

# Gender Equality Plan and Gender Equality Concept

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## 1. Executive Summary

This **Gender Equality Plan** (GEP) was revised in 2023, adopted by the **Senate** of Technische Hochschule Ingolstadt (THI) and signed by the **President** and the **Commissioner for Gender Equality in Science and Art**. It is **published on the THI website**. This document is also the THI's **equal opportunities concept** in accordance with the Bavarian Equal Opportunities Act (BayGlG).

The underlying data is collected and updated **annually as at 31 December** in a **report based on key figures**.

Based on the analysis of the data collected, the requirements of the European Commission, the legal framework and the available resources, the THI is taking measures to further increase gender equality. The exemplary measures described in this document are summarised in a table below. Further measures can be found on the THI website.<sup>1</sup>

<sup>1</sup> At <https://www.thi.de/service/gleichstellung-und-vielfalt/> and <https://www.thi.de/hochschule/ueber-uns/hochschulorganisation/buero-der-frauenbeauftragten/>.

Requirements of the European Union	THI measures	In planning	initiated	Ongoing	Implemented
Resources	Transparent breakdown of the funds used for gender equality and diversity		Yellow		
Data collection and monitoring	Quantitative key figures: Gender controlling			Light Green	
	Qualitative measure on gender and diversity: Respect@THI app				Dark Green
	Qualitative measure on gender and diversity: anti-discrimination survey with a special focus on gender and diversity			Light Green	
Training courses	Compulsory basic training on the topics of gender & Diversity for new appointees and managers			Light Green	
	Training measures on awareness raising & gender biases for employees		Yellow		
	Cultural sensitisation for international students			Light Green	
Work-life balance and organisational culture	Expansion of flexible working options				Dark Green
	Work-life balance measures for university staff with families			Light Green	
	Guidelines for addressing the genders				Dark Green
Gender equality in recruitment and career advancement	Guidelines for diversity-orientated personnel selection and promotion	Orange			
	Promotion fund for female scientists				Dark Green
	Continuation of the female professors programme	Orange		Light Green	
	Continuation of BayernMentoring			Light Green	
	Teaching assignment programme "Into the lecture halls"			Light Green	
	Professional Tenure Track Programme			Light Green	
	Introduction of a mentoring programme for potential female professors	Orange			
Equal rights for men and women in management ration & decision making	Analysing barriers to equality in management and decision-making			Light Green	
	Family-friendly committee work		Yellow		
	Promotion of part-time management			Light Green	
Integration of the gender dimension in research and teaching content	Reflection on the integration of gender-specific Requirements for research	Orange			
	Exchange between students and lecturers on diversity-orientated teaching	Orange			
	Intercultural workshops for foreign students	Orange			
Measures against gender-specific violence, including sexual harassment	Development of an anti-discrimination directive				Dark Green
	Establishment of a Sexual Harassment and Anti-discrimination Complaints Office				Dark Green
	Creation of an overarching competence team for discrimination issues		Yellow		

Table 1: Overview of the measures presented and their implementation status

## 2. Initial situation and objectives

THI has had an **equal opportunities concept** since 2009 and developed a **mission statement for diversity** in a university-wide process in 2022. The **equality of all genders, increasing the proportion of women** among teaching staff and students and **treating** each other with **respect** are set out as key objectives. THI is convinced that a **balanced representation of the genders** can broaden horizons and improve work results. **Gender aspects should be taken into account in research, communication and work organisation.**

THI has established **organisational structures that promote gender equality** in order to implement its gender equality goals. In addition to an **Equal Opportunities Officer for Administration** and university-wide and faculty-internal **Equal Opportunities Officers for Women in Science and Art**, the **Gender & Diversity Steering Committee**, chaired by the President, has been in place as a strategic steering committee since 2012.

