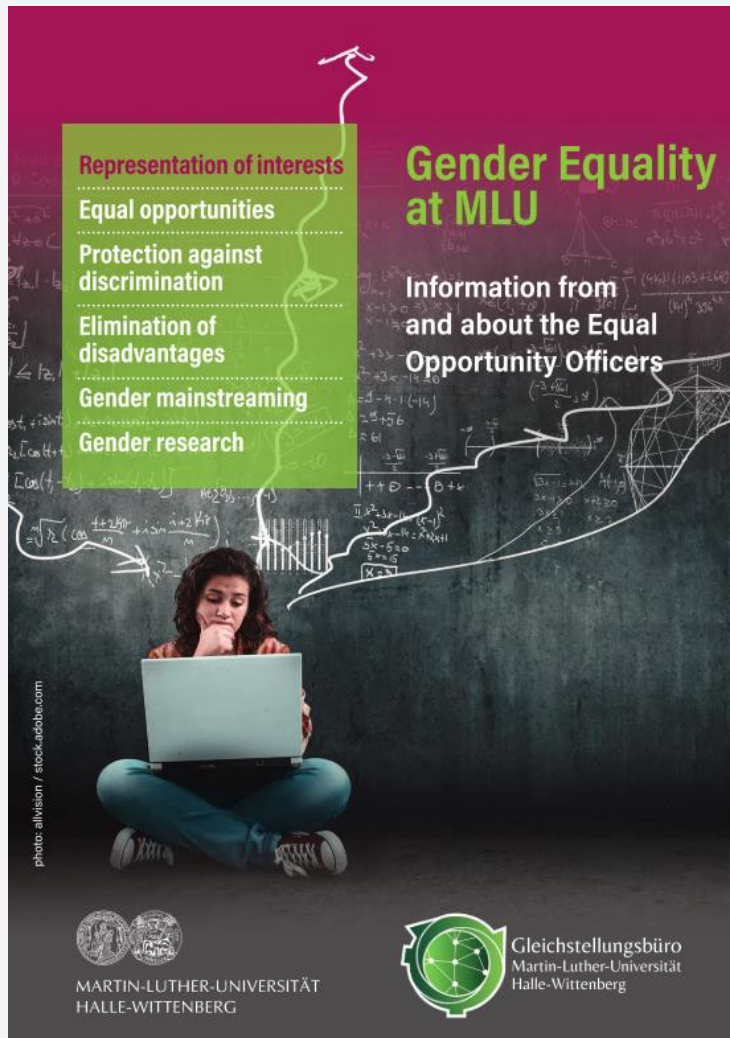




Equal Opportunities Officer at MLU

Advocacy for Gender Equality



Schafft Wissen. Seit 1502.

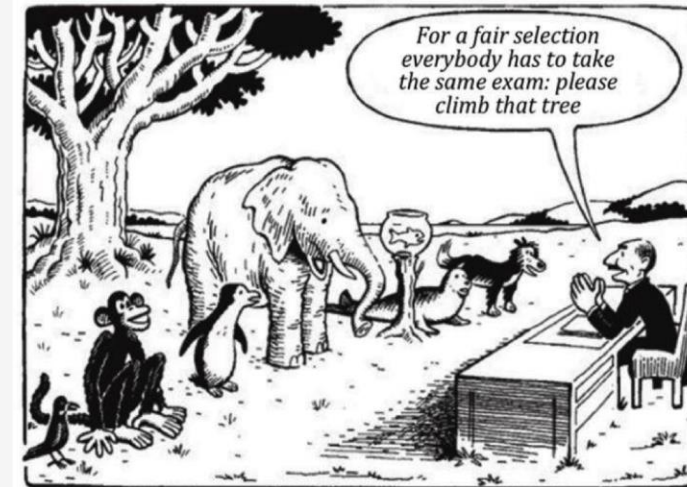


MARTIN-LUTHER-UNIVERSITÄT
HALLE-WITTENBERG

Gender Equity – What is it about?

- ❖ Equal rights *and* equal opportunities regardless sex and gender
- ❖ Intersectionality: Interplay of different forms of discrimination

§§§



Our Education System

"Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid."

