

Promotion of women

- **Mentoring** programmes to promote young female academics:
 - Cornelia Harte Mentoring (CHM) for undergraduate and graduate students, postdocs and women attaining their post-doctoral lecture qualification (Habilitation)
 - Mentoring programme for international female scholars (IFS)
 - Gender Mentoring Agency for female undergraduate and graduate students
- **Mentoring programme „Higher Education Management“** for women in technical and administration departments
- **Career Family Coaching** for students and young scientists with children and science as professional goal
- **Training** and further qualification for students, academic staff and non-academic staff:
 - Female Career Center (FCC)
 - Management Programme for female professors and executives
- **Networking** among young female academics:
 - STEM network for female scientists at the Faculty of Mathematics and Natural Sciences
 - Female Faculty Club (CECAD Cologne)

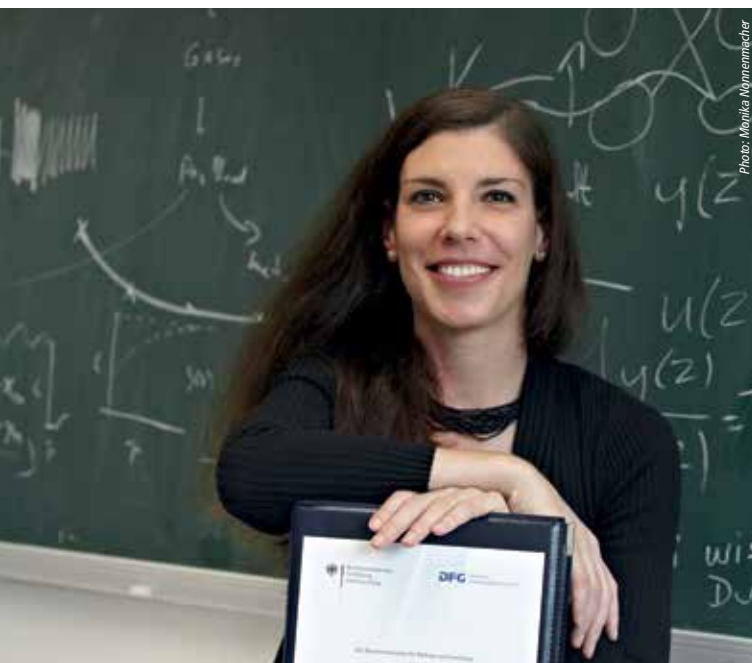


Photo: Manika Mommemacher

Family-friendly academic culture



Photo: Manika Mommemacher

- **Daycare center Paramecium:** 80 full-time places for the children of employees with particular emphasis on young female academics
- **Flexible childcare offers:** vacation camps, backup service, babysitter service, event-related childcare
- **Family-friendly campus infrastructure** (Parent-child offices, nursing rooms, etc.)
- **Model project Job Sharing** for academic and administrative leaders
- **Telework** for administration staff
- **Partnership programme** for scientific or administrative staff during parental leave
- **Information and advisory service** offered by Dual Career & Family Support regarding study/work life balance, childcare, family care (for all university employees); support for the partners of newly hired professors and young academics with their job search and integration into their new living environment
- Information portal and consultation concerning **“University with Child(ren)”** (www.gb.uni-koeln.de)
- **Promotion fund** for students with children in their final study phase
- **Support fund for childcare costs** during conferences, further training and working hours outside of regular childcare hours
- **Scholarship “Study abroad with Child(ren)”**
- **In-house Training** on work/life/family balance
- **Re-employment grants** for graduate students and postdocs after a break in their academic career

