, 11 were filled: 6 by men and 5 by women.

Recruitments:
<i>E8 to E5: 80% percentage of women (in 2020: 60%).</i>
<i>E12 to E9: 65% percentage of women (in 2020: 60%).</i>
<i>EG non-salaried employees and E15 Ü to E13: 50% percentage of women (in 2020: 49%).</i>
<i>Senior civil servants: 45% percentage of women (in 2020: 25%).</i>

2.1.6.1 Appointments (Table: Annual report of the Bauhaus-Universität Weimar, 2022, table 4b)

For the period of 01.07.2020 to 30.06.2023, 24 individuals were appointed professorships at the Bauhaus-Universität Weimar. Of the 10 advertised W1 Professorships (5 with tenure track), 7 women (2 with tenure track) and 3 men were appointed (percentage of women: 70%). With regard to the 13 advertised W3 professorships, 7 men and 6 women were appointed (percentage of women: 46%). A man was appointed to the one advertised W2 professorship, but the position was not filled (percentage of women: 0%).

Appointments:
<i>54% percentage of women (in 2020: 42%).</i>
<i>W1: 70% percentage of women (in 2020: 71%).</i>
<i>W3: 46% percentage of women (in 2020: 0%).</i>

2.1.6.2 Trainees (Table 4b)

During the period under review (01.07.2020 to 30.06.2023), a total of 22 training positions were advertised (table 4b). Of the 308 applicants, 199 were women and 109 were men (percentage of women 65%). 15 applicants were appointed, of whom 8 were women (percentage of women: 53%).⁸

<i>Training positions: 53% percentage of women (in 2020: 69%).</i>
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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. The proportion of women appointed W3 professorships is 46%, whereas the proportion of women awarded W1 professorships is significantly higher at 70%. This further elucidates the under-representation of women in the upper qualification and salary brackets.

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

During the reporting period (01.07.2020 to 30.06.2023), 102 persons were on parental leave, 64 of whom were women (percentage of women: 62%). Over one third of eligible men (38%) also took parental leave. However, based on the available statistics, no statement can be made concerning the length of parental leave taken, neither by men nor women.

In 13 cases, a new recruitment filled the position of an employees on parental leave. The proportion of women among the new recruitments amounted to 77%. In 10 cases, a new

⁸ Trainees always take up employment in September. For this reason, trainees recruited in 2023 have not been included.

recruitment was made to partially fill a position; women were appointed in 6 cases (60%). In the remaining cases, internal replacements were arranged.

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

During the reporting period (01.07.2020 to 30.06.2023), a total of 264 persons participated in training events (table 5a). In the civil servants' group, 11 persons completed training, 6 of whom were women and 5 of whom were men. In the employees' group, 253 persons participated in a training event, 175 women and 78 men. Thus, in this group, also a higher proportion of women participated in training events (69%).

A similar picture emerged in the case of participation in management training (table 5b). In the reporting period, 42 people took part in relevant training, 29 women and 13 men (percentage of women: 69%). In the civil servants' group, the proportion of women who participated in management training amounted to just 44%. 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 2023 is illustrated below.

The University Council consisted of 8 members, 4 of whom were women. The proportion of women thus amounted to 50%.

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, 15 were men and 10 were women. The proportion of women amounted to 40%. The proportion of women among academic staff (75%) and among technical and administrative staff (75%) was significantly higher than among university lecturers (4%). 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, the Vice President of Student and Academic Affairs, and the Vice President for Social Transformation. The proportion of women in the Presidium amounted to 20%.

The Faculty Boards were composed as follows: Faculty of Architecture and Urbanism: 6 women and 7 men (percentage of women: 46%); Faculty of Civil and Environmental Engineering: 3 women and 10 men (percentage of women: 23%); Faculty of Art and Design: 6 women and 7 men (percentage of women: 46%); Faculty of Media: 5 women and 8 men (percentage of women: 38%).