As a **technical university** with five Engineering Sciences and one Economics faculty, THI has been taking measures to increase the proportion of women among teaching staff and students for years. While the **proportion of women among professors** was 7.8 % in 2009 and 12.9 % in 2018, it will be 17.4 % in 2022. In the engineering faculties, 14.7% of professorships are held by women, which is roughly in line with the national average.<sup>2</sup>

In the same period, the **proportion of female students** rose from 25 % in 2009 to 32 % in 2022, with a sharp increase in the engineering and computer science faculties from 14 % to 22.1 %. This puts THI just under 2 per cent below the national average (approx. 24% female students in engineering/computer science)<sup>3</sup>.

The **posts and management positions in the science-supporting areas** are predominantly held by women (71% of all posts and 61% of management positions).

Further key figures comparing the proportion and position of women and men at THI were last collected as at 31 December 2022 and are summarised in Appendix 1.

THI's external **target agreements** with the Ministry of Science in the area of gender equality are agreed every four or five years as part of the university contract. The current target descriptions (valid until the end of 2027) are as follows:

- Realisation of a quota of 25 % female appointments to professorships
- Expansion of the support fund for female scientists
- Continuation of Phase III of the Women Professors Programme and participation in Phase IV
- Increase the number of female professors in the top management bodies by at least a third (from 6 to 8)
- Establishment and monitoring of a gender equality plan

A total of around € 1.3 million has been earmarked from the strategy fund of the university contract for the realisation of these goals.

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<sup>2</sup> <https://www.forschung-und-lehre.de/politik/frauenanteil-bei-professuren-stagniert-4084> (retrieved on 02 November 2023)

<sup>3</sup> <https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bildung-Forschung-Kultur/Hochschulen/Tabellen/studierende-mint-faechern.html> (accessed on 02/11/2023)

THI's targets for increasing the proportion of women are based on the cascade model in accordance with BayHIG Art. 23. For the period 2023 to 2027, THI is aiming for an appointment rate of 25% for female professors. If this target quota is met, the proportion of female professors will increase from 17.4% in 2022 to 19.4% in 2027. The long-term target is 23.0% in accordance with the BayHIG.

The cascade model is also applied to the level of research associates. As over 90% of THI's research associates are assigned to the engineering sciences, including Computer Science, the aim here is to increase this to 25% in 2027, given the current student ratio in this subject group of a good 22% and a correspondingly positive starting position of 23% female research associates in 2022.

In addition, at least one female professor should be on the Faculty Board in each faculty by 2027 and at least 40% of the University Governing Board should be made up of women and men.

### 3. Data, resources and training: overarching measures

#### 3.1 Resources

##### **Transparent breakdown of funds used for gender equality and diversity**

**Status: initiated**

There is currently no **centralised overview of resources and budgets** for gender equality and diversity at THI. As part of the changeover to SAP, a transparent breakdown of resources in this area is being developed and will be presented here in the future.

Until the implementation of comprehensive resource monitoring, the personnel resources for the corresponding functional positions are briefly presented below. The cost implications of the measures listed in this document are indicated in each case.

The personnel resources for functional positions in the area of Equal Opportunities are divided between the Equal Opportunities Officer for Science, including the employees responsible for this, and the Equal Opportunities Officer for Administration. The total budget in 2023 amounts to around € 230,000. This includes time off for teaching amounting to 11 weekly semester hours per semester (Equal Opportunities Officer for Science at university and faculty level) and funds for the office of the Equal Opportunities Officer for Science totalling € 14,500. Furthermore, personnel funds of 35 hours for the Office of the Equal Opportunities Officer for Women in Science and Art and a 20-hour position for the Equal Opportunities Officer in the administration are included. An amount of approx. € 240,000 is planned for 2024.

## 3.2 Data collection and monitoring

### Quantitative key figures: Gender controlling

Status: ongoing

The figures presented in Chapter 2 and in Appendix 1 as well as other internal **quantitative key figures** were initially collected as at 31 December 2022 and then annually as at 31 December, analysed by the University Governing Board in collaboration with the Equal Opportunities Officers for Administration and Science and presented to the Senate. They form the basis for evaluating current and developing new measures to increase equal opportunities.