Gender in research and teaching

- **Study programmes in Gender and Queer Studies:** Certificate “Gender Studies” (since 2013), development of a Master’s programme in “Gender Studies” (starting 2017)
- **Interdisciplinary gender research event series**
- **Teaching assignment pool Gender Studies:** financing of teaching assignments in Gender and Queer Studies
- **GeStiC library:** extensive collection of literature in women’s and gender research
- **Concept “Diversity and equal opportunities in studies and teaching”:** integration of central concerns regarding equal opportunities in university admission, study and exam regulations and university teaching methods
- **KomDiM project “DiVers”:** E-Learning-Tool on diversity competencies in academic teaching (divers.uni-koeln.de)
- **Development and preservation of professorships containing the denomination “gender”**



Photo: Claudia Nilsch
 „Ensuring gender equality is a sign of quality in excellent research and teaching.“
 Dr. Britta Dahmen,
 Head of Department for Gender Quality Management



Photo: Elin Gireschitz
 “Responsibility for families must be a focus of universities.”
 Silke Koppenhöfer,
 Head of Department Dual Career & Family Support



Photo: Claudia Nilsch
 „We want to critique hetero-normative and hierarchizing ways of thinking and embrace contradictions.“
 Dr. Dirk Schulz,
 Managing Director GeStiC

Safeguarding against sexualized discrimination

- **Guideline** on how to deal with sexualized discrimination and violence
- **Catalogue of measures** to prevent sexualized discrimination and create awareness at the university

Awareness and public relations

- **Gender & Diversity portal:** www.vielfalt.uni-koeln.de
- **Guideline** for gender sensitive and inclusive language (“ÜberzeuGENDERe Sprache”)
- **Gender competence trainings** for members of the university and gender sensitivity in all staff development offers
- **Quality assurance and equal opportunities in the appointment of professors** through in-house trainings and the best-practice model for appointment procedures
- **Newsletter „Family-friendly University”** published by Dual Career & Family Support (CFS) and mailing list “Equal opportunities” with information on events
- **Column “Diversity and Equality”** in the magazine MitUns (for university staff)
- **Lecture series** on issues such as career strategies for women, compatibility of family, studies and (academic) career as well as Gender Studies
- **„GenderForum”:** annual network meetings at the university
- Annual awarding of **“Jenny Gussyk”-gender equality prizes** for:
 - 1) projects and structural development
 - 2) family-friendly leaders
 - 3) innovative student theses in Gender and Queer Studies




Photo: Christian Müller - Fotolia.com


Gender Equality at the University of Cologne





The University of Cologne promotes pluralism, divers perspectives and equal opportunities. We strive to create a framework that allows people of different backgrounds and orientations access to the university if they fulfil the admission requirements. We promote an organizational culture that appreciates individual, social and cultural diversity and does not judge people according to preconceived stereotypes. For the university, a competent approach to diverseness is an enrichment and a sign of quality. We create awareness for (un)equal opportunities, particularly in the areas gender equality, family friendliness, internationalization, interculturality, accessibility and educational justice. All members of the University of Cologne are responsible for fostering and upholding this mission.