The proportion of women in the Senate has dropped over the last 3 years, but remains at a comparatively high level (2017: 9.5%; 2020: 48%). The drop in the number of female professors is particularly noteworthy, as is the fact that the proportion of women is more likely to come from the academic staff, technical and administrative staff, and student groups. 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 and Environmental Engineering. Nevertheless, the proportion of women has increased in 2 of the 4 faculties. The proportion of women in the Faculty of Architecture and Urbanism has dropped and it has remained stable in the Faculty of Art and Design.

One of the four deans is a woman (Faculty of Architecture and Urbanism), and she is the first female dean ever at the Bauhaus-Universität Weimar.

Of the 13 persons forming the Staff Council, 6 were women and 7 were men (46% women); the office of Staff Council Chair is held by a woman.

This means that there is almost equal representation on the University Council, the Senate, the Faculties of Architecture and Urbanism and Art and Design Faculty Boards, and the Staff Council.

<i>University Council: 50% percentage of women (in 2020: 38%).</i>
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<i>Senate: 40% percentage of women (in 2020: 48%).</i>
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<i>Presidium: 20% percentage of women (in 2020: 25%).</i>

<i>Architecture and Urbanism Faculty Board: 46% percentage of women (in 2020: 54%).</i>

<i>Faculty of Civil and Environmental Engineering Faculty Board: 23% percentage of women (in 2020: 8%).</i>

<i>Faculty of Art and Design Faculty Board: 46% percentage of women (in 2020: 46%).</i>

<i>Faculty of Media Faculty Board: 38% percentage of women (in 2020: 23%).</i>
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<i>Deans: 25% percentage of women (in 2020: 0%).</i>
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<i>Staff Council: 46% percentage of women (in 2020: 73%).</i>

2.2 Professors (Table of official statistics)

In 2022 (reporting date: 1 December 2022), 84 professors were employed at the Bauhaus-Universität Weimar - 24 women and 60 men. By comparison, in 2017 there were 96 professors employed at the university, 26 of whom were women and 70 of whom were men.

In 2022 the proportion of women in the professors' group reached its highest level to date with 29%; this is slightly higher than the national average of 28% recorded by the Federal Statistics Office of Germany⁹. The Bauhaus-Universität Weimar's university ranking according to gender equality aspects 2023 (CEWS¹⁰) is high at 24% (2021).

Compared to 2017 (33%), the proportion of female W1 professors in 2022 increased strongly to 42%, but peaked in 2020 at 56%. At the same time, however, the proportion of women in higher-paid positions (W3/C4) remained stable at 25%, while this figure only hit 22% in 2020. 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 2021 to 2025 Performance and Service Agreements - has been consistently achieved.

<i>W3/C4 Professorships: 25% percentage of women (in 2020: 23%).</i>
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<i>W2/ C3/C2 Professorships: 29% percentage of women (in 2020: 26%).</i>
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<i>W1 Professorships: 42% percentage of women (in 2020: 56%).</i>

<i>Total Professorships: 29% percentage of women ¹¹ (in 2020: 27%).</i>
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⁹ See https://www.destatis.de/DE/Presse/Pressemitteilungen/2023/12/PD23_481_213.html

¹⁰ The 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. See: <https://www.ssoar.info/ssoar/handle/document/86902>

¹¹ Proportion of women holding professorship positions in 2022 (source: Bauhaus-Universität Weimar 2023 Data Report): Architecture and Urbanism: 31% | Civil Engineering: 10% | Art and Design: 43% | Media: 25%

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

In 2022, 427 scientific and artistic staff members were employed at the Bauhaus-Universität Weimar, 169 of whom were women and 258 of whom were men. The percentage of women was around 40%.

In the scientific and art/design staff group, the number of fixed-term employment contracts predominates overall (on average 85 to 89% in the period 2017-2022), which can be attributed in particular to the Wissenschaftszeitvertragsgesetz (WissZeitVG; academic fixed-term employment contract act) and fixed-term project positions.