- Albert Einstein

Source: <https://tinyurl.com/mrx9yakw>

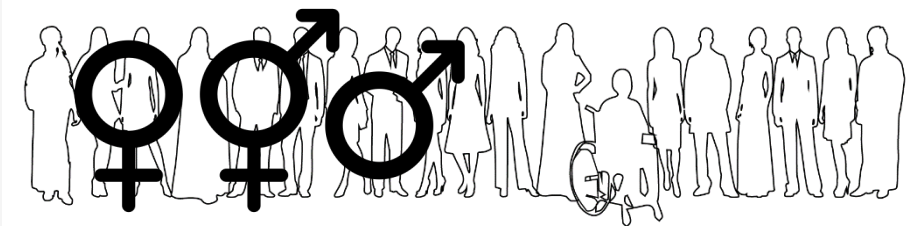


Image: pixabay; Gender Symbol: Jonathan Li | Noun Project

Gender equity – what is it about?

- ✓ Representative gender ratios at all career levels, areas of expertise and at all places of decision
- ✓ Safety, respect and visibility for all
- ✓ Gender Aspects as Content of Education, Research and Innovation

Dr.in Dorothea Erxleben: She was the first woman in Germany to receive her doctorate in Halle, was sharply attacked for her work as a doctor and dealt with aspects of gender in research and studies.

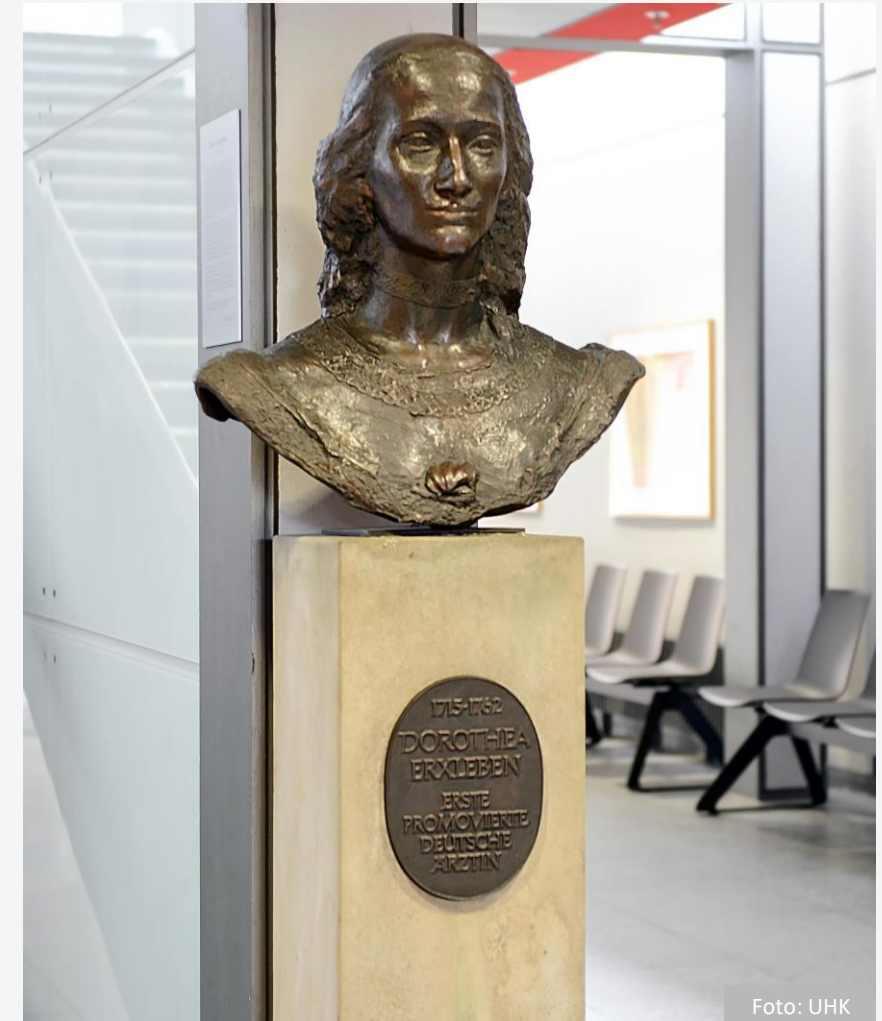


Foto: UHK

Gender equity (in science) – good reasons

Normative: Justice (for all)