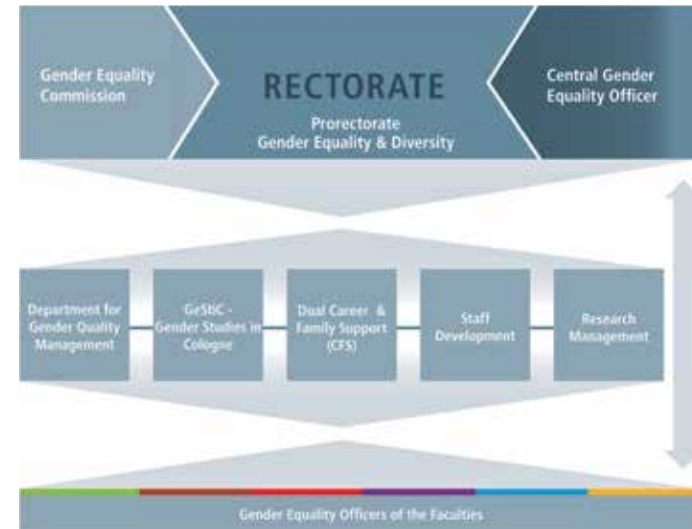

Univ.-Prof. Dr. Axel Freimuth
Rector of the University of Cologne


Prof.' Dr.' Manuela Günter
Prorector for Gender Equality & Diversity

Our key concerns

- Increasing the proportion of female leaders in leadership in management, science and administration
- Creating equal opportunities and transparent procedures in staffing, elections and support measures
- Promoting a leadership culture in which equal opportunities are a sign of quality
- Taking responsibility for the compatibility of family, studies and career from childrearing to elder care
- Creating awareness for (un)equal opportunities and making diversity visible
- Ensuring equal opportunities in talent promotion
- Integrating Gender, Queer and Diversity Studies in research and teaching
- Cutting down on discrimination
- Investing in a barrier-free and family-friendly infrastructure

Structural implementation of gender equality and equal opportunities



Prorectorate Gender Equality & Diversity

The Pro-Rectorate is responsible for the strategic implementation and longterm establishment of diversity and equality at the university.

Central Gender Equality Officer

She ensures the institutionalization of gender equality policies, implements measures in the framework of the Equal Opportunities Act of the state of North Rhine-Westphalia (Landesgleichstellungsgesetz) and heads projects fostering gender equality at the university.

Gender Equality Officers of the Faculties

They are responsible for questions of gender equality at the individual faculties. They also safeguard compliance with the Equal Opportunities Act of the state of North Rhine-Westphalia in appointment procedures.

Gender Equality Commission

It supports the university management and the Gender Equality Officer in policy matters. Its members are directly elected with a view to gender and status group parity.

Department for Gender Quality Management

The Department bundles all gender equality activities at the University. Data monitoring, equality controlling and the coordinaton of the internal and external evaluations of gender equality activities are among its tasks.

GeStiC – Gender Studies in Cologne

GeStiC is the central academic institution that develops cross-faculty and inter-university courses, support for young academics and interdisciplinary research coordination from the perspective of Gender and Queer Studies.

Dual Career & Family Support (CFS)

CFS is the first place to turn to for consultation and development of measures regarding compatibility of family and career. Whereas the Family Support offers services for all university members, Dual Career Support targets primarily newly appointed professors as well as their partners and families.

Staff Development

The Staff Development Department integrates gender and diversity related contents into its measures and offers. It provides special promotion programmes for women, e.g. mentoring programmes and the Management Programme for female professors and executives.

Research Management

Research Management supports externally funded projects in all project phases with regard to administrative issues, e.g. coordinating gender equality measures.

Other important actors:

Working group “Family-Friendly Administration”

It is responsible for the concerns of non-academic staff regarding the compatibility of family and career.

Gender Boards

The Gender Boards of the Excellence Clusters, graduate schools, research training groups and research associations implement externally funded gender equality measures.



GENDER-CONTROLLING

Gender controlling is the basis for a goal-oriented and promising gender equality policy

- **Target quotas** regarding the proportion of women at all qualification levels integrated into the faculties' target and performance agreements as well as their equality plans
 - raising the proportion of women
 - structural development of gender equality efforts at the faculties
 - promotion of gender research and its integration into teaching
- **Equality plans** of the administration, central institutions and faculties
- **Financial fund** for the implementation of gender equality as required by law for the funding of projects at the faculties and in the administration



„It is better to have one female quota than lots of old boys networks.“
Prof.' Dr.' Manuela Günter
Prorector for Gender Equality & Diversity



„We have to create conditions that offer career opportunities for everyone.“
Prof.' Dr.' Carien Niessen,
CECAD Gender Career Development



„There is still a long path ahead of us and we will need a lot of strength until we have truly achieved equal opportunities. But we will tread the path and have the strength!“
Annelene Gäckle,
Central Gender Equality Officer

Further information:
www.vielfalt.uni-koeln.de



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