In 2022, the proportion of women working as permanent scientific and artistic-design staff members was 40% (150 out of a total of 376 employees). The proportion of women working as temporary scientific and artistic-design staff members was 37% (19 out of a total of 51 employees).

In 2022, 66% of all scientific and artistic-design staff contracts were budget-financed (temporary) (2020: 67%) and 34% were funded through third parties (2020: 33%). The proportion of women whose positions were budget-financed fell from 39% in 2017 to 37% in 2020 and has since risen again.

Other scientific & art/design staff: 40% percentage of women¹² (in 2020: 37%).

2.4 Students, Graduates (Table of official statistics)

In the 2022/2023 winter semester, a total of 3,930 persons studied at the Bauhaus-Universität Weimar, 2,021 of whom were women¹³. The percentage of female students studying at the university was 51%, meaning that for the first time ever, there were more women than men studying at the university. This means that the proportion of women studying at the Bauhaus-Universität Weimar now corresponds to the national average of 51%.

The ratio among graduates was even distributed between genders.

Students: 51% women¹⁴ (in 2019/ 20: 49%).

Graduates: 51% women¹⁵ (in 2019/ 20: 51%).

2.5 Doctoral Degrees and Habilitations (Table of official statistics)

In the 2022 examination year, a total of 19 persons were awarded doctorates, with women accounting for a proportion of 47% (9 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 2017-2022, the average proportion of

¹² Proportion of women working as scientific and artistic-design staff members in 2022 according to faculty (source: Bauhaus-Universität Weimar 2023 Data Report):

Architecture and Urbanism: 50% | Civil Engineering: 34% | Art and Design: 33% | Media: 39%

¹³ The proportion of individuals who identified as »diverse« was 0.5% in the 2022/2023 winter semester (source: Bauhaus-Universität Weimar 2023 Data Report).

¹⁴ Proportion of women students by faculty in the 2022/2023 winter semester (source: Bauhaus-Universität Weimar 2023 Data Report):

Architecture and Urbanism: 61% | Civil Engineering: 35% | Art and Design: 57% | Media: 58%

¹⁵ Proportion of women graduates in 2022 by faculty (source: Bauhaus-Universität Weimar 2023 Data Report):

Architecture and Urbanism: 53% | Civil Engineering: 39% | Art and Design: 65% | Media: 57%

women amounted to 39%. In a nationwide comparison, the Bauhaus-Universität Weimar achieved a middle ranking based on these figures (CEWS 2023).

In the years 2017 to 2023, 6 habilitations were completed; 4 were completed by women (67% women).

<i>Doctoral degrees: 47% women (2019: 49%).</i>

<i>Habilitations: 67% women (in 2014- 2019: 71%).</i>

2.6 Conclusion

Per the 2023 reporting date, the gender ratio in the employee structure at the Bauhaus-Universität Weimar was balanced overall, as had also been the case in 2020¹⁶. Measured against the long-term development of gender ratios since 2007, the proportion of women has steadily increased or been maintained in all areas. The ratio has become more equal at all levels since 2020 when the plan was drafted.

Since 2023, female students have slightly outnumbered male students for the first time with 51%.¹⁷ The data also shows that female graduates outnumber male graduates with 51%.

In the phase of scientific and art/design qualification, the proportion of women who have completed their doctoral studies has dropped since 2019, making up 47% of all graduates.

The proportion of women among scientific and art/design staff increased slightly to 40% from 37% in 2020.

The proportion of women among professors improved slightly to 29% compared to 2020 (27%) and is above the national average of 28%.

Nevertheless, the decline in the proportion of women higher up on scientific and art/design careers ladder is clear. At professor level, this is also reflected in the distribution across salary levels. The high proportion of women in W1 professorships (42%) is particularly noteworthy. The proportion of women who hold W1 tenure track professorships is slightly lower at 41%.

A closer look at the employee structure 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.

The proportion of women serving on some university committees has increased over the last three years. The equal representation on the University Council is particularly noteworthy. Additionally, one of the four faculties is now headed by a female dean. The proportion of women in the Senate has dropped slightly; this is due in particular to the low proportion of women in the professor group represented in the Senate.

