



Technische Universität Dresden, 01062 Dresden

Prof. Dr.rer.nat.habil. Ellen Hieckmann

phone: 0351 463-36051

fax: 0351 463-37060

e-mail: [gleichstellung.mn@tu-dresden.de](mailto:gleichstellung.mn@tu-dresden.de)

Dresden, 24 June 2020

## **Guidelines for Use of Equality Funds in the School of Science**

### **1. Fundamental concern**

These guidelines are intended to contribute to the implementation of the basic concerns of the TU Dresden's Equal Opportunities Concept 2018. Through common objectives in gender equality issues, central allocation of funds to support all gender equality activities and a review of the success of these measures in the School of Science, a higher degree of commitment in fulfilling the mandate to establish equal opportunities and a greater transparency of the associated processes will be achieved. The implementation of the guidelines is intended to support and facilitate gender equality work at the level of the newly established faculties. The diversity of the types of gender equality measures that have been financially supported in the faculties to date corresponds to the subject culture that is lived out and will be further developed in the future.

### **2. Objectives of gender equality measures in the School of Science**

Based on the discussion in the Faculty Council of Mathematics and Natural Sciences in June 2016, the Equal Opportunities Concept 2018 of the TU Dresden and the resolution passed in the meeting of the Council of the School of Science on 24. 6. 2020, the following goals are to be pursued in the School of Science in order to implement the equal opportunities mandate:

#### *Target 1*

Increasing the proportion of women in professorships and in academic mid-level positions

#### *Target 2*

Promotion of women scientists in their scientific careers

#### *Target 3*

Supporting members of the School of Science in their participation in academic committees

#### *Target 4*

Increasing the proportion of women in male-dominated degree programmes and the proportion of men in female-dominated degree programmes in the School of Science

*Postadresse (Briefe)*  
TU Dresden  
01062 Dresden

*Postadresse (Pakete u.ä.)*  
TU Dresden  
Helmholtzstraße 10  
01069 Dresden

*Besucheradresse*  
Haeckelstr. 3  
Recknagelbau,  
über Innenhof  
Raum C 212

*Zufahrt*  
Recknagelbau  
D-Flügel



**DRESDEN  
concept**  
Exzellenz aus  
Wissenschaft  
und Kultur

*Target 5*

Better inclusion of people with disabilities in the study programme and in the work process

*Target 6*

Improving the compatibility of family and career

*Target 7*

Consideration of gender aspects in research and teaching

*Target 8*

Stronger anchoring of gender equality work in the faculties and in the School of Science

*Target 9*

Improving public relations work and communication to increase the acceptance and visibility of gender equality work in the faculties and in the School of Science

*Target 10*

Compensate for inequalities experienced by the members of the School of Science due to the corona pandemic

### **3. Award procedure**

a) A central fund will be set up within the framework of the global budget of the School of Science to implement the objectives mentioned under 2. Each year, the fund will be endowed with a budget approximately equal to the total amount spent on gender equality measures (at least EUR 50,000) prior to the creation of the School of Science in the five faculties on the basis of the objectives agreed with the university board.

b) As a rule, funds should be made available to the faculties on application to the same extent as has previously been the case for equal opportunities measures. Significant deviations from this require the approval of the Equal Opportunities Officers (EOOs) of all faculties and of the School of Science.

c) The Chairperson of the School of Science, the deans and the EOOs of the faculties and the School of Science shall ensure that all the members of the School of Science receive sufficient information about possibilities to apply for financial support from the fund.

d) Personal applications for funding should be submitted each year by 15.2., 15.5., 15.8. and 15.11. via the EOOs of the faculties to the EOO of the School of Science. The applicants will be informed of the approval of funds no later than four weeks after these four deadlines. If the amount of funds applied for is insignificant, the EOOs of the faculties can decide on the approval themselves. In justified exceptional cases, a larger application can also be approved at short notice after a consultation between the EOO of the respective faculty and the EOO of the School of Science.

(e) An application for funding should include, in addition to the name, TU e-mail address and institute/faculty, an explanation of the content of the proposed activity with reference to at least one of the objectives set out in point 2, the amount of funding required, the period for which it will be spent and a statement that no/ insufficient funding from other sources has been or will be found, indicating the institution where a parallel application has been made and is still being processed. If the equal opportunities funds are to be used to (partially) finance business trips, the purpose must be specified (e.g. lecture, poster presentation, implementation of experimental work, network meetings with the scientific

community, etc.). An electronically readable application form must be used for applications by e-mail. The application form should also be accompanied by the form with the data protection declaration accepted by the applicant.

f) For the implementation of faculty-internal or faculty-overlapping gender equality activities, applications for funds may also be made by the EOOs of the faculties and of the School of Science.

g) The decisions about the allocation of funds are taken by the EOOs of the faculties and the School of Science and announced in an appropriate manner to the members of the School of Science. The aim is to develop and apply criteria for the allocation of funds which are oriented towards the achievement of the agreed equality objectives.

(h) Once the equality measure has been completed and the funds have been allocated, the applicants must send an e-mail to the EOO of the School of Science, informing on the evaluation of the measure using the statement form provided.

#### **4. Management of resources**

The central fund for gender equality measures in the School of Science will be set up on cost centre 1716161G and will thus replace the gender equality funds previously administered decentrally in the faculties. The EOO of the School of Science is the cost center manager and has access to the data via KOPRA in SAP. The School EOO receive support for cost center management from the Business Unit Analyst.

#### **5. Control mechanisms**

The fulfilment of ambitious equality objectives at the level of the School of Science and of the faculties will increasingly be regarded as a quality criterion for these structural units, on which an appropriate allocation of funds to the School of Science within the framework of the global budget will depend. Therefore, an annual overall assessment of the course and effectiveness of the funded gender equality measures will be drawn up, prepared by the EOO of the School of Science and presented to the EOOs of the faculties, the School council and the faculty councils. The means of so-called gender controlling and monitoring, which are to be established at university level, are also to be used for success monitoring.

The practicability of the procedures laid down in these guidelines for the use of equality funds is to be evaluated annually in the group of the EOOs of the faculties. Conclusions shall be agreed with the School Committee. Necessary changes of the allocation guidelines are then decided by the EOOs of the faculties and of the School of Science.

Prof. Dr.rer.nat.habil. Ellen Hieckmann  
Equal Opportunities Officer of the School of Science