Everyone should have the chance to be "part of the fun" (Suzanne Fortier) ||
Securing Employment || Free development of the person

Qualitative: Better (research) results

more perspectives in mixed groups || higher motivation || Reflection on gender
leads to differentiated findings and supports "freeing oneself from the illusion of
the lack of characteristics [of science – AW]" (Susanne Baer)

Economical: Pays off

Use all potentials (fully): "cannot do without the majority of people" || Shortage of
personnel and skilled workers || Reduced performance and absenteeism
(demotivation, incompatibility) || More efficient workflows in heterogeneous
teams || Criterion of (scientific) funding



s. u.a.: Prof.in Dr.in Susanne Baer:
Chancengleichheit und Gender-Forschung: Die
deutsche Wissenschaft braucht eine
Qualitätsoffensive. Sie muss den Haken lösen,
an dem die Sache in der Praxis hängt.
Impulsreferat im Rahmen der Konferenz
„Gender in der Forschung – Innovation durch
Chancengleichheit“, 18./19.4.2007, Berlin.

Gender equality (in science) – Legal Mandate

Art. 3 sec. 2 GG: Equality, similar to the LSA constitution

Men and women have equal rights. The state promotes the actual enforcement of ...

HSG LSA § 3 para. 3: Tasks of the university

In the performance of their tasks, the universities work towards the actual realisation of gender equality.

all areas and all status groups

Consideration of different realities of life, measures to compensate for disadvantages, measures to equalize gender proportions

Other topics include: AGG, FrFG LSA, Istanbul Convention

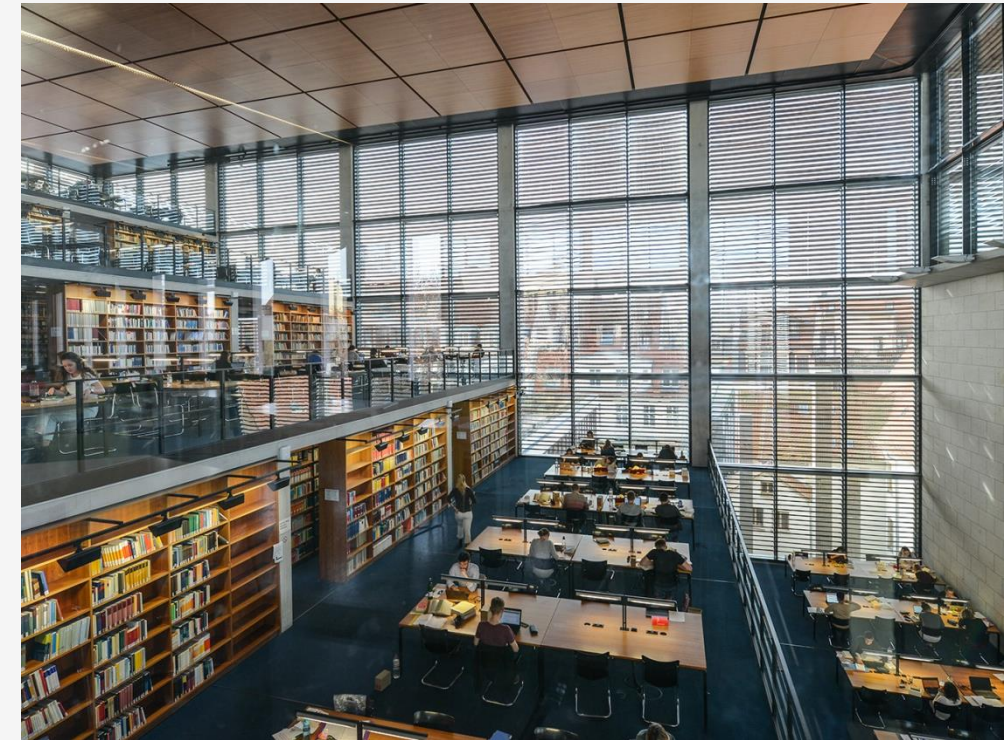
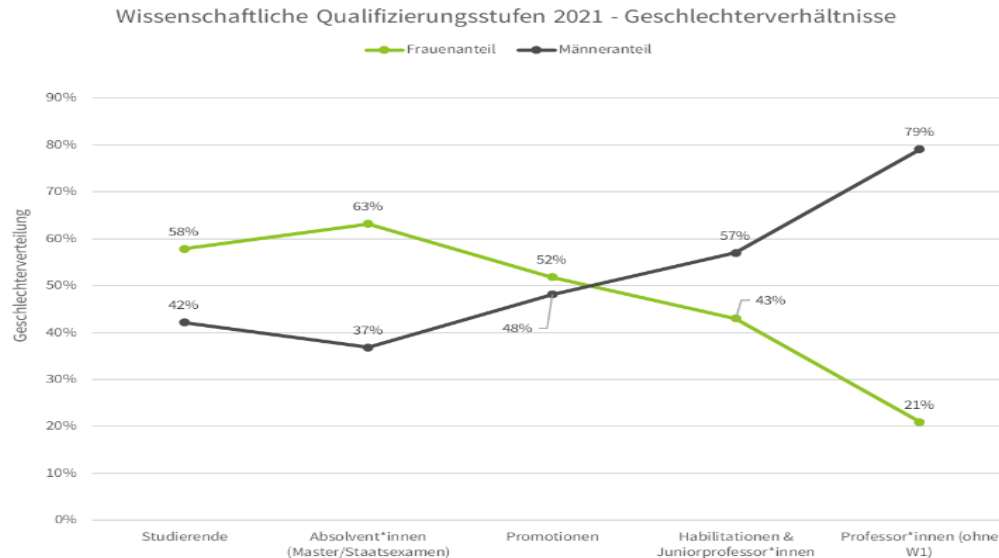
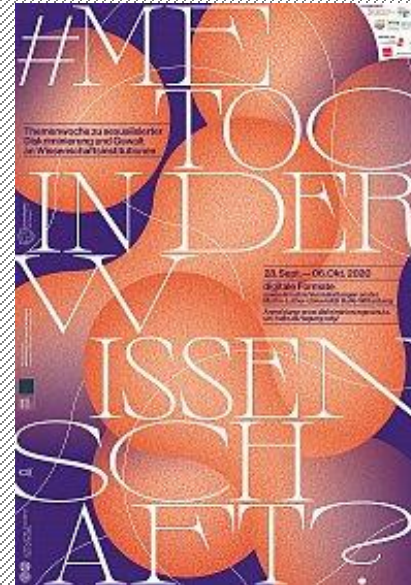