The recent overall developments should be understood within the context of specific gender equality initiatives at the Bauhaus-Universität Weimar and, more specifically, to additional measures put in place to promote gender equality as part of the federal and state »Profesorinnenprogramm«.

¹⁶See [Gleichstellungsplan Anpassung 4-2018.indd \(uni-weimar.de\)](#)

¹⁷ There are variations between the disciplines. Increasing the proportion of women in the university's STEM degree programmes remains a partial goal (see 3.1.1).

The described positive developments will continue to be supported in future. In areas where women are under-represented, targeted activities to improve the gender ratio will be implemented. This applies in particular to new appointments, as the proportion of women is lowest in the professors' group.

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. Achieving gender equality across all member groups in the long term is another goal 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 and equitable academic and research culture at the university. 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 Weimar 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 STUDENTS

Although the overall gender ratio among students has remained roughly balanced over the past years, there is still a need for action regarding gender distribution and diversity 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.

Measures to Be Taken | Amendments and Progress (2024)

- Review 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 | ongoing, adaptation of gender-equitable language has largely been completed

- **NEW: Develop a concept for modern, sustainable measures to advance women in STEM degree programmes, recruit a female project employee for the »Koordination Frauenförderung in den MINT-Disziplinen an der Bauhaus-Universität Weimar« (February to July 2024), implement measures planned for 2025**
- STEM departments are reviewing cooperation with the BMBF- and BFMJS-funded »Initiative Klischeefrei« to advertise their degree programmes| pending, to be reviewed in 2024 by the director of the »Koordination Frauenförderung in den MINT-Disziplinen«
- 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)| ongoing
- Award two scholarships annually to exceptionally talented female students in STEM subjects (via the Women Professors Programme III) | partially completed, measure concludes in 2026, continuation planned via the »Fortführung über Professorinnenprogramm 2030«
- Address the topic of »gender in teaching« and integrating gender aspects into teaching formats | partially completed, funding provided through the »Frauenförderfonds, Förderlinie III«; »Equity at Bauhaus« lecture series as an interdisciplinary Bauhaus.Module focussing on equity in the context of Architecture and Urbanism, Art and Design, and Media (completed), and Civil and Environmental Engineering (planned for 2024/2025); development of a teaching kit for the »Technik und Gender« seminar (planned); long term implementation concept (pending)
- 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. | partially implemented through decentralised gender equality plans of the faculties and corresponding annual faculty budgets for gender equality; standardisation and evaluation of measures still pending
- Continue individual support formats for female students and trans/inter/non-binary*¹⁸ individuals, such as the »Frauenförderfonds« and the »Fonds für Kongressreisen« | ongoing

3.1.2 SCIENTIFIC AND ARTISTIC-DESIGN FEMALE EMPLOYEES, FEMALE DOCTORAL CANDIDATES AND FEMALE POSTDOCS

There has been a slight increase in the proportion of women employed as scientific and artistic staff members. However, promoting this group remains an 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 original targets set in the 2021 -2027 Equal Opportunity Plan aimed at increasing the proportion of women

¹⁸ TIN* steht für Trans*, Inter* und nichtbinäre Personen.

employed as scientific and artistic staff members to 40% has already been achieved. This target will be adjusted to at least 43% by 2027.

Measures to Be Taken | Amendments and Progress (2024)

