



Universität Potsdam

# **Equal Opportunity Concept for Gender Parity**

for the application for the Female Professors Program  
2030

**Shaping cultural change –  
with gender-equity, equal opportunities, and intersectionality.**

*“We have already achieved a great deal with regard to the advancement of women and anti-discrimination work in recent years and we want to continue to make good progress on these issues in the future and help shape them. During such politically difficult times as these, in particular, it is our honorable duty to champion gender equality in order to strengthen our university and our society so that they remain democratic, open and diverse.”*

President Prof. Oliver Günther, Ph.D.

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**ABKÜRZUNGSVERZEICHNIS**

AGG	Allgemeines Gleichbehandlungsgesetz (General Equal Treatment Act)
Anti-Discrimination Guidelines	Guidelines on Protection against Discrimination, (Cyber) Bullying and (Cyber)Stalking
BbgHG	Brandenburgisches Hochschulgesetz (Brandenburg Higher Education Act)
D3	Division of Human Resources and Legal Affairs
DEF	Digital Engineering Faculty
dezGBA	Dezentrale Gleichstellungsbeauftragte (Decentralized Equal Opportunity Officers)
FGW	Fakultät für Gesundheitswissenschaften (Faculty of Health Sciences)
DFG	Deutsche Forschungsgemeinschaft (German Research Foundation)
GEP	Gender Equality Plan
GKP	Gleichstellungskonzept für Parität (Equal Opportunity Concept for Gender Parity)
GZK	Gleichstellungszukunftskonzept (Future of Equal Opportunity Concept)
HEP	Hochschulentwicklungsplan (University Development Plan)
IO	International Office
KfC	Koordinationsbüro für Chancengleichheit (Equal Opportunity Coordination Office)
PEK	Personalentwicklungskonzept (HR Development Concept)
PoGS	Potsdam Graduate School
PP	Professorinnenprogramm (Female Professors Program)
ProfiNet	Professorinnennetzwerk (Female Professors Network)
SBDG	Sexualisierte Belästigung, Diskriminierung und Gewalt (sexualized harassment, discrimination and violence)
SfF	Service für Familien (Service for Families)
TIN	trans, inter and non-binary
UP	University of Potsdam
VPF	Vizepräsidentin für Forschung, wissenschaftliche Qualifizierungsphase und Chancengleichheit (Vice President for Research, Early Career Researchers, and Equal Opportunities)
WCW	Weiterbildungsakademie für Chancengleichheit in der Wissenschaft (Further Education Academy for Equal Opportunities in Science and Academia)
WiSe	Wintersemester (winter semester)
WiSSZeitVG	Wissenschaftszeitvertragsgesetz (Law on Fixed-Term Employment in Academia)
ZfQ	Zentrum für Qualitätsentwicklung in Lehre und Studium (Center for Teaching Quality Development)
zGBA	Zentrale Gleichstellungsbeauftragte (Central Equal Opportunity Commissioner)
ZZ	Zusatzzertifikat Interdisziplinäre Geschlechterstudien (Additional Certificate in Interdisciplinary Gender Studies)

## 1. STRUCTURE AND INITIAL SITUATION

The University of Potsdam (UP) was founded in 1991 and is funded by the Ministry of Science, Research, and Culture of the State of Brandenburg. Brandenburg's largest institution of higher education offers around 20,000 students (winter semester (WiSe) 2023/24) and over 3,100 employees (2023) a place to study, teach, research, and work at its three campuses in Golm, Griebnitzsee, and Am Neuen Palais. The UP consists of seven faculties: Faculty of Arts, Faculty of Science, Faculty of Human Sciences, Faculty of Economics and Social Sciences, Law Faculty, Digital Engineering Faculty (DEF) and the Faculty of Health Sciences (FGW) – sorted by number of students per faculty. With the founding of the DEF as the first privately funded faculty in Germany, as well as the FGW (2018), as a joint institution with the Brandenburg University of Technology Cottbus-Senftenberg and the Brandenburg Medical School, the UP broke new and innovative ground in 2017. Against the backdrop of the current negotiations regarding the new university contract, the university development plan up to 2030, the upcoming state elections and the implementation of the new Brandenburg Higher Education Act (BbgHG) and the planned amendment to the Law on Fixed-Term Employment in Academia (WiSSZeitVG), many changes are on the horizon. The UP would like to manage this under the leadership of the Executive Board (President, Vice President for Research, Early Career Researchers, and Equal Opportunities (VPF), Vice President for Teaching, Studies and Europe, and Chancellor), which has been active in this constellation since September 2023. In view of the shortage of skilled workers, potentially declining numbers of students, anti-democratic tendencies, and social tensions, the university would like to take on a pioneering role, position itself clearly, and be a place where studying, working, and research remain open and tolerant.

## 2. STRUCTURAL INCORPORATION OF THE EQUAL OPPORTUNITY CONCEPT FOR GENDER PARITY AT THE CENTRAL AND DECENTRALIZED LEVELS OF THE UNIVERSITY

Equal opportunity work at the UP has advanced and was consolidated to a large extent through various measures set out in the four gender equality concepts published to date, three of them as part of the Female Professors Program (PP), program line I-III in 2008, 2013 and 2018. The Gender Equality Plan (GEP) is the most up-to-date and comprehensive equal opportunity concept (2023). The GEP is a prerequisite for the participation of institutions of higher education in research programs within the framework of Horizon Europe on the part of the European Union and enabled us to revise, evaluate, and advance these strategic equal opportunity processes from 2023-2025. It is a basis for the development of the Equal Opportunity Concept for Gender Parity. The UP is guided by the Research-Oriented Equal Opportunity and Diversity Standards ("Forschungsorientierte Gleichstellungs- und Diversitätsstandards") of the German Research Foundation (DFG) and is constantly working on integrating them into research and teaching. Since 2022, it has also implemented this by considering other diversity dimensions than just gender in research projects. At the same time, the UP's actions are guided by the quality standards for equal opportunity and family orientation at Brandenburg's institutions of higher education (updated in 2024), which have been effective since 2010 and have been continuously improved. In 2022, the university also adopted the Guidelines on Protection against Discrimination, (Cyber)Bullying and (Cyber)Stalking (Anti-Discrimination Guidelines). The Anti-Discrimination Guidelines extend the scope of application of the General Equal Treatment Act (AGG) to include all status groups at the university with regard to protection against discrimination and expands the discrimination dimensions of the AGG, in particular, to include the category of

"social origin". This directive also provides for the establishment of a Complaints Office at the UP, which was established in 2023. As cross-cutting tasks, diversity policies in conjunction with equal opportunity and family equity, which have historically developed as guiding principles at the UP over the last few years, form the basis for the successful organization of student life, research, teaching, and administration. Equal opportunity work at the UP can thus be considered as intersectional<sup>1</sup>. Gender is a dimension that is relevant in equal opportunity work at universities, alongside other diversity dimensions such as marital status, ethnic and social origin, disability, religion, and world view. The Equal Opportunity Coordination Office (KfC) is the organizational unit that bundles the work areas of gender equality, diversity, and anti-discrimination and institutionalizes them under one roof. This is reflected in the measures and targets below. Currently, the UP is involved in a number of strategic processes. In 2023, it successfully completed the Stifterverband's diversity audit „Shaping Diversity“, resulting in the adoption of a university-wide diversity strategy<sup>2</sup>, which will be implemented in the coming years. The re-negotiations of the university contract with the state of Brandenburg are currently in their final phase and the new version of the BbgHG was adopted by the state parliament in April 2024. In January 2023, a structural evaluation of Brandenburg's academic and scientific landscape by the German Science and Humanities Council (Wissenschaftsrat) took place at the UP. The results of this were published in January 2024 and emphasized the positive developments in equal opportunity work at the UP. The UP is currently working on its development strategy for the next five years as part of the University Development Plan (HEP). The

<sup>1</sup> Intersectionality means a diversity-aware approach, with the understanding that different forms of discrimination are intertwined and interact. A comprehensive understanding of diversity and the forms of discrimination relevant to the UP is defined in the diversity strategy adopted in 2023 as part of the Stifterverband's „Shaping Diversity“ auditing process.

<sup>2</sup> Cf. [https://www.uni-potsdam.de/fileadmin/projects/gleichstellung/Bilder/Aktuelles/2024/KfC\\_Diversitätsstrategie\\_WEB.pdf](https://www.uni-potsdam.de/fileadmin/projects/gleichstellung/Bilder/Aktuelles/2024/KfC_Diversitätsstrategie_WEB.pdf), accessed: May 29, 2024.

Central Equal Opportunity Commissioner (zGBA) and her KfC team are members of various working groups, with a leading role in the area of creating an attractive/ sustainable working environment & campus life. In addition, topics such as gender equality, promotion of diversity, and anti-discrimination are relevant in other fields of action of the new HEP. The HEP will come into force in 2025. In October 2023, the UP was awarded the Total Equality Award and the Add-On Diversity for the period from 2023—2026 for the eighth time. The CEWS university ranking according to equal opportunity aspects has repeatedly recognized the UP in one of the highest categories achieved to date: in 2023, the UP was ranked in ranking group 2 for the first time (with 11 out of 12 points), as it repeatedly succeeded in constantly increasing or maintaining the proportion of women at all qualification levels over the last 10 years. Through these processes, most of which are taking place in parallel, the university is taking steps to further advance its gender equality and equal opportunity efforts as well as a family-friendly environment. It solidifies equality goals and anti-discrimination work even more firmly as cross-cutting tasks at both the central and decentralized level. Taking these processes into account, the Equal Opportunity Concept for Gender Parity (GKP) now sets out further goals and milestones for the next 6 years with regard to intersectional equal opportunity work. In accordance with the funding guidelines, the target group consists of female professors and women in (scientific) management positions, female scholars, and female students in areas in which they are underrepresented. The aim is to bring about a cultural shift towards a university culture that promotes equal opportunity and gender equity. Our measures are aimed at women. In areas where men are underrepresented, they will also be our target group in the long term to ensure solidified and sustainable equal opportunity work for all genders.<sup>3</sup>

<sup>3</sup> Equal opportunity work at the UP is always oriented towards a diverse concept of the term gender that goes beyond a binary understanding of gender.

The processes associated with the GKP were managed by central institutions and took place in close coordination with the various faculties and divisions. Under the leadership of the KfC and the zGBA, equal opportunity goals and measures for the period of 2024 to 2030+ were developed in close coordination with the administrative institutions associated with the concept: with the Service for Families (SfF), Appointment Management (BM), Human Resources and Legal Affairs (D3), Potsdam Graduate School (PoGS), Career Service, Health Management, STEM Student Orientation Office, and International Office (IO). There was also a frequent exchange of ideas with the decentralized Equal Opportunity Officers (dezGBA): the equal opportunity plans of the faculties and institutions<sup>4</sup> were and are developed in parallel and in coordination with the measures of the GKP with the involvement of the dezGBAs in order to ensure that they are anchored at the decentralized level and follow a strategic and uniform approach. In this way, the UP made sure that measures were firmly embedded in the structure of the entire university from the outset, thus ensuring the actual implementation of the planned equal opportunity measures. In order to do justice to both the strategic and application-related issues of the GKP, the zGBA held discussions with representatives of all dean's offices, faculty management, and the Executive Board, presented the equal opportunity measures, and collected suggestions and criticism.<sup>5</sup>

4 Cf. <https://www.uni-potsdam.de/de/gleichstellung/gleichstellungsbeauftragte/gleichstellungskonzepte>, accessed: May 29, 2024.

5 In addition, supported by a broad majority and backed by the university management, the GKP was initially adopted in June 2024 by the Senate Commission for Equal Opportunities, the General Staff Council and finally noted with approval by the UP Senate. It thus follows on from the pioneering equal opportunity concepts of 2008, 2013, and 2019 (see resolutions in the annex to the concept).