### Qualitative measures on gender and diversity

#### *App Respect@THI*

App status: implemented

To further categorise the quantitative key figures, THI also collects **qualitative key figures** in the area of gender equality and diversity. In 2022, a group of students developed the **Respect@THI app**, which allows university members affected by discrimination to (optionally) report incidents anonymously and which will also be used to record discrimination figures. The app will be integrated into the revised THI app in future.

#### *Anti-discrimination survey with a special focus on gender and diversity*

Status: ongoing

An **anti-discrimination survey** carried out by a student group in previous years is to be rolled out every two years and distributed via the University Governing Board. The survey is intended to enquire about experiences of discrimination among all university members with a special focus on gender equality and also be analysed intersectionally.

## 3.3 Training courses

### Compulsory basic training on gender and diversity for new employees and managers

Status: ongoing

For **newly appointed professors**, the topic of gender and diversity is included in the **mandatory new appointments programme**. From 2024, all THI employees **with management responsibility will also receive** training on the topics of general equality and disability as part of the **mandatory management training programme**.

## Training measures on awareness raising & gender biases for employees

Status: initiated

In addition to the mandatory training courses, there are **regular voluntary courses** for professors via the BayZiel Bavarian Centre for Innovative Teaching. These training courses are to be expanded for all employees, including teaching staff, particularly in the areas of **awareness raising and gender biases** in 2024 and offered at least once a year.

## Cultural sensitisation for international students

Status: ongoing

**Students** are also a target group for training measures in the area of gender and diversity. In the winter semester 2022/23, a training programme was set up for the first time with a view to raising awareness among international students who may have a different **cultural background and the associated image of women**. These measures will continue to be carried out every semester in 2024.

The budget for all of the above training measures amounts to around € 10,000 in 2023. Expenditure of around € 12,000 is planned for 2024.

## 4. Measures in the various subject areas

### 4.1 Work-life balance and organisational culture

#### Expansion of flexible working options

Status: implemented

Building on the **experience of the coronavirus pandemic**, THI expanded the **options for flexible working** for its employees in 2022 by revising the flexible working hours service agreement. **Up to 60% teleworking hours**, the additional option for short-term mobile working and a **framework working time from 6.30 a.m. to 8.30 p.m.** specifically promote the compatibility of family and appointment and also offer relief for employees with caring responsibilities or chronic illnesses. A two-year evaluation is planned for this measure. The first evaluation will therefore take place in 2024.

#### Work-life balance measures for university members with families

Status: ongoing

In order to improve the **work-life balance** of employees and students with a disability in particular

THI offers numerous services for **families**, such as childcare places, a parent-child office and part-time study programmes. There are plans to set up a childcare centre on the Neuburg campus. The THI will initiate the introduction of an additional item on the subject of childcare centre requirements in the next survey with the Studierendenwerk in order to determine the requirements at the Ingolstadt and Neuburg campuses. Expectant parents can take

advantage of counselling from the Equal Opportunities Officer during the parental leave interview. These measures will be

continuously evaluated and expanded. In 2023, € 42,000 was spent on this. In 2024, we are planning a budget of around € 60,000.

## Guidelines for addressing the genders

Status: implemented

**Addressing gender appropriately helps** to ensure that people of all genders feel welcome and recognised at THI. In 2020, the University Governing Board adopted binding guidelines for this sensitive area for the first time. In October 2023, the Bavarian Ministry of Science repeatedly defined guidelines to which the university adheres. According to the Ministry's letter of 27 October 2023 on gender rewriting, sparing spellings and special characters are not permitted.

## 4.2 Gender equality in recruitment and appointments

### Guide to diversity-orientated personnel selection and promotion

Status: in planning

THI's **recruiting and onboarding process** is continuously optimised with regard to equal opportunities for both women and international applicants, for example. Managers are to be sensitised to **motivate women to participate in further education and training and to give** special consideration to **women** in internal applications. Measures in this regard are to be set out in a **guideline on diversity-orientated personnel selection and promotion**. The guideline will be developed in 2024.