- Party funded positions, taking into consideration subject-specific gender ratios (cascade model) | partially achieved, increased standardisation with the involvement of the Equal Opportunity Officers is planned
- Continue individual support formats such as the »Frauenförderfonds«, »Kongressreisefonds«, and the »Wiedereinstiegs- und Promotionsabschlussstipendium« | ongoing
- Continue participation in the Thuringian Programme for the Promotion of Up-and-Coming Female Scientists and Artists (advertise postdoctoral scholarships) | Board election | ongoing
- Expand the existing WISA+ mentoring programme for female doctoral and postdoctoral students (via the »Professorinnenprogramm III«) and continue collaboration with the Rowena Morse Mentoring Programme of the »Thüringer Kompetenznetzwerks Gleichstellung« | ongoing; WISA+ funding was increased and expanded in terms of content using funds from the »Professorinnenprogramm III«
- Establish a structured coaching programme for female academics in an early career phase with a focus on, among other things, third-party funding acquisition, strategic career development, compatibility, etc. in consultation with responsible persons in Personnel Development (through the »Professorinnenprogramm III«) | completed through the Bauhaus Research School and Personnel Development
- Establish a Publication Fund to support academic publications (via the »Professorinnenprogramm III«) | completed, to be permanently implemented starting in 2025 by integrating into the »Frauenförderfonds« as a separate funding line and financing from budget funds
- 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 »Professorinnenprogramm III«) | completed and will continue to be funded via the »Professorinnenprogramm 2030«

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. It is already apparent that the strategy is working. Of the new tenure track W1 professorships advertised since 2021, 40% have been filled by 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 »Professorinnenprogramm III«, the university receives and provides important resources for the implementation of additional measures to promote equality. With the positive evaluation of

the submitted »Für Parität an der Hochschule« concept, the university now has the opportunity to apply for further funding for additional measures to promote gender equality until 2030, provided that women are appointed to W3 professorships.¹⁹ 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 are inciting an invigorating transformation in terms of staff and a multitude of appointment procedures. The university not only perceives this as important strategic further development, but also sees as an opportunity to expand the promotion of women in this process into a significant focus. The slight increase in the proportion of women to 29% already shows a positive trend. However, the university is still a long way from achieving gender parity and the target of 35% by 2027 will be challenging. Against this background, the recruitment of female professors as well as the standardisation and qualitative development of appointment procedures remain central topics.

Measures to Be Taken | Amendments and Progress (2024)

- Design and implement a coaching format for (junior) female professors | completed through the Bauhaus Research School (BauhausTrack programme)
- Continue research into suitable female applicants and proactively approach them; documentation within the scope of the appointment procedure, anchoring in the Appointment Regulations | ongoing, to be established in amended Appointment Regulations planned for 2024, must be standardised, personnel support for proactive hiring planned through the »Professorinnenprogramm 2030«
- Continued appointment bonus for women (formerly: the »Professorinnenbudgets«) as a bonus payment and as an incentive system for the appointment of women; the proportion paid out to faculties in this connection remains tied to the implementation of faculty-specific equality measures, which are to be proven (via the »Professorinnenprogramm III«) | completed, to continue via the »Professorinnenprogramm 2030«
- Develop a concept for binding appointment procedure standards and an appropriate instrument for assessing quality and monitoring appointments | pending, tools for those involved in appointment procedures are currently being developed; participation in ethnographic Heisenberg research project on »Politiken der Gleichheit«
- Regularly train Appointment Officers, Managing Directors and Commission/Committee Chairpersons on equal opportunity in and legal requirements concerning appointment procedures | partially completed through training courses on legal requirements concerning appointment procedures with specialist legal advisors; moodle independent learning tool for gender-equitable appointment procedures is currently being implemented; tools for appointment procedures are being developed
- Examine the applicability of flexible appointment models such as tandem and part-time professorships | completed, Legal Affairs has developed a passage on the possible appointment of part-time/tandem professors, calls for applications and appointment procedures to be applied depending on professorship to be filled; integration into the adapted Appointment Regulations is planned
- Continue cooperation in the Dual Career Network Thuringia| Board election | ongoing

¹⁹ Information on the state and federal »Professorinnenprogramm 2030« can be found under <https://www.bmbf.de/bmbf/shareddocs/bekanntmachungen/de/2023/02/2023-02-02-Bekanntmachung-Professorinnenprogramm.html>.