### 3. ANALYSIS OF STRENGTHS AND WEAKNESSES REGARDING THE REPRESENTATION OF WOMEN AT THE UP

The proportion of women at the UP has risen steadily in recent years. The consistently high proportion of women (56%) in the student body, 55% among academic staff, and a remarkable increase in the proportion of female professors reaching 40% in 2023 demonstrate the sustained successful advancement of women in academic careers.

#### 3.1 MANAGEMENT LEVEL AND REPRESENTATION IN BOARDS AND COMMITTEES

Since 2022, the university's management at the UP has had equal representation with regard to gender, which is well above the national average of 33.5% (2022)<sup>6</sup>. The University of Potsdam is headed by the **President** (male), the two **Vice Presidents**<sup>7</sup> (female) and the **Chancellor** (male). There is continuous and close cooperation between those engaged in central and decentralized equal opportunity work and the university management. Another major success is the KfC's visibility in the organizational chart<sup>8</sup> and the fact that it has been included within the scope of the university management since 2022. The **deans, vice deans, deans of studies**, and the **managing directors** of the seven faculties of the UP form the **decentralized management level** of the university. The Faculties of Economics and Social Sciences and of Human Sciences are headed by a woman. The

6 Cf. „Statistischer Bericht – Statistik an Hochschulen 2022“: [https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bildung-Forschung-Kultur/Hochschulen/Publikationen/\\_publikationen-innen-hochschulen-personal.html](https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bildung-Forschung-Kultur/Hochschulen/Publikationen/_publikationen-innen-hochschulen-personal.html), accessed: May 29, 2024. As well as “CHECK-Hochschulleitung in Deutschland” 2024, <https://www.chc.de/download/hochschulleitung-deutschland-2024/>, accessed: May 29, 2024.

7 Vice President for Research, Early Career Researchers, and Equal Opportunities; Vice President for Teaching, Studies, and Europe.

8 Cf. [https://www.uni-potsdam.de/fileadmin/projects/up/docs/organisation/Organisationsstruktur\\_Universitaet\\_Potsdam\\_2024.01.19.pdf](https://www.uni-potsdam.de/fileadmin/projects/up/docs/organisation/Organisationsstruktur_Universitaet_Potsdam_2024.01.19.pdf), accessed: May 13, 2024.

proportion of women among deans and deans of studies is 36%<sup>9</sup>. The position of faculty managing director has a remarkable proportion of women of 66%. Similar numbers are reached with regard to administration positions at the university as a whole. By assigning the issue of equal opportunities to the portfolio of a female Vice President and in view of the steadily increasing proportion of women at the management level, the university is demonstrating its **commitment to promoting women** and fulfilling its **role model function**. However, the zGBA and dezGBA have so far not been sufficiently and systematically involved in the decision-making processes when management positions are filled in the faculties and the university management.

There are currently 16 central commissions and advisory boards at the UP and a working group against right-wing extremism set up by the Senate.

The total proportion of women on **committees**<sup>10</sup> at the UP (central and partly decentralized) is **48%** in 2024.<sup>11</sup> Fortunately, the proportion of women has increased by almost 15% over the last ten years (2013: 34%, 2017: 38%, 2024: 48%). A closer look at the various bodies reveals that the overall average is shifted upwards in particular by individual committees with an above-average proportion of women and conceals the fact that **half of the committees evaluated do not yet have equal representation in terms of gender**. The Advisory Board for Digitalization with 18%, the Statutes Committee with 20%, the Commission for Research and Young Academics and the Commission for the Investigation of Academic Misconduct with 33% each rank lowest. The pro-

9 Proportion of female vice deans: 44%; proportion of female deans of studies: 20%; source: Websites of the faculties of the University of Potsdam.

10 Cf. Section 61(2), p. 2 BbgHG: At least one third of the voting members of all committees should be women, [https://www.uni-potsdam.de/fileadmin/projects/gleichstellung/Publikationen/Gesetze/\\_BbgHG.pdf](https://www.uni-potsdam.de/fileadmin/projects/gleichstellung/Publikationen/Gesetze/_BbgHG.pdf), accessed: May 29, 2024.

11 The data was calculated by the Equal Opportunity Coordination Office. To calculate the proportion of women, we tried to derive the gender from the name. This information is for orientation purposes and is not valid, as the gender of a person cannot be reliably inferred from their appearance or name

blem remains that in areas in which women are underrepresented, the commitment of the women who do work there often leads to additional burdens on them, as they often compensate for the low proportion of women. This can also impair academic performance.

In order to advise the university on gender and discrimination-related issues and to support structural developments, the zGBA is a member of all UP committees. It is of particular importance to her in this regard to foster close cooperation with the respective chairperson of these committees in order to specifically recruit female candidates for committees that do not have equal representation. At the University of Potsdam, the Central Equal Opportunity Commissioner is supported by the decentralized Equal Opportunity Officers for the faculties, the President's Office, the central administration, the central and academic institutions, and the library. They participate in faculty committees and staff recruitment procedures or search committees. With a fixed time slot reserved for them in every meeting, the dezGBA report on faculty-specific and, on behalf of the zGBA, university-wide issues at the meetings of the faculty councils and Senate.

#### Objectives:

- Increasing the proportion of women in academic leadership positions
- Boosting visibility of the attractiveness of these career paths in academia
- Increasing the proportion of women in committees in which they are underrepresented
- Raising awareness on a structural level of the challenges/requirements of the additional workload caused by committee work
- Maintaining and intensifying cooperation between the Equal Opportunity Officers and Commissioner and the university/faculty management and all committees
- Professionalization of decentralized equal opportunity work

### 3.2 ACADEMIC QUALIFICATION PROCESS

The depiction of the proportion of women per academic qualification level<sup>12</sup> in 2023 showed, that the proportion of female students and graduates is still very high, but decreases by 10% for doctorates. It is a positive development that during the doctorate<sup>13</sup> and also during the transition to a postdoctoral position<sup>14</sup>, there is no noticeable drop-out<sup>15</sup> of women at the UP<sup>16</sup>. The proportion of women at the junior professorship qualification level increased again to reach 55%.

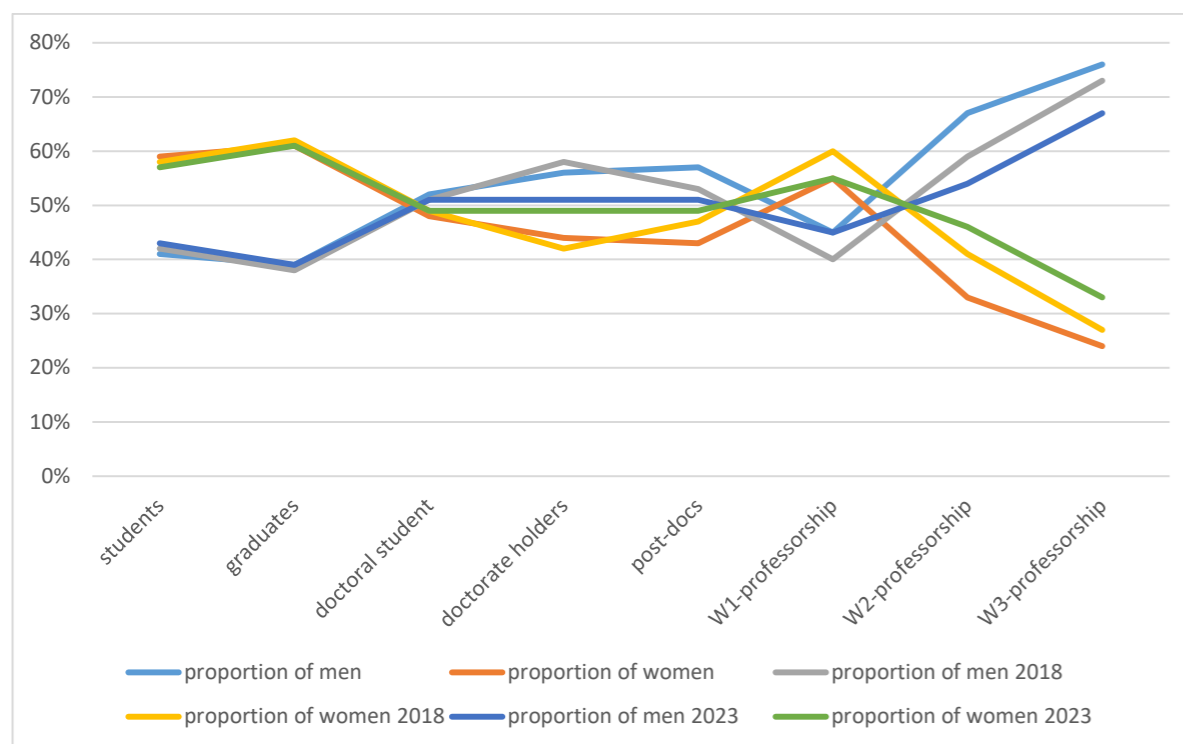


Figure 1: Gender distribution within the academic qualification levels at the UP in percent in the years 2013, 2018, 2023.

<sup>12</sup>The data was calculated by the Equal Opportunity Coordination Office. To calculate the proportion of women, we tried to derive the gender from the name. This information is for orientation purposes and is not valid, as the gender of a person cannot be reliably inferred from their appearance or name

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<sup>14</sup>In the statistical analysis, postdocs at the UP are academic staff with a title who are younger than 51. Source: Division 1, as of December 2023.

<sup>15</sup>Cf. Ceci, S. et al. (2014): drop-out refers to the departure of women from academia, despite their formal qualifications to remain in the academic system, <https://journals.sagepub.com/doi/10.1177/1529100614541236>, accessed: May 3, 2024.

<sup>16</sup>Differences within the faculties are described in the section on academic staff.

The gender gap in terms of the higher-paid W2<sup>17</sup> and W3 professorships<sup>18</sup> has narrowed in recent years, but there is still a large discrepancy, particularly in the case of W3 professorships.

#### In Detail: Female Students

The University of Potsdam offers a wide range of undergraduate bachelor's degree programs and a multifaceted range of research- and application-oriented master's degree programs. There are currently 18,961 students at the UP, 57% of whom are female. Compared to the previous year, the number of students has fallen slightly after having risen steadily in recent years. The slight decline in the student body could be attributed to the COVID pandemic (particularly with regard to international students), the effects of the low number of students graduating from high school (although less so for the eastern German federal states) and the general demographic development.<sup>19</sup> However, the causes of the development in student numbers are complex and must be monitored in the coming years. In its forecast and analysis of Brandenburg's academic landscape, the German Council of Science

and Humanities assumes<sup>20</sup> that the number of students will stagnate in the medium and long term and therefore recommends tapping into new target groups and improving the quality of degrees.

Despite the high number of female students at the University of Potsdam, there are strong subject/faculty-specific differences. **The proportion of women** is highest in the **Faculty of Human Sciences** with **70%**, while it is only **22%** at the **Digital Engineering Faculty**. The **high number of female students in STEM subjects** should be emphasized though<sup>21</sup>. The new master's degree programs in **Geosciences (72%)** and **Ecology, Evolution and Conservation (69%)** are particularly popular with female students. A disproportionately high number of women also study **nutritional sciences (84%)**, **biology (70%)** and **biochemistry and molecular biology (68%)**. By contrast, the number of female students is lowest in traditional mathematics, information technology and natural sciences degree courses: in the winter semester of 2023/24, the proportion of women in **cyber security, informatics/ computational science, IT systems engineering and data engineering** was **under 20%**. The proportion of women in **physics (32%)**, **mathematics (36%)** and **chemistry (36%)** is also low and, above all, steadily decreasing.