Foto: MLU / Markus Scholz

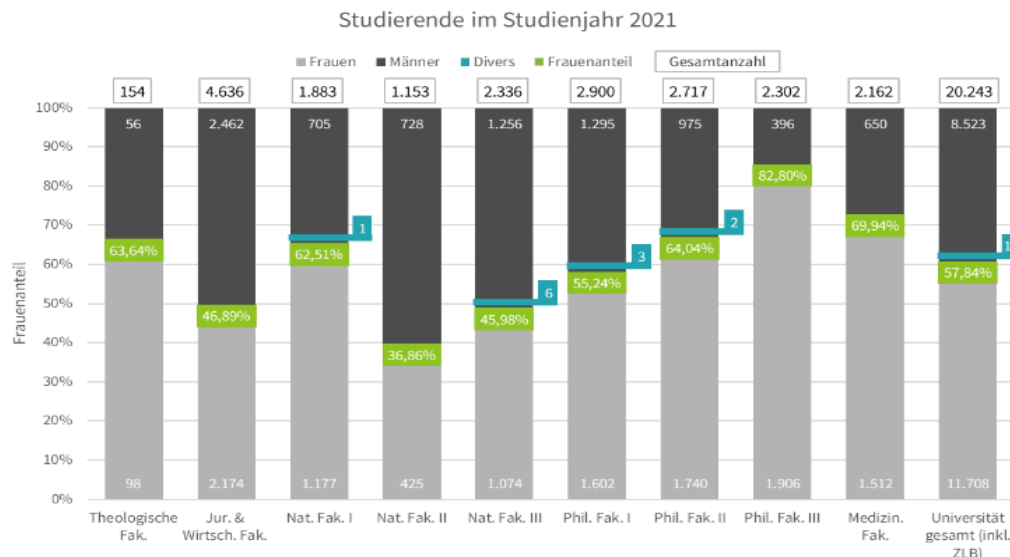
Gender equity in Science – Status



Graphik: Gendermonitor 2021



Plakat: Luise Menz, Sophie Pischel



Graphik: Gendermonitor 2021



Plakat: gender*bildet

Good for everyone and a legal obligation, but not yet achieved, e.g. MLU:

- Unequal gender proportions
- Cases of sexism and sexualised violence
- Unequal visibilities
- No gender studies professorship

Gender equity at MLU – Responsibility

„All “
Cross-sectional task
(Gender Equality Mission Statement)



Rectorate with the
Diversity and Equal
Opportunities Unit,
**Deaneries,
Superiors**
Management task
(§ 3 HSG LSA)



**Equal Opportunities
Officer**
Advocacy
(§ 72 HSG LSA,
§ 19 FFG LSA)



Gender equity at MLU - Framework conditions

- **Laws**

inter alia: international law, GG/state constitution, HSG, AGG, labour and civil service law

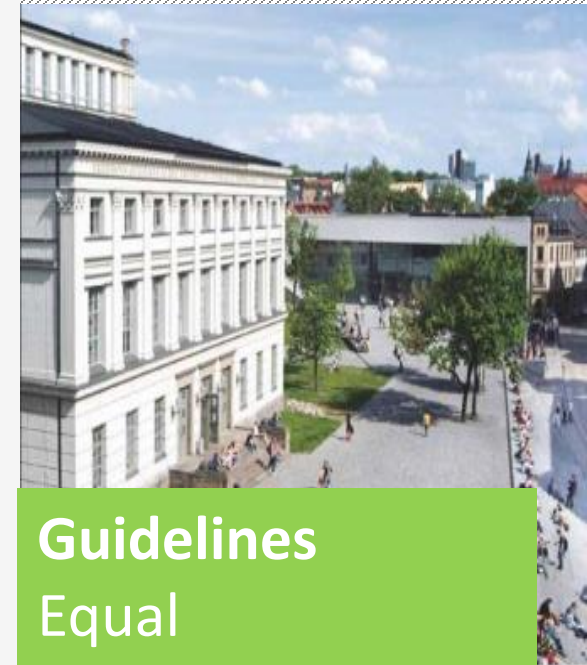
- **Regulations, Guidelines, Agreements MLU**

inter alia: Staffing Directive; Appointment Regulations; Evaluation Regulations for Junior Professorships; Directive on Protection against Discrimination, (Sexual) Harassment and Violence; Regulations on the administrative procedure in cases of violence, threats and sexual harassment by students; Guideline "Good Work in Science"; Service agreements; Basic and Electoral Regulations

- **Control Instruments MLU**

e.g. mission statement for equality; Women's Advancement Plan; Gender equality policies/programmes; Action Programme audit family-friendly university; Diversity Statement; Mission Statement Teaching; Mission Statement for Personnel Development and Personnel Development Concept; Target agreement; University Development Plan

- **Governance instruments for science and federal/state/urban**



**Guidelines
Equal
Opportunities**



Gender equity at MLU – Offers

- ✓ Information, advice and support:
Equal Opportunities Officer, Social and Conflict Counselling Centre, Diversity and Equal Opportunities Office (Consultant, Family, Inclusion and Sustainability Office, Prevention and Counselling Centre for Anti-Discrimination, Network Office gender*bilden), Staff Council/JAV, SBV, StuRa, Student Union, Student Advisory Service
- ✓ Further education and training, events
- ✓ Certificate in Gender Studies and Gender Research Workshop
- ✓ Childcare facilities, infrastructure (play, breastfeeding and diaper-changing rooms, etc.) Financial support
- ✓ Networking and Assistant Resources, Coaching and Mentoring for Women
- ✓ STEM-Tutorials
- ✓ Relief regulation for female professors



Equal Opportunities Officer

legally anchored, all-competent, elected, honorary

Advocacy

for all students and employees



Participation
in the university
administration

1. Choice
2. Chance
3. Change

Foto: pixabay / Gerd Altmann

**Information, advice
and support**
for all university
members



The Equal Opportunities Officer and her deputies form teams.
There is one team for the entire university and one team for each faculty
as well as the faculty-independent areas.
You can contact any member in any team.