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 | Amendments and Progress (2024)

- Expand and maintain opportunities for further flexibilisation (mobile work) | completed; Flexible Work Location Agreement was implemented in 2021 together with the Equal Opportunity Officer
- Proactively recruit suitable female applicants | occasionally implemented, further standardisation needed
- Strengthen gender competence as a selection criterion | occasionally implemented, further standardisation needed

3.1.5 TECHNICAL AND ADMINISTRATIVE STAFF

In the salary groups below E12, 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.

Measures to Be Taken | Amendments and Progress (2024)

- Analyse job descriptions, job titles and groupings, updating and adjusting where necessary (cf. bukof recommendation for more pay equity in administration offices²⁰) | partially completed, planned increase in networking for those involved, additional training through the union planned, continued participation in the Bukof commission's »Mitarbeiter*innen in Technik und Verwaltung«

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 that representation on committees and bodies must be equal across member groups and 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 member 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.

²⁰ [Microsoft Word - 21-02-16 bukof-Handlungsempfehlungen für mehr Entgeltgerechtigkeit und faire Arbeitsbedingungen in Hochschulsekretariaten.docx](#)

Measures to Be Taken | Amendments and Progress (2024)

- Develop incentive and relief systems for women (through the »Professorinnenprogramm III«) | completed, the »Ausgleichsfonds für Professorinnen, Junior-Professorinnen und wissenschaftliche bzw. künstlerisch-gestalterische Mitarbeiterinnen mit Gremientätigkeit« was very well-received, planned to continue through the university budget starting in 2025
- **NEW: Establish a compensation fund for technical and administrative staff who work on committees**
- Review election lists: the election committee of the university reviews the gender parity of election lists according to the provisions of the ThürHG. If the election lists do not contain a balanced representation of particular 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. | partially completed, election regulations revision pending
- In order to ensure that the 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 | completed through the Equalisation Fund for technical and administrative staff

3.2 Qualitative Equality Work: Developing a Gender-Equitable Academic and University Culture in Science, Art and Design

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, funding 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 three 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 well as the reinforcement of anti-discrimination work, 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.

Measures to Be Taken | Amendments and Progress (2024)

- 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. | completed in three of the four faculties (Architecture and Urbanism, Civil and Environmental Engineering, Media)
- NEW: Improve the onboarding of Equal Opportunity Officers by developing the guidelines starting in September 2022
- NEW: Increase coordination and staff support for decentralised equal opportunities work through a consultant position in the »Professorinnenprogramm 2030«

3.2.2 LEADERSHIP CULTURE AND STAFF DEVELOPMENT – EXPANDING GENDER EXPERIENCE

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 | Amendments and Progress (2024)

- 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 | completed through Personnel Development
- Develop standards for gender-equitable recruitment and selection processes for all staffing procedures | occasionally implemented, further standardisation required, development of working tools pending
- Further develop marketing of staff (employer branding) to improve the external image of the university as a family-friendly and equal opportunity-oriented university| partially completed by adapting job advertisements
- Sustainably integrate equality in on-boarding (culture of openness) | partially completed through the Equal Opportunity Officers as part of the »Neuberufenentag« and potentially implementing the »new@Bauhaus« hiring programme for all new employees; standardisation needed
- 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 | partially completed through

the integration of gender topics in the in-house training programme offered by Personnel Development, as well as individual training courses, standardisation needed

3.3 Accompanying Dimensions

3.3.1 FAMILY-FRIENDLY UNIVERSITY | SUPPORT FOR FAMILIAL RESPONSIBILITIES

The reconciliation of employment, scientific and artistic-design 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 childcare duties. Individual consultation on family topics, a Parent-Child-Workroom, a family website and the »Wiedereinstiegsstipendium« (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.