<sup>17</sup>When the text refers to W2 professorships, it also includes C3 professorships. This is due to the fact that the W pay scale group, which has been in force in Germany since 2002, replaced the previous C pay scale group. W2 and C3 professorships are comparable salary levels for (junior) professors with similar requirements and responsibilities.

<sup>18</sup>When the text refers to W3 professorships, it also includes C4 professorships.

<sup>19</sup>Since the 2020/2021 winter semester, the UP has recorded a continuous but moderate decline in student numbers. In the winter semester 2023/2024, the year-on-year decline was 1.9 percent. This puts the UP below the national average, according to which 2.4 percent fewer students were enrolled at universities in the winter semester 2023/2024 than a year earlier (Federal Statistical Office). Nevertheless, according to the Federal Statistical Office, there has been an increase in the number of first-year students in the current academic year. According to forecasts by the Standing Conference of the Ministers of Education and Cultural Affairs (KMK), the number of first-year students in Brandenburg will stagnate until 2025 and then rise continuously until 2035, meaning that the overall number of students can also be expected to stabilize. The KMK cites pandemic-related effects as the reason for the recent decline in numbers. The KMK does not see any effects of teens staying in school for a year longer in some western German states for the eastern German states. Prior to 2021, the number of first-semester students had been declining for four years, mainly because the number of young people in the relevant age groups was decreasing, according to the Federal Statistical Office. The COVID-19 pandemic had exacerbated this development, as the number of international students coming to Germany to study fell sharply for a while. The increase in the number of first-semester students in the 2022 academic year was largely due to a renewed increase in this group.

<sup>20</sup>Cf. [https://www.wissenschaftsrat.de/download/2024/1693-24.pdf?\\_\\_blob=publicationFile&v=5](https://www.wissenschaftsrat.de/download/2024/1693-24.pdf?__blob=publicationFile&v=5), accessed: June 13, 2024.

<sup>21</sup>STEM subjects at the UP include the degree programs of the Faculty of Science and the Digital Engineering Faculty.

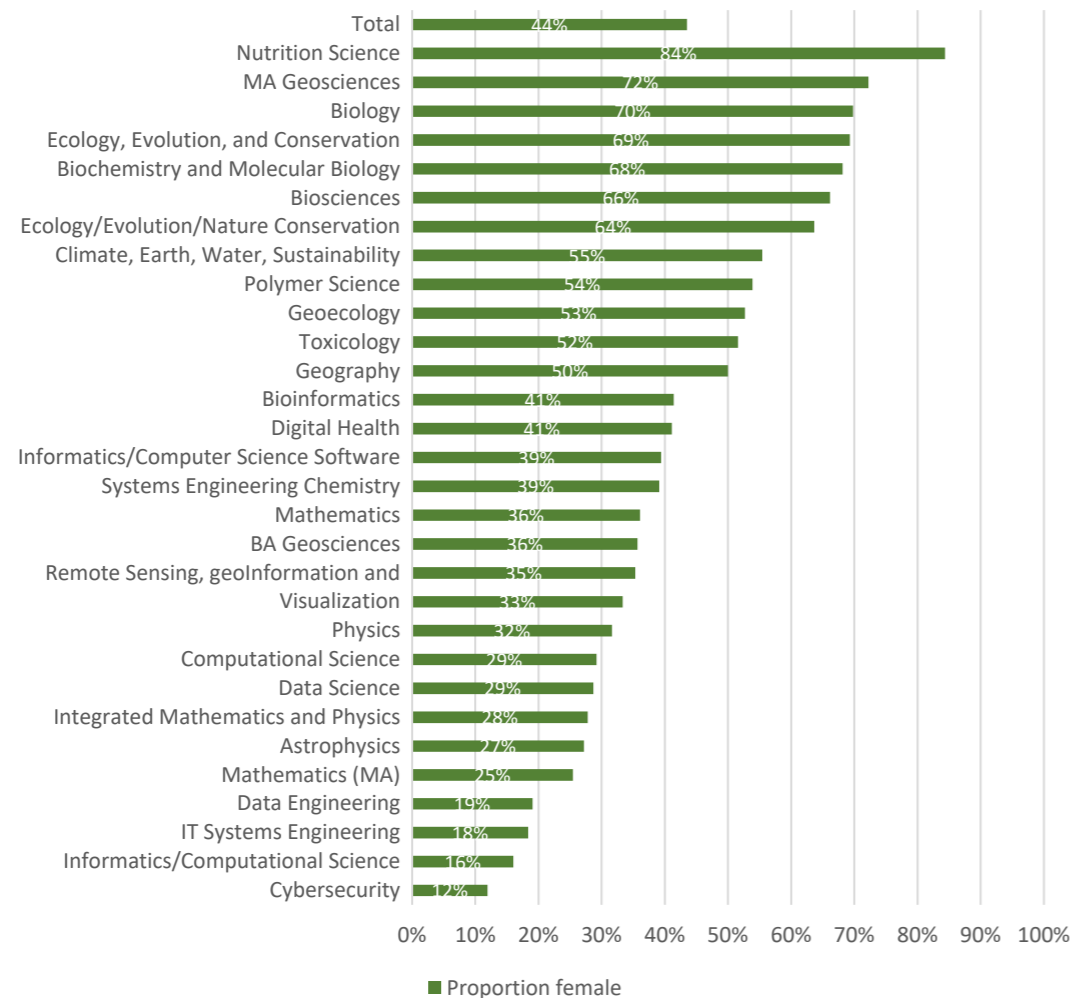


Figure 2: Percentage of female students in STEM subjects at the UP, winter semester 23/24 (excluding doctorates).

A low proportion of women during university studies can be challenging for certain groups of students. Male-dominated subject cultures and a corresponding habitus can maintain and reproduce gender hierarchies and inequalities. Program content with an androcentric focus can also promote sexism in the teaching and learning environment.<sup>22</sup> As a result, implicit or explicit ste-

22 Cf. Erlemann, M. (2018): Fachkulturen und Geschlecht in den Natur- und Technikwissenschaften – Forschungsergebnisse am Beispiel der physikalischen Fachkulturen. Mit umfangreichen Literaturhinweisen zu den Lehrveranstaltungen der Maria-Goeppert-Mayer-Gastprofessur Technik & Gender im WiSe 2017/2018 (Schriftenreihe der Hochschule Emden/Leer Gleichstellungsstelle, Band 27). Emden: Hochschule Emden/Leer, p. 3-29.; Bütow, B., Eckert, L. & Teichmann, F. (2016): Fachkulturen als Ordnung der Geschlechter. Praxeo-logische Analysen von Doing Gender in der akademischen Lehre. Opladen, Berlin, Toronto: Verlag Barbara Budrich; see also <https://www.uni-potsdam.de/de/nachrichten/detail/2024-05-23-maedchen-und-mathe-wie-das-geschlecht-leistung-und-motivation-von-schueler-innen%20beeinflusst>, accessed: June 24, 2024

reotypical attitudes towards the different genders can still influence the academic performance evaluations of students, faculty, and researchers to the detriment of women.<sup>23</sup>

Since 2020, it has fortunately been possible to select the **gender options “diverse”** and **“not specified”** when registering for university studies. In the winter semester 2023/24, there were 47 people who chose the “diverse” gender option and 68 who chose “not specified”.

Since October 2022, it has been possible to change the first name and gender entry at the UP.<sup>24</sup> The UP endeavors to take into account the needs of trans\*, inter\* and non-binary (TIN) persons and to ensure respectful treatment and will work on the implementation of the change process for first names in accordance with the Self-Determination Act passed in April 2024. As far as possible, the university refrains from using gender in salutations and on degree certificates. Students can change and adapt their gender entry independently in the relevant portals (e.g. PULS).

Previous measures in **student marketing** (e.g. university information events, website), state policy programs for student orientation (e.g. Brandenburg Student Orientation Network), but also gender-awareness programs (co-financed by PP I and II: Future Day for Boys and Girls, Brl-SaNT, tasteMINT) have so far contributed to the recruitment of female students, particularly in the natural sciences. Programs such as the junior student program (which emerged from the Semesterakademie) and the permanent position of the STEM advisor (project manager of BrlSaNT in PP I and II) are success stories of effective

23 Cf. Blome, E. et al. (2013): Handbuch zur Gleichstellungspolitik an Hochschulen Von der Frauenförderung zum Diversity Management? p. 63/64 [https://www.uni-potsdam.de/fileadmin/projects/diskriminierungsfreie-hochschule/Dateien/Handbuch\\_zur\\_Gleichstellungspolitik\\_an\\_Hochschulen\\_2\\_vollst%C3%A4ndig\\_%C3%BCberarbeitete\\_und\\_erweiterte\\_Auflage\\_Blome\\_Erfmeier\\_G%C3%BClcher\\_Smykalla.pdf](https://www.uni-potsdam.de/fileadmin/projects/diskriminierungsfreie-hochschule/Dateien/Handbuch_zur_Gleichstellungspolitik_an_Hochschulen_2_vollst%C3%A4ndig_%C3%BCberarbeitete_und_erweiterte_Auflage_Blome_Erfmeier_G%C3%BClcher_Smykalla.pdf), accessed: June 24, 2024.  
24 Cf. <https://www.uni-potsdam.de/de/gleichstellung/vornamensaenderung>, accessed: May 26, 2024.

gender-aware student orientation programs. In recent years, both students and lecturers have also attended workshops on gender-equitable university culture as part of the continuing education offers of the KfC and the Center for Teaching Quality Development (ZfQ)/Career Service.

Another success story is the **mentoring program for female students**, which has been running for over 10 years. In 9 cohorts, 107 female students were able to network, grow, and prepare for the completion of their degree.

In 2022, a working group on volunteering (**AG Ehrenamt**) presented a concept which was the basis for a new statute entitled “Regulations on the Granting of Remuneration for Students Working in Committees of the University of Potsdam”<sup>25</sup>. This offers students who actively participate in committees an incentive for political and democratic participation, especially for students from non-academic households and people who have not been socialized in the German system, in order to make leadership positions in the area of university policies more accessible to women. The highly sought-after **additional certificate<sup>26</sup> (ZZ) Interdisciplinary Gender Studies** shows that there is a very high demand for gender studies in teaching. 94 participants are actively registered at the moment. The certificate is exceptionally popular at the Faculty of Human Sciences (36/94), followed by the Faculty of Arts (24/94) and Social Sciences (21/94). It is clear how important a variety of extracurricular content and options from the field of gender and queer studies, such as the ZZ, are in this context.

The visiting professorship established in 2024 in the field of interdisciplinary women’s\* and gender research responds to this need and must be institutionalized in order to give students the opportunity to continue to engage academically with the topics of gender and diversity.

25 Cf. [https://www.uni-potsdam.de/fileadmin/projects/ambek/Amtliche\\_Bekanntmachungen/2023/Ausgabe\\_14/ambek-2023-14-598.pdf](https://www.uni-potsdam.de/fileadmin/projects/ambek/Amtliche_Bekanntmachungen/2023/Ausgabe_14/ambek-2023-14-598.pdf), accessed: May 26, 2024.

26 The additional certificate has been a permanent part of the regulations on „Studiumplus“ studies since 2005 and has thus become a certified key competence in many degree programs.

**Objectives:**

- Gender-specific advising and support in the establishment and evaluation of STEM degree programs and STEM degree orientation programs
- Advice on implementing a gender-equitable culture in teaching and studying, in particular in further training courses for faculty on gender bias issues
- Expansion of empowerment offers for female students
- Expanding gender studies and increasing the attractiveness of issues relating to gender and diversity in the range of courses on offer

**In Detail: Female Scholars in the Qualification Phase**

The proportion of women among academic staff<sup>27</sup> at the UP has been above **50% for 10 years** and is increasing every year (proportion of women in 2014: 51%, 2018: 53%, 2022: 55%). Recently, the proportion of women has remained at 55% (2023). At the Faculties of Human Sciences, of Arts, of Health Sciences, and the central scientific institutions, the proportion of women is over 60%, whereas at the Law Faculty, it is 33%. 63% (n=998) of academic staff at the University of Potsdam are funded by third-party and special funds.

