

Würzburg-Dresden

Joint Gender Equality and Diversity Policy

Julius-Maximilians-Universität Würzburg (JMU) and Technische Universität Dresden (TUD) work towards gender equality using a comprehensive set of measures which are continuously extended in order to increase the representation of women at the postdoctoral to professorial levels in all disciplines. In taking practical steps to eliminate any remaining bias which prevents women from following careers in science, JMU and TUD are true agents of change, highly committed to the pursuit of inclusive excellence in research and higher education.

JMU and TUD espouse a broader view of supporting diversity and enable researchers regardless of academically irrelevant factors such as gender, ethnic origin, religion, sexual orientation and gender identity, disabilities, age or health to realize their optimum potential.

By agreeing on a Joint Gender Equality and Diversity Policy, they mutually express their intent to take the existing cooperation to the next level by establishing an inter-institutional dialogue on best practice in gender equality and diversity. The following, established standards shall serve as a starting point in jointly promoting change towards more diversity and equal opportunity:

1. Gender equality and diversity are cross-cutting issues that call for a comprehensive approach from outreach for high-school students to students and graduate support as well as personnel recruiting and development.

JMU and TUD actively engage with partners in non-university research institutions and from local and national initiatives in a variety of outreach activities for elementary school and high-school students. These cover a wide range from Kinderuni, open lab days, lab internships and early studies programs for gifted high-school students.

2. In order to raise awareness for gender equality and diversity matters, it is imperative to show commitment on a broader scale. That includes overcoming challenges in reaching a more diverse workforce as well as giving voice to best practices.

JMU and TUD endorse national and European standards for Gender Equality and Diversity (e.g. Diversity Charta), partake in initiatives (e.g. "Familiengerechte Hochschule" certificate, Bavaria without Barriers, PROMI inclusive PhD program for handicapped students) that serve the purpose of inclusive excellence in higher education and research and defend the rights and responsibilities of their community members (as defined within, e.g., General Equal Treatment Act (ETA/ AGG), UN Convention on the Rights of Persons with Disabilities (UN CRPD)).

3. All efforts need to be regularly assessed against core values and measures defined in comprehensive strategies and action plans towards Gender Equality and Diversity.

These are JMU's Gender Equality Plan (2015-2020) and TUD's Diversity Strategy 2030 as well as supplementary strategy papers regarding specific target groups, e.g. Equality Opportunity Concept, Action Plan TU Dresden on the implementation of the UN Convention on the rights of Persons with disabilities, integration agreements for employees with disabilities, the universities internationalization strategies and their target agreements, e.g. the audit "Familiengerechte Hochschule".

4. Equal opportunities for all social groups are realized by tailored programs providing targeted support for the career trajectories of individuals.

JMU and TUD provide dedicated service and support structures, e.g. comprehensive graduate support and personnel development programs, consulting for students and staff members with disabilities and chronic illnesses or programs to foster intercultural competence. Financial support schemes, first introduced for the qualification phase, are an important success factor today in keeping more female postdocs and habilitation candidates on the track for a professorship. JMU and TUD offer bridge funding for women in attaining the qualification for a professorship (e.g. TUD's Back to Research Grant and Maria-Reiche-Program, JMU's SCIENTIA bridge funds by the Women's Representative) often in combination with mentoring, coaching, workshops, and trainings schemes (SCIENTIA and WLP at JMU, Maria-Reiche-Mentoring-Program at TUD). JMU's recently implemented Gender Equality Academy interconnects personnel development programs for female scientists on all qualification levels – from PhD to principle investigator and professor.

5. Establishing and sustaining gender equality and diversity is closely linked with active and responsible recruiting, transparent and performance-focused appraisal systems and positions that offer social and financial security.

Both universities have incorporated principles into their personnel policies and procedures geared towards attracting, recruiting and developing the best talents for the advancement of science and society. At JMU and TUD recruitment of women for professorships is supported via structural and procedural measures, such as Eleonore-Trefftz Program for Visiting Women Professors, guidelines for appointment committees, and through financial incentives (e.g. JMU's bonus program for female junior professors). Furthermore, recruiting committees benefit from consulting and training, e.g. on avoiding unconscious-bias offered by the women's representative offices. Ombudspersons on the faculty or departmental level tackle problems, register complaints and offer discipline-specific support in promoting a culture of diversity awareness.

6. Seeking compatibility of career and workplace in research and higher education goes beyond fulfilling employers' responsibilities.

Welcome centers, Dual Career Centers, International offices and comprehensive day-care facilities at JMU and TUD operate in full awareness and understanding of increased mobility requirements and the characteristic of international careers in research. Both universities offer comprehensive day care facilities for children from six months on, including crèches, age-integrated centers, and kindergartens, and mobile parent-child rooms (e.g. JMU's KidsBox). Additional child care services comprise babysitting during conferences, emergencies, and events outside of day-care opening hours, supplemented by holiday programs for children, various child and parent classes as well as toddler groups (Campus Extras Program at JMU and Campusbüro Uni mit Kind at TUD). Flexible work arrangements, part-time work and re-entry support after career breaks further contribute to an overall culture of valuing work-life balance at JMU and TUD.

7. Consistent quality management is part of all measures supporting gender equality and diversity.

JMU and TUD monitor the efficiency of their gender equality and diversity measures by tracking e.g. the development of female representation, at all levels from undergraduate entrants to professors against target quotas for women at the different academic career stages.

The above stated shared understanding shall be continuously updated in order to improve the efficiency of all measures for gender equality and diversity. This will include establishing an annual forum for best practice exchange on these issues between JMU and TUD, including other successful examples realized at leading universities worldwide.

This policy will be amended as appropriate to meet the demands of future developments.