### Promotion fund for female scientists

Status: implemented

Since 2020, THI has had a **support fund for female scientists**, which has so far provided **bridging and start-up funding for female doctoral students in particular**. In future, the fund will be significantly increased from € 20,000 to € 50,000 p.a. from 2024 and will include further support measures for female scientists.

### Continuation of the female professors programme

Status: ongoing

Status: in planning

For several years, THI has participated in the BMBF's funding programme to increase the number of **female professors**. The funded female professors are also supported by research associates. In 2024, THI will once again apply for funding in the fourth funding phase of the "Female Professors Programme 2030". The plan is to appoint four more professors from the programme. The budget for the programme in 2023 amounts to around € 240,000. This is to be increased to € 310,000 in 2024.



## Continuation of BayernMentoring

Status: ongoing

THI has been implementing further measures to **recruit female students, doctoral candidates, lecturers and professors** for years. The BayernMentoring programme, which is aimed at and supports female pupils and students, was established as part of the promotion of STEM students. The current programme is to be expanded in the future, so that new target groups are envisaged with the revision of the programme. Specifically, an expansion of BayernMentoring to international female students and doctoral candidates (see Fit4Profin) is planned from 2024. The programme will be supported in 2023 with € 8,000 as well as support staff from the Women's Representative's Office. In 2024, a redistribution or reorganisation of the content is planned if funding is continued.

## Lectureship programme "Into the lecture halls"

Status: ongoing

The lectureship programme "Rein in die Hörsäle" promotes the entry of female academics into teaching with the aim of later taking up a professorship. THI regularly advertises these opportunities to the faculties. The results are regularly evaluated and measures adapted.

## Professional Tenure Track Programme

Status: ongoing

Since 2021, THI has offered a **Professional Tenure Track Programme**, which provides a structured way for interested parties without a doctorate or the necessary professional experience to acquire the missing qualification requirements for a HAW professorship as a Junior Professorship. This programme is particularly attractive for women, among other things because they can take the decisive step towards a professorship in a phase of their lives that is usually before they start a family, and the programme is characterised by significantly greater planning security with regard to subsequent permanent employment compared to a traditional academic career. The programme is to be promoted specifically for prospective female academics and will continue to run after initial funding from the BMBF.

THI is currently planning to fill a total of 15 Junior Professorships in the period 2023-2027.

## Introduction of a mentoring programme for potential female professors

Status: in planning

As part of the establishment of two doctoral centres at THI, the **Fit4Profin mentoring programme** is to be set up. The programme is intended to connect an experienced professor in tandem with a doctoral candidate or woman who has already completed her doctorate and is interested in a W2 or Junior Professorship at a university. The aim of the mentoring programme is to support and promote women up to or during the appointment process, to strengthen contact with the university and to provide personal insights into the professional field of professorship. The programme is mainly funded from the budget of the Bayern-Mentoring

and plans to expand the programme to include doctoral students. The THI will also provide support from its own funds, in particular through student assistants totalling approx. finance € 3,000.

### 4.3 Gender equality in leadership and decision-making

#### Analysing barriers to equality in leadership and decision-making

Status: in planning

A workshop will be held to analyse **structural, institutional and individual barriers** for women and people with other diversity dimensions at THI **when taking up management positions in committees, research and administration**, so that targets and measures can be developed on this basis. This analysis is to take place in the first half of 2024.

#### Family-friendly committee work

Status: initiated

As one such measure, **committee meetings** should **preferably take place in the mornings** in order to attract **more women to committee work**. For committee meetings scheduled in the afternoons or evenings, **digital participation** will be made possible for all participants who have family commitments. This measure is to be continued in future.

#### Promotion of part-time management

Status: ongoing

Numerous **women** are already employed **part-time in management positions** at THI, particularly in the administrative area. **Job sharing**, i.e. splitting a full-time position between two (or more) employees, is also possible in principle. These options should continue to be actively supported. THI's internal role models are intended to encourage female colleagues to pursue or develop their careers despite family commitments.