The majority of research assistant contracts at faculties are temporary due to them being qualification positions or expiring funding sources. 77% of the people financed from the budget are in temporary employment, primarily at the Law Faculty (95%) and at the Faculty of Economics and Social Sciences (93%). At the other faculties, the proportion of fixed-term contracts is around 3/4 of employees. If the gender component is taken into account, we see that the proportion of wo-

<sup>27</sup> Academic staff at the UP are differentiated by type of funding, but not by qualification level and include all academic staff whose main occupation is at the UP (including staff on leave of absence). There are currently no structures available that allow a breakdown of the positions. This has already been the subject of some initial deliberations.

men on fixed-term contracts financed from the budget is 51%.

Many academic staff hold a qualification position with the aim of completing a doctorate. For a doctorate, it is not absolutely necessary to be employed as academic staff. In addition to positions as a research assistant, there is also the opportunity to obtain a doctorate through external doctorates, scholarships, or graduate programs. The proportion of doctorates completed by women in the period 2019-2023 fluctuated slightly and was at just under 50% (2019: 49%, 2021: 50%, 2023: 49%) for the entire UP. It should be emphasized that the proportion of women completing doctorates at the **DEF** in particular has risen significantly (2019: 18%, 2023: 26%), as well as at the **Law Faculty** (2021: 55%, 2022: 72%, 2023: 58%). The highest proportion of doctorates completed by women is recorded at the **Faculty of Human Sciences** (2019: 70%, 2023: 73%). We are pleased to report that the proportion of women among doctoral students in the winter semester 2022/23 was 48%. Compared to the 49% share of women completing doctorates in 2023, there was no overall university-wide drop-out during the doctoral phase.

After completing their doctorate, female academics in the qualification phase are often faced with the decision of how to continue their academic career. While some graduates move directly into non-academic professions after their doctorate, many pursue further academic qualifications and take up a postdoctoral position. This position serves to deepen and expand academic qualifications and offers the opportunity to independently carry out and manage research projects. Statistically speaking, many academics across Germany leave the academic system after completing their doctorate - only around 30% work in the academic sector in the first year after completing their doctorate.<sup>28</sup> As reasons for

<sup>28</sup> Cf. Konsortium Bundesbericht Wissenschaftlicher Nachwuchs (2021): Bundesbericht Wissenschaftlicher Nachwuchs, p. 34, <https://www.buwin.de/dateien/buwin-2021.pdf>, accessed: May 26, 2024.

this dropout, also called leaky pipeline, women in particular often cite a lack of or inadequate compatibility of family life and career, the inability to plan in these career paths, and the fact that the doctorate or habilitation qualification phase coincided with starting a family. Other reasons may lie in the nature of an academic system and culture that is still dominated by men, e.g. there are still evaluation standards for academic achievements that do not take the special situation of women (e.g. family and care responsibilities) into account to a sufficient extent. We need more transparent information in order to improve evaluation processes and processes that are designed to be gender-equitable so that women can be supported in their academic careers in a more needs-based way.<sup>29</sup>

At the UP, the proportion of female postdoctoral researchers (postdocs)<sup>30</sup> is a high 49% across the university as a whole. If one compares the completed doctorates with the postdoc positions according to cascade logic, it becomes apparent that there was a drop-out of 13% of at the Faculty of Science during the two qualification phases of women in 2023. At the Law Faculty, Faculty of Human Sciences, and the Faculty of Economics and Social Sciences, between 5 – 6% fewer women occupied postdoc positions. Despite the downward trend, the proportion of women in the last three faculties we mentioned is high: between 41% (Economics and Social Sciences) and 67% (Human Sciences).

Over the past two years, as part of **gender data management** at the UP, monitoring for observation and analysis of the gender distribution

<sup>29</sup> On January 26, 2024, the UP joined the Coalition for Advancing Research Assessment (CoARA). CoARA is an association of organizations, which strive for a reform of the evaluation of research performance with the vision of recognizing the diversity of research methods and research results in different disciplines and making sure they are reflected in the way research performance is evaluated. Proposals for new evaluation criteria and methods are being developed in international, interdisciplinary working groups.

<sup>30</sup> Postdocs at the UP are academic staff with a title who are younger than 51.

in the various positions has been significantly expanded. In order to increase the quality and informative value of the data, networks were established with the relevant organizational units within the university. This cooperation is to create a basis for effective exchange and coherent data collection. Furthermore, the required analysis categories were developed and recorded in a data catalog. This catalog serves as a central reference tool that ensures the consistency and comparability of the collected data and thus provides a sound basis for further analyses and data-supported governance structures. Finally, gender data management includes communication of existing inequalities and making them visible. This also includes a systematic examination of the current digitalization processes and processes relating to AI at the UP. So far, equal opportunity issues have not been systematically taken into account in these areas.

A **university-wide survey on diversity and experiences of discrimination** was carried out as part of the diversity audit in collaboration with HR Development and the Equal Opportunity and Diversity Officer for data- and needs-based intersectional equal opportunity work. The survey was aimed at all university members and was conducted anonymously. The results help to provide a differentiated picture of the realities of life at the UP and to develop measures to protect against discrimination. One result of the survey was the lack of visibility of existing advisory structures at the university. Their web presence has been centralized and revised as a result.

Over the past years, the UP has integrated numerous measures to promote young female academics at the UP. For example, a transparent permanent position concept, the adoption of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (HRS4R)<sup>31</sup> – a commitment to transparent per-

<sup>31</sup> Cf. <https://www.uni-potsdam.de/de/arbeiten-an-der-up/personal-entwicklung/human-resources-strategy-for-researchers>, accessed: May

sonnel selection procedures based on suitability and merit-based criteria – were introduced in all personnel areas, including academic staff (OTM-R strategy)<sup>32</sup>.

Thanks to the Gertrud Feiertag Scholarships, the further development of the mentoring program for female scientists, the introduction of a further education academy for female scientists, and individual financial and personnel support for female scientists, the UP is actively working on improvements so as to enable women to pursue an academic career. Due to centrally controlled allocation processes, faculty-specific needs in the promotion of women have so far been taken into account to a lesser extent. There is an urgent need for improvement here.

The filling and allocation of permanent positions was scrutinized from a gender-specific perspective during the evaluation of the existing permanent position concept. Quantitatively, no anomalies could be identified. In particular, the implementation of the results of the state-wide „Good Work“ process<sup>33</sup> and the planned amendment to the German Act on Fixed-Term Employment in Academia (WiSSZeitVG) pose new challenges for universities and also for the UP. The UP tries to find suitable ways to implement these developments, taking into account gender-specific and family-oriented issues (see field of action „Good working conditions and personnel development“).

The concept for active recruitment was developed in 2024 as part of the measures to promote equal opportunity and will be implemented together with the OTM-R strategy in collaboration with HR development and management as well as the zGBA over the next few years.

The **Gertrud Feiertag Scholarship**<sup>34</sup> is a successfully integrated equal opportunity measure for female academics at the UP. Since 2007, it has provided financial support to a total of 151 female early-career researchers and students in the final phase of their studies (as of June 2022). Approx. 75% of the funding recipients were/are doctoral candidates, 20% students, and 7% post-docs; 52% of the female applicants are mothers; 51% were/are international students or researchers. This shows that the needs of women with care responsibilities in particular as well as international students or researchers and especially female doctoral candidates have so far only received inadequate support at the UP.

The **Further Education Academy for Equal Opportunities in Science and Academia (WCW)**, founded in 2022 and part of the responsibilities of the KfC, aims to provide target group-specific, needs-oriented, and innovative services to pave the way for more women to become professors and to enable them to remain in academia. To this end, we offer a wide range of workshops and lectures to empower female academics and to raise awareness of anti-discrimination, equal opportunity, diversity, and biases among people with management and disciplinary responsibility, thereby preventing discrimination and the abuse of power. In the period 2022 – 2023, 6 workshops on these topics have been held.

The **Mentoring Plus** program has also been making an important contribution to the advancement of career and promotion opportunities of women at the UP since 2014. The program evaluations show a high need for support with the development and implementation of individual career strategies at all three qualification levels. Since 2014, the PoGS has seen a high demand for its services among the target group of female early-career researchers with a doctorate from a wide range of disciplines, female post-doctoral researchers, junior professors and international early-career researchers, which

it has been meeting with target group-specific services for 10 years.

goal of again achieving a proportion of female professors of at least 48% in 2025 remains the same.

#### Objectives:

- Expansion and consolidation of gender data management
- Better opportunities and working conditions for (international) women in academia and intensification of cooperation with the relevant stakeholders at the UP such as the Staff Council, HR Development, PoGS, and IO
- Further identification of reasons for faculty-specific drop-out of women and counteraction
- Faculty-specific support/empowerment of female academics in the qualification phase
- Continuation/expansion of existing measures - especially at decentralized and faculty- and institute-specific levels: Scholarships, financial support, active recruitment and structured selection processes

#### In Detail: Female Professors

The **proportion of female professors** at the UP has **steadily increased** over the last decade. In 2013, it amounted to 29%, in 2018 it was already at 35% and in 2023 at 40%.<sup>35</sup> There are currently 277 professors at the UP with salaries coming from the UP budget, 110 of whom are women. The targets set by the faculties for the year 2025 in the Future of Equal Opportunity Concept (GZK)<sup>36</sup> in relation to the proportion of female professors have already been achieved. The Faculty of Economics and Social Sciences is an exception. The proportion of female professorships has fallen by 7% compared to 5 years ago and is now at a constant 41%. The

<sup>26</sup>, 2024.

<sup>32</sup> Cf. [https://www.uni-potsdam.de/fileadmin/projects/arbeiten-ander-up/Dokumente/2021-07-21\\_OTM\\_R\\_Strategie\\_UP\\_deutsch.pdf](https://www.uni-potsdam.de/fileadmin/projects/arbeiten-ander-up/Dokumente/2021-07-21_OTM_R_Strategie_UP_deutsch.pdf), accessed: May 26, 2024.

<sup>33</sup> Cf. Ministry of Science, Research and Culture: <https://mwfk.brandenburg.de/mwfk/de/service/pressemitteilungen/ansicht/~10-07-2023-dialogprozess-gute-arbeit-in-der-wissenschaft>, accessed: May 14, 2024.

<sup>34</sup> Cf. <https://www.uni-potsdam.de/de/gleichstellung/gertrud-feiertag-stipendium>, accessed: May 14, 2024.

<sup>35</sup> The professorships financed from the budget (excluding joint appointments) are counted. Source: UP/Division 1, as of December 1 of the respective year.

<sup>36</sup> The target figures were calculated taking into account the retirement of professors between 2020-2050, the planned growth of the university and the DFG cascade model as well as the evaluation of nationwide comparative data.

Tabelle 1: Geschlechtsspezifische Entwicklung der Professuren nach Fakultäten (absolut und prozentual, mit Veränderungsanzeige gegenüber 2013 und 2018) – im Vergleich zu den gesetzten Zielzahlen des GZK aus dem Jahr 2018. Dargestellt wird die Anzahl der finanzierten Beschäftigungsverhältnisse (einschließlich Beurlaubte, Vertretungen, fremdfinanzierte Professuren, Juniorprofessuren, Stiftungsprofessuren, ohne Gemeinsame Berufungen).