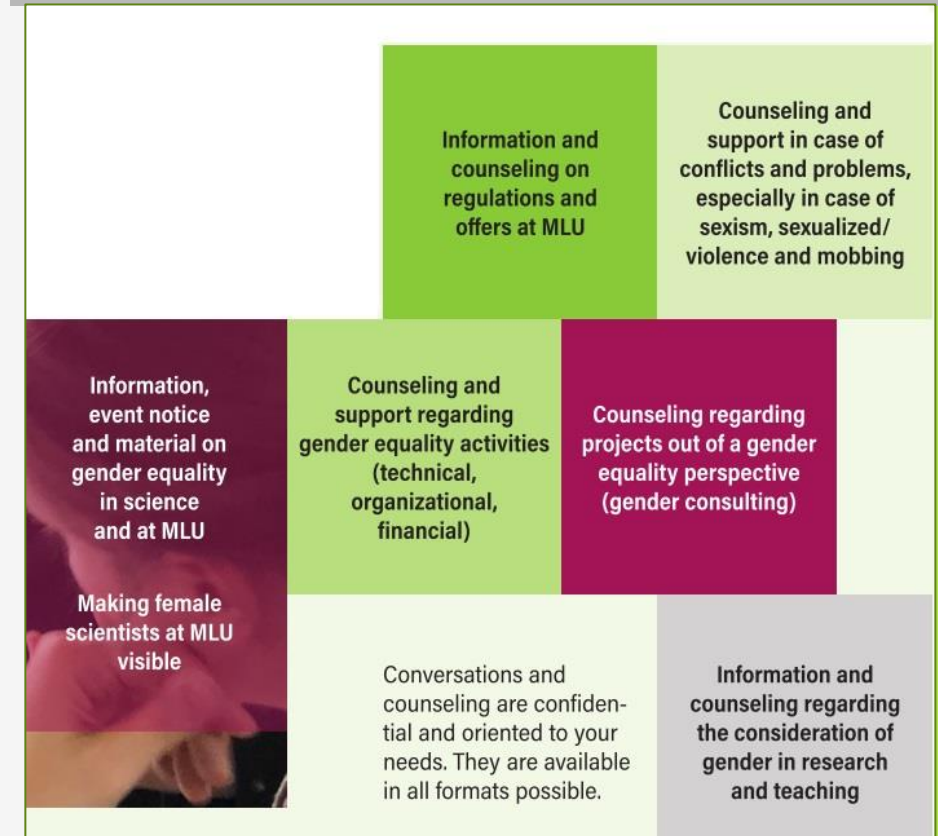
Alle Kontakte:
www.gleichstellung.uni-halle.de

Equal Opportunities Officer – Tasks

Participation

- Participation in committees and decisions (especially filling vacancies and appointments)
- Participation in control instruments, regulations and surveys
- Recording and introducing topics, problems, needs and ideas
- Initiation and, if necessary, own implementation of measures

Information, advice, support



Equal Opportunities Officer – Success Stories

- ✓ Regulations and structures for protection against and dealing with sexism and sexualised violence, e.g. guidelines and prevention centres
- ✓ Promotion of young female scientists, e.g. network and assistant resources, mentoring, coaching
- ✓ Projects and measures on women in STEM and gender in research and teaching, e.g. MINT-Zi, gender*bildet and gender studies as an overarching field of research in the profile of MLU
- ✓ Regulations and offers for the compatibility of studies/wage work and family
- ✓ Formulation of a "Gender Equality Mission Statement"
- ✓ Advice/support for numerous people



Equal Opportunities Officer –

A good representation of interests needs:

Informationen

- ✓ Rückhalt
- ✓ Wertschätzung und konstruktive Kritik
- ✓ Austausch und Zusammenarbeit
- ✓ Viele Schultern



Gute Gründe für das Amt:

- ✓ **Gewinnbringend**
Engagement für eine wichtige Sache, besser informiert, Kompetenzen und neue Akzente im Lebenslauf, Ehrenamt i.R.d. Arbeitszeit
- ✓ **Gut gewappnet**
Teamarbeit, Vernetzung, Qualifizierungen, Unterstützung durch das Gleichstellungsbüro