Measures to Be Taken | Amendments and Progress (2024)

- Consolidate information and offers on the topic of compatibility for members and affiliates | pending, to be implemented as part of the restructuring of the onboarding process
- Continue offering the »Wiedereinstiegsstipendium« (re-entry scholarship) | ongoing
- Draw up a guide on parental leave for (expecting) parents on the one hand and supervisors on the other | pending
- **NEW: Organise a biannual family day for university members with family care responsibilities**
- Draw up a service agreement on mobile working | completed in 2021
- Train supervisors on the design of family-friendly work processes | pending
- Develop binding standards on family-friendly working, committee and study times | pending
- **NEW: Recognise familial care responsibility periods within the context of subsidies | partially completed**
- **NEW: Expand the family website and advising services provided by the Equal Opportunity Office for other care responsibilities, i.e. caring for relatives | pending**

3.3.2 GENDER IN RESEARCH AND TEACHING

For the comprehensive realisation of 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 | Amendments and Progress (2024)

- Prepare a guide for gender-equitable teaching | completed, achieved together with the Diversity Department in the »Inclusive Teaching Strategies« guide, which can be

accessed on the »Diversity in Teaching« website; included in the »Learn to Teach« programme for teachers

- Develop an (online) module with certification for gender- and diversity-sensitive didactics together with the Diversity Department| pending

3.3.3 PREVENTING SEXUAL HARASSMENT AND SEXUAL VIOLENCE

In its Basic Regulations, the Bauhaus-Universität Weimar actively advocates 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 preventative measures accordingly as stipulated in the »Gleichbehandlungsgesetz für Arbeitgeber*innen« (General Equal Treatment Act for Employees).

Measures to Be Taken | Amendments and Progress (2024)

- Establish a complaints office and a complaints management system | partially completed, complaints office and staffing are finalised, work will begin in May 2024, training has taken place, rules of procedure are currently being developed
- The complaints procedure and relevant contact persons (centralised and decentralised) | partially completed, to be further developed in 2024
- Awareness-raising campaign for all university members | partially completed, further systemisation and standardisation planned
- NEW: University-wide awareness-raising campaign (posters, flyers and video clips) | pending
- NEW: Revision of the Guidelines for protection against discrimination pursuant to the General Equal Treatment Act | pending
- NEW: Establish awareness teams | completed together with the StuKo (Student Government)
- NEW: Draft a code of conduct for the entire university based on the Faculty of Architecture and Urbanism's Code of Conduct (February 2024) | pending
- NEW: Integrate the topic of preventing sexual harassment, discrimination and violence into the university's moodle independent learning tool for annual safety training | pending
- NEW: Revision of the Safety and Environment Service Centre's emergency page with regard to sexual violence, review emergency systems for toilets | pending

3.3.4 DIVERSITY STRATEGY AND EQUALITY WORK

With the amendment to the Thuringian Higher Education Act, the Bauhaus-Universität Weimar has appointed a Diversity Officer and established a Diversity Advisory Committee. The President is responsible for this topic for the Presidium. 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 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. The university successfully completed the »Vielfalt gestalten!« (shaping diversity) audit organised by the Stifterverband and adopted its Diversity Strategy in 2023. The Equal Opportunity Officer was a member of the audit steering committee.

Measures to Be Taken | Amendments and Progress (2024)

- 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 | completed; Guide for Gender-Sensitive Language (MdU 31/2022) was adopted in 2022 and is updated on a regular basis
- 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) | ongoing, toilets have been re-designated as all-gender toilets, currently six all-gender toilets on campus
- NEW: website on sexual and gender diversity for university members and affiliates (<https://www.uni-weimar.de/de/universitaet/struktur/zentrale-einrichtungen/gleichstellungsbuero/sexuelle-und-geschlechtliche-vielfalt/>) | completed
- NEW: Organise a Campus Pride Week as part of Christopher Street Day in Weimar to highlight queer issues and make a statement against discrimination based on sexual orientation and/or gender identity | ongoing
- Equal Opportunity Officer is a member of the Diversity Advisory Committee | completed

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 | Amendments and Progress (2024)

- Develop a holistic gender monitoring concept in cooperation with the TKG, taking into consideration existing survey and evaluation tools | pending
- Party funding research applications, process evaluation | ongoing, participation in DFG information event
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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.

This update was submitted to the Senate of the Bauhaus-Universität Weimar for informational purposes on 3 April 2024.