Professorships by Faculty	2013 (as of 1.12.)				2018 (as of 1.12.)				2023 (as of 1.12.)				Targetfigures 2025		
	total	m	f	percentage f.	total	m	f	c	total	m	f	percentage f.	total	f	percentage f.
Law Faculty	17	15	2	12%	19	16	3	16%	18	14	4	22% ↗	19	4	21%
Faculty of Arts	45	27	18	40%	56	30	26	46%	58	29	29	50% ↗			
Faculty of Human Science	50	35	15	30%	55	35	20	36%	69	36	33	48% ↗	68	28	41%
Faculty of Economics & Social Sciences	26	18	8	31%	29	15	14	48%	29	17	12	41% ↘	29	14	Min. 48%
Faculty of Science	82	62	20	24%	82	61	21	26%	100	68	32	32% ↗	84	25	30%
Faculty of Economics & Social Sciences	(12)	(12)	-	(0%)	(13)	(13)	(0)	(0%)	(20)	(18)	(2)	(10%) ↗	24	2	(8%)
Faculty of Economics & Social Sciences	-	-	-	-	-	-	-	-	3	3	0	0%	7	3	43%
<b>UP total</b>	<b>220</b>	<b>157</b>	<b>63</b>	<b>29%</b>	<b>241</b>	<b>157</b>	<b>84</b>	<b>35%</b>	<b>277</b>	<b>167</b>	<b>110</b>	<b>40% ↗</b>	<b>264</b>		<b>39%</b>

Tabelle 2: Geschlechtsspezifische Darstellung der Professuren nach Fakultäten und Besoldungsstufen, 2023. Dargestellt wird die Anzahl der finanzierten Beschäftigungsverhältnisse (einschließlich Beurlaubte, Vertretungen, fremdfinanzierte Professuren, Juniorprofessuren, Stiftungsprofessuren, ohne Gemeinsame Berufungen).

Professorships by Faculty	W1				W2				W3			
	total	m	f	percentage f.	total	m	f	percentage f.	total	m	f	percentage f.
Law Faculty	2	2	0	0%	6	5	1	17%	10	7	3	30%
Faculty of Arts	5	1	4	80%	18	8	10	56%	35	20	15	43%
Faculty of Human Science	3	1	2	67%	40	20	20	50%	26	15	11	42%
Faculty of Economics & Social Sciences	1	0	1	100%	8	4	4	50%	20	13	7	35%
Faculty of Science	10	5	5	50%	39	23	16	41%	51	40	11	22%
Faculty of Economics & Social Sciences	(0)	(0)	(0)	(-)	(3)	(3)	(0)	0%	(17)	(15)	(2)	(12%)
Faculty of Economics & Social Sciences	1	1	0	0%	1	1	0	0%	1	1	0	0%
<b>UP total</b>	<b>22</b>	<b>10</b>	<b>12</b>	<b>55%</b>	<b>112</b>	<b>61</b>	<b>51</b>	<b>46%</b>	<b>143</b>	<b>96</b>	<b>47</b>	<b>33%</b>

VOf the total of 277 professorships, W3 professorships account for the largest share at 52%. The proportion of women here is 33% (in comparison W2: 40%, proportion of women: 46%; W1: 8%, proportion of women: 55%). Over time, an increase in the proportion of women can be observed at every pay scale group. This positive

development is particularly important in view of the fact that the proportion of women continues to fall sharply as the salary level increases.

The **largest overall increase** can be found in the **W2 salary**. While this was still at 34% in 2014, it will almost reach parity in 2024 (46%). The proportion of W3 professorships has also risen from 23% to 33% over the past 10 years. The long tenure of professors in W3 professorships continues to slow down attempts to recruit more women at the highest salary levels. It should be emphasized that in 2023, the appointment rate of women to W3 professorships was 70%. The average for the past 3 years was 53% for W3 professorships and across all professorships, the appointment rate is 55%. Despite the increasing number of female professors, the gender pay gap<sup>37</sup> is also a current (political) issue for female professors. According to a 2019 study, female W3 professors received an average of 720 euros less than their male colleagues, female W2 professors earned 320 euros less and female W1 professors 140 euros less.<sup>38</sup>

A possible gender pay gap in the W salary at the University of Potsdam has not yet been systematically recorded and evaluated. However, it can be assumed that it exists. The UP is one of the strongest universities in Germany when it comes to cooperation with non-university research institutions and **joint appointments**. The UP currently has a total of 83 joint appointments, **18 of which are female professors**. The proportion of women at 22% is noticeably low. Targeted measures must be taken to counteract this.

The high proportion of women (40% without and 36% with joint appointments) is due, among other things, to successfully implemented equal opportunity measures. The **Coaching for New Appointees program (including Dual Career Service)** initiated in 2008 as part of the first equal opportunity concept has been solidified

in a permanent position for this sought-after **onboarding format**. Further measures to increase the proportion of women in professorships **include active recruitment, quality assurance in appointment procedures, and improving working conditions** have been integrated. Quality assurance in appointment procedures includes **standardized procedures** in accordance with the **appointment regulations**<sup>39</sup> and the **appointment guidelines**<sup>40</sup> of the UP, the integration of the zGBA in strategy discussions prior to the appointment procedure, the active participation of the dezGBA in search committees and the inclusion of the written opinion of the dezGBA in the appointment file. In 2023, the appointment guidelines were revised – also with a focus on the advancement of women. The inclusion of anti-bias training as a **possible further education measure for committee members**<sup>41</sup> is a particularly positive development. At the beginning of 2023, an internal **female professors' network (ProfiNet)** was established at the university under the leadership of VPF and, integrated into this, various work workshops, networking opportunities and peer-to-peer coaching.

**Objectives:**

- Continuing active recruitment/headhunting in the area of W3 professorships
- Increasing the proportion of women in joint appointments and improving cooperation with non-university institutions
- Improved working conditions for professors and expansion of networking opportunities

39 Cf. [https://www.uni-potsdam.de/fileadmin/projects/ambek/Amtliche\\_Bekanntmachungen/2020/ambek-2020-11-502-507.pdf](https://www.uni-potsdam.de/fileadmin/projects/ambek/Amtliche_Bekanntmachungen/2020/ambek-2020-11-502-507.pdf), accessed: May 26, 2024.

40 Cf. <https://z-wiki.uni-potsdam.de/display/arbeitenanup/Berufungsmanagement?preview=/139035396/164596610/Berufungsleitfaden-UP.pdf> (only available on the UP intranet).

41 Other new or more in-depth issues are, for example, the women's quota in search committees, the legally required mandate to promote women, the discrimination characteristics of the anti-discrimination guidelines, the consideration of active years in academia and family time, and active recruitment. In addition, we would like to draw your attention to the documents relevant to gender equality, such as the checklist for appointment procedures to ensure quality standards for equal opportunities for women and men at the UP.

37 The gender pay gap describes the gap between pay for women and pay for men, see also [https://www.antidiskriminierungsstelle.de/SharedDocs/Glossar\\_Entgeltgleichheit/DE/14\\_Gender\\_Pay\\_Gap.html](https://www.antidiskriminierungsstelle.de/SharedDocs/Glossar_Entgeltgleichheit/DE/14_Gender_Pay_Gap.html), accessed: May 29, 2024.

38 Cf. <https://www.forschung-und-lehre.de/karriere/professur/differenz-bei-realer-w-besoldung-steigt-3338>, accessed May 17, 2024.

- Expanding a management culture that is sensitive to discrimination and family-friendly
- Expansion of process support for appointment procedures

#### 4. DEDUCTION OF QUANTITATIVE AND QUALITATIVE EQUAL OPPORTUNITY GOALS

The strategic orientation of the UP is systematically recorded and can easily be scrutinized through reports and strategy papers that are published periodically, such as the Future of Equal Opportunity Concept (GZK) 2020-2025 and other equal opportunity reports. Fortunately, the GEP found that many of the proposed measures (86%) and targets for the GZK's quota of female professors were successfully implemented at the UP before the end of the term: By successfully participating in the female professors program three times, the university was able to permanently anchor equality-relevant measures in the university structures and establish equal opportunity as a cross-sectional task at the central and decentralized level in order to not only reduce them to selective measures but to achieve a structural cultural change in the university as an institution. At the management level and in committee representation, the cooperation between the Equal Opportunity Commissioner and Officers has been professionalized. This must now be maintained and intensified, particularly in light of the constant changes in these positions, as employees are elected to act as dezGBAs. Changes in personnel can always lead to opportunities and impetus for the work, but also harbor the risk of a lack of knowledge transfer and consistency in the office. In recent years, the working and academic conditions for women at the UP have been constantly reviewed and improved through numerous measures to promote equality (PP I-III, GEP). Overall, milestones towards a gender-inclusive and diversity-aware working, research, learning and teaching culture become

apparent. The KfC has successfully established itself in cross-departmental participation as an important player and advisor for equal opportunities under the recognition of the university management with the mission of (further) shaping a gender-equitable and discrimination-aware university culture and structure.

The review of previous measures (see analysis of strengths and weaknesses) has shown both the specific deficits as well as a need to continue measures already in place for greater gender equality. Structured fields of action that reach across target groups can be used to derive extensive measures that will be implemented in the coming years in order to achieve the quantitative and qualitative targets for increasing the number of women in professorships, in top academic positions, and at the management levels:

- **Shaping governance in a gender-equitable way** in order to create central and decentralized structures for actual gender equality and to make measures verifiable and professionalize them in a targeted manner through equality controlling and monitoring.
- **Strengthening gender issues in teaching and research** in order to anchor intersectional gender competence in the disciplines, in research standards, and in the university apparatus and, in particular, to promote STEM promotion in terms of gender equality policy.
- **Expanding good employment conditions and personnel development** to cover the needs of all women at every qualification level and in a faculty-specific manner making the university an inclusive place of employment.
- **Promote an organizational culture that is aware of discrimination** to move towards an inclusive and fair university culture

#### 5. FOCUS AREAS OF EQUAL OPPORTUNITY WORK AT THE UP (FIELDS OF ACTION, TARGET GROUPS, MEASURES)

##### 5.1 MAKING GOVERNANCE GENDER-EQUITABLE

###### Structures

The UP's goal is to actively promote true gender equity and eliminate existing structural disadvantages for women. For high-quality **equal opportunity work**, which is sustainable, effective and can also be evaluated, it is crucial to **further institutionalize** it. An **equal opportunities statute** is to be **drawn up and adopted by the university** as a binding legal basis for the UP. The equal opportunities statutes should refer to legal changes in the BbgHG (e.g. various assignments, legal changes, new key topics) and, based on the GKP, take into account the following aspects in particular: the **reduction of structural disadvantages** based on gender in relation to other diversity dimensions, **personnel development and university management with equal opportunities for all, career advancement, family support and the expansion of counselling structures for discrimination, conflicts, sexualized harassment and violence**, as well as **recognizing departmental and faculty-specific differences** in intersectional equality work. In addition, new developments and requirements regarding issues of gender parity must be considered against the background of comprehensive diversity promotion in European and international partnerships. **The (decentralized) equal opportunity work** at the UP should become more concrete, including regulations on leave of absence and compensation. Good links to institutions and other organizational units at the entire university for good diversity work, which defines the current requirements and challenges for the university, are essential.<sup>42</sup>

<sup>42</sup> For example, the UP has adopted an inclusion concept for student

###### Gender and Diversity Data Management

Continuous gender controlling in the sense of regular data collection and monitoring at the UP with annual indicator-based reporting includes the **publication** of important gender- and diversity-related key figures in the faculties and divisions. **A standardized collection of data** according to the **three levels of gender identity** (female/male/diverse), as already introduced for students, should also **expand controlling options in terms of our employees** in order to be able to derive suitable strategies and measures in a more gender-differentiated manner in the future.