### 4.4 Integration of the gender dimension in research and teaching content

A key measure for the increased integration of the gender dimension into research and teaching content is the **training courses** listed under the measure "**Compulsory basic training on gender and diversity for new appointees and managers**" under 3.3.

## Reflection on the integration of gender-specific requirements in research

Status: in planning

To **integrate gender-specific requirements into research** in particular, **workshops** are to be held at THI at regular intervals in which researchers can discuss gender aspects to be taken into account in their research. This is particularly relevant, for example, in the THI research areas of User Experience Design, Artificial Intelligence or Vehicle Safety. This measure is to take place once a year from 2024.

## Exchange between students and lecturers on diversity-orientated teaching

Status: in planning

In the area of **diversity-orientated and gender-equitable teaching**, the THI promotes the **active exchange between lecturers and students on this topic** in addition to training courses. A suitable setting should be chosen for this in order to reach students and lecturers. One such setting could be in conjunction with the lecture-free Digital Teaching Day, which is organised annually at THI. This event should take place once a year from 2024.

## Intercultural workshops for foreign students

Status: in planning

As part of the establishment of an International Welcome Centre at THI, intercultural workshops focusing on **diversity-oriented and gender-equitable interaction** are to be offered, especially for students from other cultural backgrounds. These courses will be offered for the first time in WS2024/25.

## 4.5 Measures against gender-based violence, including sexual harassment

### Development of an anti-discrimination directive

Status: implemented

**Principles to prohibit and protect against all forms of discrimination**, violence, harassment and disadvantage on racial grounds or on the grounds of ethnic origin, gender, religion or belief, disability, age or sexual identity within the university and **measures in the event of violations** of these principles were set out in an **anti-discrimination policy** in 2023. The policy obliges every member of the university to actively work against misconduct of any kind that violates boundaries. If necessary, this policy will be updated regularly and its content communicated on an ongoing basis.

## Establishment of a Sexual Harassment and Anti-discrimination Complaints Office

Status: implementiert

THI has a Sexual Harassment and Anti-discrimination Complaints Office. The two contact persons of the complaints office inform affected persons about options for conflict resolution. The contact persons are not bound by instructions within the scope of their duties. Without prejudice to the responsibility of university bodies and committees, they should work towards the protection of university members. Prof Dr Marc Aubreville and Ms Marion Heitmann were appointed in 2023, each for a term of three years.

## Creation of an overarching competence team for discrimination issues

Status: initiated

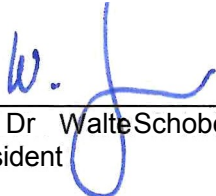
The **contact persons** in the area of gender & diversity are becoming increasingly differentiated - also due to legal requirements - both in terms of **discrimination characteristics** (gender, disability, sexual harassment, etc.) and in terms of the **groups affected** (sometimes different contact persons for administration or teaching staff and students). The organisation of these tasks is to be increasingly concentrated in the Career Service & Student Counselling (CSS) department in order to create a team of experts in these overlapping activities. In 2023, a first round table of all those involved took place, which will be held regularly from 2024.


## 5. Self-commitment

With this Gender Equality Plan, THI is committed to promoting diversity in accordance with its diversity mission statement. The focus is placed on the promotion of gender equality. The measures are also regularly monitored as part of reporting on the University Development Plan 2027 and the university contract.

The implementation status of the measures is reviewed at regular intervals (every two and a half years at the latest) and supplemented by further measures if necessary.

Ingolstadt, d. 11.12.2023

  
\_\_\_\_\_  
Prof. Dr. Walte Schober  
President

  
\_\_\_\_\_  
Prof. Dr. Michaela Regler  
Commissioner for Equal Opportunities for  
Women in Science and the Arts

Appendix: Key figures comparing the proportion and position of women and men