Due to the high demand for gender-differentiated data and the resulting need for action, the **gender data management** project is to be **made permanent (50%) and expanded in terms of content**. For example, the possible **gender pay gap at the UP** is to be **identified, if applicable**, so that **measures can be taken to counteract it**. In addition to gender, successful monitoring requires, above all, a **detailed differentiation and uniform collection of data regarding academic positions**. There are a large number of early-career researchers at the University of Potsdam: Ph.D. students, postdocs, junior research group leaders, habilitation candidates, fixed-term and permanent academic staff without the goal of a professorship, etc., some of whom have very different needs, so that the different academic stages in particular should be clearly separated from each other, analyzed on the basis of data and should be supported according to their needs. We hope to be able to include the **differentiation of the various qualification stages in the personnel statistics**. In order to improve working conditions and the university's chances to attract female professors and academics (for leadership positions), additional parameters are

and employees with disabilities and/or chronic illnesses with central goals and measures to be implemented by 2030: [https://www.uni-potsdam.de/fileadmin/projects/inklusive-hochschule/Dokumente\\_Inklusionskonzept/inklusionskonzept-barrierefrei-web.pdf](https://www.uni-potsdam.de/fileadmin/projects/inklusive-hochschule/Dokumente_Inklusionskonzept/inklusionskonzept-barrierefrei-web.pdf), accessed: May 29, 2024.

to be included in the future. The **focus of gender data management** could be, for example: **Tenure track evaluations** on a faculty-specific basis, **the application of the family, inclusion, and care policy components** of the Law on Fixed-Term Employment in Academia (WissZeitVG), **parental leave**, or the **payment of performance bonuses**. Furthermore, **monitoring in various funding programs** will seek to identify the UP's needs in terms of gender parity. For example, the Refugee Teachers program is aimed at teachers with a degree in a school subject for secondary education level I who wish to acquire the qualification for a second school subject in mathematics, physics, computer science, economics-work-technology, French, art and sports. In this case, **targeted support** can help to increase the proportion of women in STEM fields among students. The **expansion of gender controlling and monitoring** is an important step towards identifying possible systematic inequality factors and taking targeted action against them. In the long term, this can help to improve equal opportunities in the academic world and close the various gender gaps.

In addition, a large-scale **survey** will gather information on the **career paths of academics** after they leave the university in order to get a clearer picture of why women in particular leave our university. In the second step, targeted measures are developed to prevent this.

For this and other processes, the **close cooperation with organizational unit 1.A. Planning and Statistics must be further expanded**. In addition, the gender component (male, female, diverse, not specified) and other diversity aspects must be included in **future revision processes for personnel statistics** (in the BI system).

**Analyses of digital processes, information and awareness-raising efforts are needed – especially in terms of developments in the area of AI** – in order to take more systematic ac-

count of gender equality-specific issues in the future. To this end, the **data management project is to be expanded to include the digitalization component** and another (proportional) **project position is to be created** for this purpose.

#### Professionalization of Equal Opportunity Work

In 2022, an **Equal Opportunity Council** was established, in which the Equal Opportunity Commissioner and all Equal Opportunity Officers of the UP and their deputies, as well as their reservists where applicable, are members. The informal committee, led by the zGBA, deals with and reflects on issues in traditional gender equality work. The **decentralized structures for equality work** are to be further professionalized in the future by **continuing to develop the guidelines for the work of the dezGBAs** and including **regular evaluation** as a measure in the Equal Opportunity Council. The professionalization of gender equality work also includes reviewing and, if necessary, minimizing existing work processes. A **concept** to shape decentralized equal opportunity work (solidified in the equal opportunity statutes) is being developed in collaboration with the dean's offices of the faculties. In the amended version of the BbgHG, GBAs are defined as **contact persons for sexual harassment and sexualized violence** (Section 76 subsection 2, p. 3 BbgHG). In the coming years, **further training** must be provided to ensure that they have the necessary qualifications for this task. In addition, a concept for a **framework program is to be drawn up** dealing with the **further education and training of the dezGBAs** with the aim of further professionalization of the dezGBA office. A **post for specific qualification programs** for the dezGBAs is to be created for this purpose.

**Existing measures (PPIII)**, such as **active recruitment** and the **active recruitment steering committee** should be **further expanded** and **institutionalized** in the long term in order to further increase the long-term recruitment of female

scholars. The extent to which **external personnel recruitment companies** can work for the UP in a **target-oriented and gender-equitable manner** must also be **examined**. In order to make the university-specific appointment management at the UP even more comprehensive, **cooperation of the dezGBAs and zGBA with the decentralized appointment management** should be **improved** and it should be examined whether the **GBAs can participate in the appointment negotiations**. The dezGBAs on the appointment committees are being instructed to **raise awareness for active recruitment**. Advising on gender equity must also be expanded early on in the process by the GBAs in evaluation procedures (e.g. for TT professorships). In these situations, a specific focus must also be placed on differences in the faculties and decentralized structures.

#### **5.2 FIELD OF ACTION: STRENGTHENING GENDER ISSUES IN TEACHING AND RESEARCH**

##### Strengthening Gender Research and Gender Equality Standards

In future, the **visiting professorship**, successfully established since 2024, is to be **further enhanced** in order to strengthen interdisciplinary gender studies and to potentiate it as a key competence in teaching and research for the long term. In particular, **cooperation with those in charge of studying and teaching** is to be **intensified** in order to increase the attractiveness of issues relating to gender and diversity in the range of courses offered. The **expansion of gender research** means strengthening gender as a key competence in teaching and research as well as in the entire university apparatus, for example to counter current anti-democratic tendencies and their effects on the UP. To this end, cooperation with the faculties and departments is to be intensified in order to make even better use of what students need and of opportunities

in the various specialist disciplines.

The KfC already takes part in networking meetings and exchange formats of the national **network Genderconsulting** in Research Associations on a regular basis. The aim is to examine how we can make more efficient use of the resources **for comprehensive advisory services on gender and diversity aspects when applying for research projects** and for the development and implementation of **(intersectional) equal opportunity measures for research alliances** at universities.

##### STEM Promotion

In order to continue to inspire more female students to study STEM subjects, it is particularly important **to empower female high school graduates for the STEM field** through **active student acquisition** through **further expansion of existing successful student marketing measures**, such as university information events and student orientation programs, and **expanding extra-mural contact** with schools and other educational institutions.

In order to increase the proportion of women in STEM fields in the long term, it is necessary to focus on **networking between the relevant faculties** (DEF & Faculty of Sciences), **decentralized equal opportunity stakeholders**, and the **corresponding student marketing projects** in order to formulate clear goals and collect concept ideas and define responsibilities.

### 5.3 GOOD EMPLOYMENT CONDITIONS AND HR DEVELOPMENT

#### Strengthening a Culture of Welcome and Employee Retention

In order to meet structural challenges with regard to the compatibility of gainful employment and care work<sup>43</sup>, the focus is not only on recruiting up-and-coming excellent female academics, but also on the structural improvement of working conditions so that the professorship becomes an (even) more attractive career option in academia. Through **the expansion, professionalization of staff development and strengthening and improving the associated employment relationships and structures**, the aim is to make the UP even more visible as an attractive and inclusive place to work. By creating **more transparency and lowering thresholds for (bureaucratic) processes, expanding family-friendly structures and advisory structures** (especially in the areas of care responsibilities and support for international female academics with family responsibilities) and through **further training and awareness-raising formats**, an **active culture of welcome and retention for (new) female academics** is to be created. A **systematic introduction to formal university structures** is particularly important for newly appointed female professors, who still have to assert themselves in many areas as one of the few women in a group of men. By expanding the structures of the culture of welcome, the aim is to further promote a cultural change that is based on equal opportunity. A **Welcome Week** for new academic personnel, including the expansion of the existing systematic **onboarding for professors** (workshop for new hires), is intended to facilitate a successful start to a new work routine. In the future, **cross-departmental cooperation**

43 Cf. results on the so-called gender care gap in: Samtleben, C. (2019): Auch an erwerbsfreien Tagen erledigen Frauen einen Großteil der Hausarbeit und Kinderbetreuung, in DIW Wochenbericht 10/2019. [https://www.diw.de/documents/publikationen/73/diw\\_01.c.616021.de/19-10-3.pdf](https://www.diw.de/documents/publikationen/73/diw_01.c.616021.de/19-10-3.pdf), accessed: Apr. 23, 2024.

should be **strengthened** in this regard (Service for Families (SfF), Health Management, PoGS, KfC, IO, etc.) and **existing offers should be consolidated**<sup>44</sup>. Challenging working conditions due to fixed-term qualification positions and limited sources of funding can be countered **with targeted and needs-oriented advising and information** in order to make it easier to plan career paths, especially for female academics.

The permanent service structure of the organizational unit “**Families**” is to receive further support in the provision of advising and services relating to a family-friendly infrastructure at the UP. The focus is on the topic of care-giving responsibilities for children or relatives (new since 2023 is the Coffee to Care format), more family-friendly premises, expansion of childcare services and greater awareness of different life phase orientations, expansion of the concept of family, and compatibility of academic activities and family<sup>45</sup>. The permanent unit **Welcome Center**, which is part of the IO in collaboration with the SfF, already offers services for international researchers on the topics of housing, visas, stays with family, and research funding. Nevertheless, international female researchers in particular need a better and **earlier provision of information and advice** on structures in the German higher education and science system and on career paths in order to promote the mobility of women.<sup>46</sup> The aim is to **improve cooperation with relevant institutions within the UP and with the city of Potsdam** in the area of dual careers, and to **strengthen networking with partner universities and partner networks** on the topic of gender-equitable internationalization. Particularly with the European alliances such as EDUC<sup>47</sup> and

44 One existing offer is, for example, the PoGS and Science Club welcome event for all new doctoral students and postdocs, <https://www.uni-potsdam.de/en/pogs/vernetzen/connectpogs>, accessed: April 23, 2024.

45 Referring to the findings from the anthology by Czerney, Eckert, Martin (2020): „Mutterschaft und Wissenschaft. Die (Un-)Vereinbarkeit von Mutterbild und wissenschaftlicher Tätigkeit.“  
46 Cf. <https://bukof.de/veroeffentlichung/internationalisierung-und-mobilitaeten-geschlechtergerecht-gestalten/>, accessed: April 23, 2024  
47 EDUC is a transformative alliance of eight universities from seven countries whose aim is to create a European higher education area in

other international projects, topics such as gender equality, challenges in the mobility of female students and researchers and opportunities for the promotion of female academic careers beyond Germany must be focused on even more strongly as cross-cutting issues.

#### Qualification and Support

The university must become active in this area, e.g. within the framework of the HR Development Working Group, to establish the **key objectives of the HR Development Concept (PEK) as part of the university culture** in all areas of the university and thus **to support participation in qualification measures**. Successful examples of this include the Teaching Professionals Program (for university teaching) offered by PoGS or the programs on science management and communication. In the future, **PoGS would like to further expand its continuing education programs for topics and subjects in which women are underrepresented** (data science & AI, digital engineering), with formats that are primarily aimed at women. Intersectionality is an important topic for raising awareness of different and interlocking forms of discrimination in the academic and everyday work context – especially for doctoral students and postdocs.<sup>48</sup> Therefore, **PoGS offers need to incorporate reflection on the current scientific landscape, mental health, bullying, power dynamics, and experiences of discrimination** so that we can train **future leaders in the academic system** who are aware of their responsibilities.

which students, staff, faculty, and researchers from the partner universities can learn, teach, and work together. The UP has been the lead since 2019. Gender equality topics are integrated into various work packages and are already being successfully negotiated at different working levels within the university alliance: <https://www.uni-potsdam.de/de/educ/>, accessed: April 23, 2024.

48 EDUC is a transformative alliance of eight universities from seven countries whose aim is to create a European higher education area in which students, staff, faculty, and researchers from the partner universities can learn, teach, and work together. The UP has been the lead since 2019. Gender equality topics are integrated into various work packages and are already being successfully negotiated at different working levels within the university alliance: <https://www.uni-potsdam.de/de/educ/>, accessed: April 23, 2024.

The measures in PP III (individual faculty-specific **funding for stays abroad** to support international mobility, **guest visits to internationalize own research profiles**, the **recruitment of additional assistants** for research and the transfer of knowledge into society, Gertrud Feiertag Scholarships as well as the **provision of material resources in the onboarding process** and the **establishment** of the necessary **advisory services**) **should be expanded and adopted at faculty level**. To this end, a fund is to be set up to provide decentralized resources for each faculty, adapted to their needs. In this way, individual funding for female academics can be provided specifically at faculty level. **Temporary employment opportunities** for female academics with fixed-term positions **should be considered** and, if necessary, **financed via a pool**. At the central level, the intention is to expand and improve suitable instruments as well as further funding.

#### 5.4 FIELD OF ACTION: DIVERSITY-AWARENESS IN THE ORGANIZATIONAL CULTURE

Diversity policies and anti-discrimination work are gaining traction at German universities nationwide, also at the UP. The aim is to create a good relationship with the historically established structures in equal opportunity work and to achieve cross-pollination as well as efficient structures for equal opportunities that are adapted to the needs of the UP. The premises of a gender-inclusive culture are conceived intersectionally and are also designed to make everyday study and work life at the university easier for other marginalized groups. TIN individuals are part of the student body and staff and their concerns are taken seriously with regard to a gender-inclusive equal opportunity work.

##### Continuing Education

In order to **expand leadership skills with regard to gender equality and diversity promotion**, the continuing education formats #OpenUP!<sup>49</sup> and Further Education Academy for Equal Opportunities (WCW) will be merged in the long term to enable an intersectional perspective on gender. The same applies to work on other issues and a focus on different target groups in the anti-discrimination discourse. With regard to the diversity dimension “gender”, this will include establishing gender equality as a cross-cutting issue in various organizational units of the university and within equality-oriented HR development. **Previous WCW offers**, such as support for salary and appointment negotiations as well as sensitization to one’s own imposter syndrome tendencies through, for example, female socialization, are in great demand at the UP. They **show that there is a need for further modules**

<sup>49</sup>The #OpenUP! continuing education series established in 2024 has been aimed at all employees in technical and administrative services at UP with various event formats in order to professionalize employees in a discrimination-aware manner, see: <https://www.uni-potsdam.de/de/gleichstellung/veranstaltungen-und-aktionen/weiterbildungsreihe-openup>, accessed: June 4, 2024.

in order to **improve working conditions for female professors as well as to develop a gender-equitable and family-friendly leadership culture** and, for example, to counter the gender pay gap through active empowerment.<sup>50</sup> In the future, #OpenUP will be organized in **close collaboration with PoGS and HR Development** with a focus on gender-specific issues in order to provide **coaching on publication strategies and goal-oriented resource management**. In addition, **English-language offers will be established** in order to reach international female scientists as a target group. In the future, a concept is to be envisaged that bundles university-wide offers, workshops, training for managers, committees and appointment committees, and coaching on the topic of intersectional equal opportunity work at the UP and makes it easily accessible.

In addition to the changing workshop and coaching opportunities, an **online information format is to be set up** that can be used as an independent learning offer. Explanatory videos/tutorials/animations that explain, for example, unconscious bias in personnel selection procedures, e-learning formats that impart knowledge on discrimination and the General Equal Treatment Act (AGG) for daily work routines as well as questionnaires and self-tests are to contribute to a **range of continuing education formats**, online and in-person, in order to include the category of gender in all its manifestations across the board. The advantage of such a format is that the target group, which does not have much time, can incorporate learning units into their own everyday lives on their own responsibility and in a flexible manner so that gender skills are strengthened in a decentralized manner.

<sup>50</sup>See the WCW program, <https://www.uni-potsdam.de/en/equality/consultancy-and-support/support-in-studies-doctoral-studies-and-science/weiterbildungsakademie-fuer-chancengleichheit-in-der-wissenschaft-wcw>, accessed: May 29, 2024.

The **ProfiNet** program, which has existed since 2023 and enables female professors to network across pay scales and faculties, **is to be continued** in the future. With a focus on topics relevant to gender equality, it aims to intensify the exchange and networking among female professors at the UP, but also, in the future, with other universities in Brandenburg, in the form of fireside chats and informal gatherings.

In order to give space and access to embodied diversity at the UP, the **mentoring framework program for female academics will include “intersectionality” as a cross-cutting issue**. This addresses various possible hurdles due to diversity aspects in conjunction with gender, e.g. women studying for the first time, women with a migration background and with family responsibilities. The services are also aimed at TIN people or women that are subject to several forms of discrimination. In order to meet the high demands of advanced academic qualification and career phases, there are **plans to make the program line more flexible, in particular for female researchers with a doctorate**. In order to ensure a high-quality, long-term mentoring program that can be adjusted to suit the target group as part of this flexibilization of the program lines, it is important **to institutionalize and consolidate the mentoring program** in order to guarantee long-term evaluation and needs-based integration within the university. In order to open up the male-dominated and highly hierarchical world of academia to women, the three one-year mentoring programs will be complemented by a further focus on the **qualification of female scholars in leadership positions**, e.g. as junior research group leaders, principal investigators (PIs), deans, and (vice) presidents.<sup>51</sup>

<sup>51</sup>See the study by Wagner et al. (2021): „Jenseits der Gläsernen Decke - Professorinnen zwischen Anerkennung und Marginalisierung: Handreichung für Gleichstellungs- und Hochschulpolitik“, which focuses in particular on female managers in top university policy positions as a target group. The latest studies show that the so-called „revolving door effect“ can be seen as an obstacle, in particular for female academics in leadership positions.

##### Awareness and Advising

Even though the KfC is well-known as a key player in the equality and anti-discrimination work of the UP, improving guidance on **gender and diversity aspects of higher education policy actions** should help to bring intersectional **equality issues to the various teams, departments, as well as researchers, teaching staff, and employees in a needs-oriented manner**, in line with top-down logic. In this way, we can permanently promote an exchange of ideas and raised awareness in university life and ensure discrimination-awareness in our culture of organization, work, and studying at the UP. In concrete terms, this means **training all advisors and contact points on issues like gender inclusivity, diversity and anti-discrimination** in order to enable them to implement these in their day-to-day routines in the long term.

The **complaints office** included in the Anti-Discrimination Guidelines **must be further professionalized in the process** and its work to date must be evaluated. In addition, a **university-wide protection concept dealing with sexualized harassment, discrimination and violence (SBDG)** is to be **developed and solidified within the structure** of the university.<sup>52</sup>

In order to provide students, teachers, managers, and individuals in advisory services with support based on structured information as a preventive measure, a **handbook on dealing with SBDG** at the university is being developed. In various status groups and in the health management section of the university, **key persons are being identified** who will take on advisory and information tasks on the basis of training courses dealing with the topic of sexualized discrimination and violence, **strengthening decentralized advisory structures**. In order to counteract the rather

<sup>52</sup>In this way, the UP complies with the BbgHG’s new requirement to adopt principles for protection against SBDG and measures in the event of violations of these principles.

unclear way various advisory services were offered at the UP to date, the **general structuring of advisory services** based on target groups and needs is to be expanded and there are plans to improve general awareness on how to deal with these topics. The focus here is on (gender-specific) **abuse of power (especially with regard to the relationship between students and thesis supervisors) and SBDG**<sup>53</sup>.

From 2025, there will be an anti-discrimination officer at the UP in accordance with the amended BbgHG. The details, tasks, and focus areas are being developed in collaboration with the university management. The work will focus on advising those affected and strengthening structures to protect against discrimination. In order to fulfill the intersectional aspirations of UP's equal opportunities work, we will focus on and expand both advising and peer-to-peer empowerment as well as networking, in particular for students and employees who experience racism.

Community Management

In order to break down barriers for disadvantaged groups and work towards a discrimination-aware culture overall, the work is not only to be anchored in the KfC, but an **expansion of cooperation with, for example, the Service for Families (SfF), the inclusion team and the health management of the UP is planned** in order to maintain an intersectional focus in the cooperation between different organizational units. In order to ensure that the UP's intersectional equality work is accessible to individuals

across all departments and beyond the university, we need a **good communication strategy that uses campaigns and events that speak to everyone**. With the help of strategic **community management**, relevant issues are to be opened up for discussion in the public spaces of the university in order to promote acceptance and enthusiasm, but also dialog and to transfer cultural change processes to society in an understandable way - especially in the current political and social discourses. Example formats for community management for equality policies include: Talks with female professors/leadership, participatory political discussion sessions, podcasts, video formats, social media campaigns, or a (digital) traveling exhibition. The KfC's **plenary assembly for women, trans\*, inter\* and non-binary individuals**, which takes place every two years in the same rhythm as the elections for the Equal Opportunity Commissioner and Officers, is now a fixed part of the program for the KfC with the goal to make equal opportunity work at the UP visible. **This format is to be continued in the coming years.**

In 2028, the concept and the associated measures will be evaluated in the form of a report by the Central Equal Opportunity Commissioner in the Senate.

**6. PERSONNEL AND FINANCIAL RESOURCES FOR THE ENVISIONED EQUAL OPPORTUNITY MEASURES**

<sup>53</sup> Since 2021, a Europe-wide study has been ongoing dealing with the development of intervention and prevention measures at academic institutions to reduce gender-based violence, including sexual harassment, see: <https://www.gesis.org/cews/drittmittelprojekte/aktuelle-projekte/unisafe>, accessed: May 29, 2024; in May 2024, the German Rectors' Conference published a paper on „Power and Responsibility“ (“Macht und Verantwortung”), in which universities are called upon to take active action against the abuse of power, see: <https://www.hrk.de/positionen/beschluss/detail/macht-und-verantwortung/>, accessed: May 29, 2024. Both strategic papers and study results are a good basis for our work on the topic at the UP.

Current measures up to 2025	Financed from UP budget p.a.	ProfProf III p.a.
Material and personnel costs – Equal Opportunity Coordination Office (Equal Opportunity Officer, anti-discrimination, community management, communication)	200.000	
Visiting professorship – Interdisciplinary Gender Studies		55.000
Material and personnel resources – family-friendly university	100.000	50.000
Personnel costs – gender data management		60.000
Personnel costs – active recruitment		40.000
Personnel costs – mentoring and advancement of women		45.000
Material costs – Further Education Academy for Equal Opportunities (WCW)		25.000
Material costs – advancement of women (Profinet, Gertrud Feiertag Scholarship, decentralized funding, coaching, grants, etc.)	50.000	35.000
Personnel costs – mentoring for female students	58.000	
<b>Total</b>	<b>408.000</b>	<b>310.000</b>
New measures by 2030	financed from UP budget p.a.	ProfProf IV p.a.
<b>Field of Action: Making Governance Gender-Equitable</b>		
Material and personnel costs – Equal Opportunity Coordination Office (Equal Opportunity Officers, anti-discrimination, gender diversity and queer policies)	200.000	
Personnel costs (pro rata) – qualification program decentralized GBA		30.000
Personnel costs – gender-equitable digitalization and data management	30.000	30.000
<b>Field of Action: Strengthening Gender Issues in Teaching and Research</b>		
Visiting professorship – Interdisciplinary Gender Studies		50.000
Personnel costs – advising on gender & diversity aspects in research, teaching, science management and administration	30.000	30.000
<b>Field of Action: Good Employment Conditions and HR Development</b>		
Material and personnel costs – family-friendly university (nursing care, childcare, equipping family rooms, maternity and parental leave cover, Unicamp)	70.000	30.000
Material costs – fund for the continued fixed-term employment of third-party funded employees after parental leave		20.000
Personnel costs (pro rata) – decentralized allocation of funding		30.000
Material costs – fund for (decentralized & faculty-specific) individual support for (international female) students and academics (Gertrud Feiertag Scholarship, conference participation, publication grants, onboarding packages for new female professors)	50.000	50.000
<b>Field of Action: Diversity-Awareness in the Organizational Culture</b>		
Material costs – further education and awareness-raising, Profinet, Welcome Week, onboarding formats, raising awareness among teaching staff, anti-bias workshops for search committees, empowerment of female students, #openUP further training series	20.000	30.000
Personnel costs – mentoring for (international) female academics and academic top-level positions in management	30.000	30.000
Personnel costs – expansion of advising on and dealing with SBDG		30.000
Personnel costs (pro rata) – empowerment and prevention	10.000	
Personnel costs – community management and communication	25.000	25.000
Material costs – communication, graphics, videos, materials		15.000
<b>Total</b>	<b>465.000</b>	<b>400.000</b>

**Editorial note:**

The Equal Opportunity Concept for Gender Parity (GKP) contains key statements and statistically relevant data on future equal opportunity work at the University of Potsdam in the status groups of top academic positions, female early-career researchers, female students, and female school students in areas where they are underrepresented. The concept stands on its own and can generally be understood without the annexes.

The annexes attached to the electronic version of the concept are to be understood as systematic additional information that can be consulted by the panel of experts if necessary.

**LIST OF ANNEXES****Annex 1 Tabular additions to the GKP:**

Table 1: Boards and committees at the University of Potsdam over time

Table 2: Positions in the offices of the dean by faculty at the UP

Table 3: Professors by faculty at the UP

Table 4: Academic staff by faculty at the UP

Table 5: Non-academic staff by faculty at the UP

**Annex 2 Resolutions on the GKP:**

Executive Board resolution of June 18, 2024

Resolution of the Senate Commission for Equal Opportunity of June 19, 2024

Resolution from the as yet unapproved Senate minutes of July 03, 2024

Resolution of the General Staff Council (still pending)

**ANNEX 1: TABULAR ADDITIONS TO THE GKP**

Table 1: Boards and committees at the University of Potsdam over time (2013, 2018, 2024), source: website

Boards and committees at the University of Potsdam (centralized and partly decentralized)	2013				2018				2024			
	total	m	f	percentage f	total	m	f	percentage f	total	m	f	percentage f
Senate	11	9	2	18,2%	11	7	4	36,4% ↗	11	5	6	54,5% ↗
Commission for Equal Opportunity	11	1	10	90,9%	11	1	10	90,9% →	13	1	12	92,3% ↗
Commission for Development Planning and Finances	10	8	2	20,0%	10	8	2	20,0% →	10	6	4	40,0% ↗
Commission for Research and Young Academics	9	8	1	11,1%	11	9	2	18,2% ↗	12	8	4	33,3% ↗
Commission for Academic Affairs	13	7	6	46,2%	14	11	3	21,4% ↘	15	9	6	40,0% ↗
Ethics Commission	9	6	3	33,3%	9	6	3	33,3% ↗	14	7	7	50,0% ↗
Statutes Committee	8	6	2	25,0%	4	4	0	0% ↘	5	4	1	20,0% ↗
Commission for the Environment	11	6	5	45,5%	11	6	5	45,5% →	10	4	6	60,0% ↗
Commission for Traffic and Transportation	8	5	3	37,5%	7	4	3	42,9% ↗	9	4	5	55,6% ↗
General Election Committee	6	4	2	33,3%	7	7	0	0% ↘	5	3	2	40,0% ↗
Grants Commission for Graduate Studies	5	4	1	20,0%	4	2	2	50,0% ↗	4	2	2	50,0% →
Commission for the Investigation of Academic Misconduct	7	7	0	0%	6	6	0	0% →	6	4	2	33,3% ↗
Advisory Board for Digitalization <sup>1</sup>	k.A.	k.A.	k.A.	-	19	14	5	26,3%	17	14	3	17,6% ↘
User Advisory Board of the University Library	9	6	3	33,3%	9	6	3	33,3% →	10	5	5	50,0% ↗
Advisory Board for Internationalization <sup>2</sup>	11	4	7	63,6%	15	5	8	53,3% ↘	17	9	8	47,1% ↘
Advisory Board for the Zessko <sup>3</sup>	-	-	-	-	14	4	10	71,4%	14	5	9	64,3% ↘
Working Group against Right-Wing Extremism									19	8	11	58,9%
Faculty Councils (bodies of the faculties)	57	42	15	26,3% ↘	56	34	22	39,3% ↗				
<b>UP total</b>	<b>185</b>	<b>123</b>	<b>62</b>	<b>33,5% ↘</b>	<b>218</b>	<b>136</b>	<b>82</b>	<b>37,6% ↗</b>	<b>180</b>	<b>93</b>	<b>87</b>	<b>48%</b>

Table 2: Positions in the offices of the dean by faculty at the UP, source: website

Positions in the offices of the dean, 2024	Dean				Vice-Dean				Dean of Science			
	total	m	f	percentage f	total	m	f	percentage f	total	m	f	percentage f
Law Faculty	1	1	0	0 %	2	1	1	50 %	1	1	0	0 %
Faculty of Arts	1	1	0	0 %	1	1	0	0 %	1	0	1	100 %
Faculty Of Human Science	1	0	1	100 %	2	1	1	50 %	1	1	0	0 %
Faculty of Economics and Science	1	0	1	100 %	2	2	0	100 %	1	1	0	0 %
Faculty of Science	1	1	0	0 %	1	0	1	0 %	1	1	0	0 %
HPI/Digital Engineering Faculty	1	1	0	100 %	2	1	1	50 %	0	0	0	0
Faculty of Health Science	0	0	0	0	0	0	0	0	0	0	0	0
<b>UP total</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>33 %</b>	<b>9</b>	<b>5</b>	<b>4</b>	<b>44 %</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>20 %</b>

<sup>1</sup> Predecessor: IT Advisory Board

<sup>2</sup> Predecessor: Advisory Board for International Relations, founded in 1999.

<sup>3</sup> Zessko: Center for Languages and Key Competences.

Positions in the offices of the dean, 2024	Faculty Administration				total Faculty Administration			
	total	m	f	percentage f	total	m	f	percentage f
Law Faculty	1	1	0	0 %	5	4	1	20%
Faculty of Arts	1	1	0	0 %	5	2	3	60%
Faculty Of Human Science	1	0	1	100 %	4	2	2	50%
Faculty of Economics and Science		0	1	100 %	5	3	2	40%
Faculty of Science	1	0	1	0 %	4	3	1	25%
HPI/Digital Engineering Faculty	1		1	100 %	3	2	1	33%
Faculty of Health Science	0	0	0	0				
<b>UP total</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>66 %</b>	<b>28</b>	<b>15</b>	<b>13</b>	<b>46%</b>

Table 3: Professors by faculty (total, excluding joint appointments, joint appointments), including those on leave, including substitutes, reporting date: Dec. 1, 2023

Professors by faculty	Total no. of professors			No. of professors excluding joint appointments			Joint appointments		
	total	f	percentage f	total	f	percentage f	total	f	percentage f
Law Faculty	18	4	22%	18	4	22%	0	0	0%
Faculty of Arts	60	30	50%	58	29	50%	2	1	50%
Faculty Of Human Science	69	33	48%	69	33	48%	0	0	0%
Faculty of Economics and Science	35	14	40%	29	12	41%	6	2	33%
Faculty of Science	155	45	29%	100	32	32%	55	13	24%
HPI/Digital Engineering Faculty	20	2	10%	-	-	-	20	2	10%
Faculty of Health Science	3	0	0%	0	0	0%	0	0	0%
<b>UP total</b>	<b>360</b>	<b>128</b>	<b>36%</b>	<b>277%</b>	<b>110</b>	<b>40%</b>	<b>83</b>	<b>18%</b>	<b>22%</b>

Table 4: Academic staff by faculty and funding sources, reporting date: Dec. 1, 2023

Academic staff	total			from own budget funds			from third-party funding		
	total	f	percentage f	total	f	percentage f	total	f	percentage f
Law Faculty	43	14	33%	40	12	30%	3	2	67%
Faculty of Arts	236	152	64%	131	82	63%	105	70	67%
Faculty Of Human Science	357	246	69%	139	94	68%	218	152	0%
Faculty of Economics and Science	135	59	44%	60	27	45%	75	32	43%
Faculty of Science	573	243	42%	199	67	34%	374	176	47%
HPI/Digital Engineering Faculty	-	-	-	-	-	-	4	0	0%
Faculty of Health Science	29	18	62%	1	1	0%	28	17	61%
Central Scientific Institutions, Central Administration	222	141	64%	31	21	68%	191	120	63%
<b>UP total</b>	<b>1595</b>	<b>873</b>	<b>55%</b>	<b>601%</b>	<b>304</b>	<b>51%</b>	<b>998</b>	<b>569%</b>	<b>57%</b>

Table 5: Non-academic staff by faculty and funding sources, reporting date: Dec. 1, 2023

Non-academic staff	total			from own budget funds			from third-party funding		
	total	f	percen- tage f	total	f	percen- tage f	total	f	percen- tage f
Law Faculty	23	19	83%	20	16	80%	3	3	100%
Faculty of Arts	47	37	79%	39	32	82%	8	5	63%
Faculty Of Human Science	103	79	77%	62	42	68%	41	37	0%
Faculty of Economics and Science	40	36	90%	31	29	94%	9	7	78%
Faculty of Science	218	141	65%	191	125	65%	27	16	59%
HPI/Digital Engineering Faculty	-	-	-	-	-	-	-	-	-
Faculty of Health Science	3	3	100%	0	0	0%	3	3	100%
Central Scientific Institutions, Central Administration	700	430	61%	573	338	59%	127	92	72%
<b>UP total</b>	<b>1134</b>	<b>745</b>	<b>66%</b>	<b>916</b>	<b>582</b>	<b>64%</b>	<b>218</b>	<b>163%</b>	<b>75%</b>

**RESOLUTIONS TO DATE:**

The General Staff Council discussed the Equal Opportunity Concept in a first reading in the committee (June 18, 2024). **The General Staff Council approved the concept on July 16, 2024.**

**The Executive Board (President, VPs, and Chancellor) has approved the Equal Opportunity Concept for the application for the Female Professors Program IV (funded by the BMBF) (June 18, 2024).**

The President, VPs, Chancellor, and all Deans discussed the Equal Opportunity Concept for the application for the Female Professors Program IV, made comments on changes, which were incorporated and acknowledged (June 19, 2024).

**The Commission for Equal Opportunity has unanimously approved the Equal Opportunity Concept for the application for the Female Professors Program IV funded by the BMBF (June 19, 2024).**

**Excerpt from the as yet unapproved 330th Senate Minutes of July 03, 2024**

**Agenda Item 11: Equal Opportunity Concept of the UP for the application for the BMBF's Female Professors Program IV**

Ms. Wolff explains that in August 2024, the UP will apply with the Equal Opportunity Concept on hand for the renewed and fourth participation in the Female Professors Program IV, funded by the BMBF from 2025. The project was launched in 2008 and the UP has received around € 3.5 million from phases I - III to date. The UP is hoping for three to four professorships from the program, which can be filled with regular professorships (W2/3) for five years with women appointed for the first time.

The submission of the Equal Opportunity Concept is a prerequisite for participation and possible subsequent funding for a maximum of four female professors. The program objectives and the four fields of action of the program are formulated from p. 30 of the Senate documents.

To date, the draft has been discussed and approved by the Executive Committee and the Deans, the CGK, and the General Staff Council.

**Resolution S6/330. – July 3, 2024 (11:0:0) The Equal Opportunity Concept for the application for the Female Professors Program IV funded by the BMBF was noted with approval by the Senate.**

