

Gender Policies in Complexity

Improving gender equality at the
University of Cologne (UoC)

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Agenda

- A. UoC Achievements on Gender Equality**
- B. Gender-related Reforms & Governance of Gender Policies
- C. Strategies & Measures
- D. Conclusion

A. University of Cologne (UoC)

- Classical portfolio of a full university
- 50.500 students, 594 professors, 6.000 academic staff, 1.800 administrative staff
- Funded in the „Excellence Initiative“ since 2012 with „Gender Mainstreaming Program“ as one of seven central measures in the Institutional Strategy to ensure excellence in research and education



A. UoC Achievements

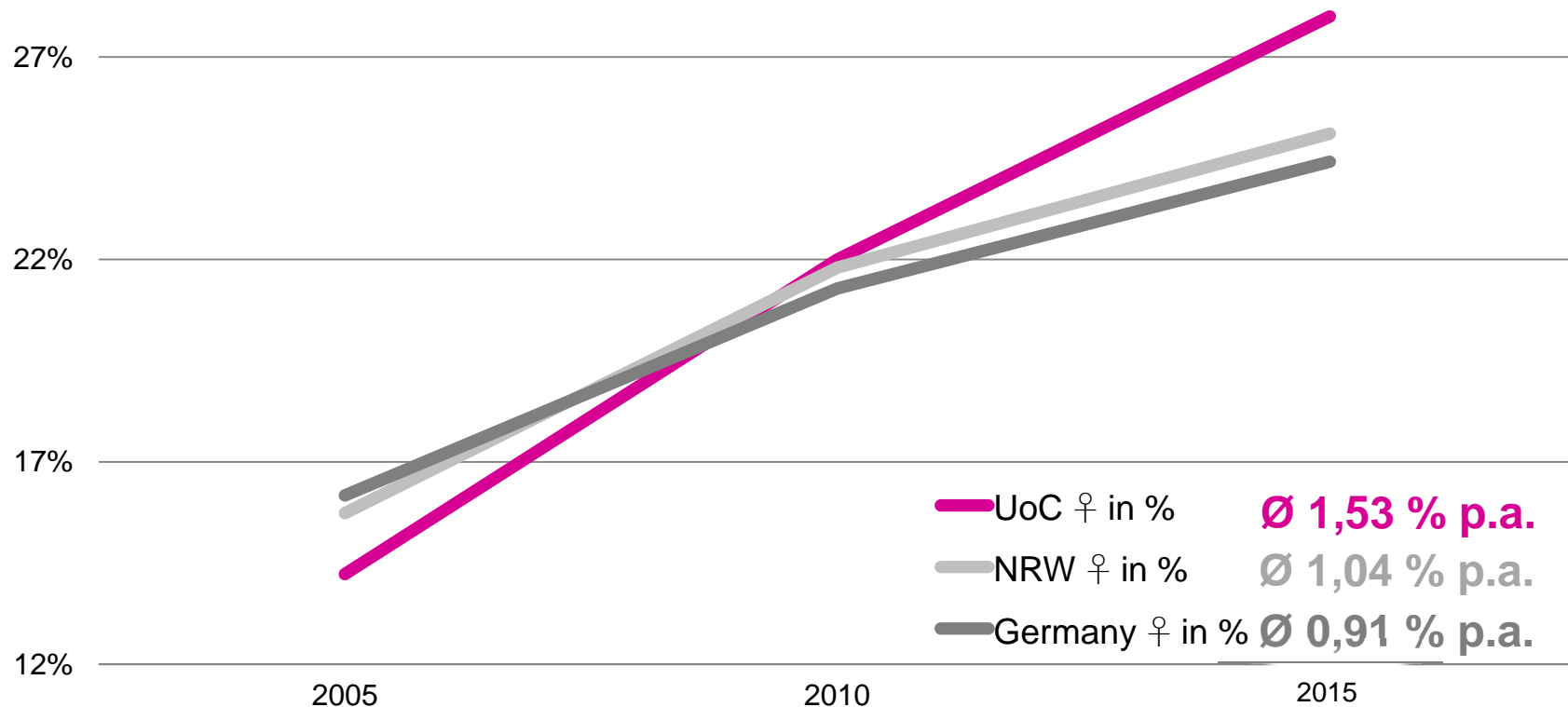
- 28 % female professors
- 40 % of newly recruited professors are female
- 29 % women in committees
- 25 % women in administrative leadership positions (2015)

- 4.95 Mio € third-party funds acquired for gender projects or structures in 2012 - 2015

- Nation- and statewide rankings prove UoC's successful development of improving gender equality
(e.g. CEWS Hochschulranking 2015, Gender Report 2013)

A. UoC Achievements

Development of Female Professors 2005 - 2015



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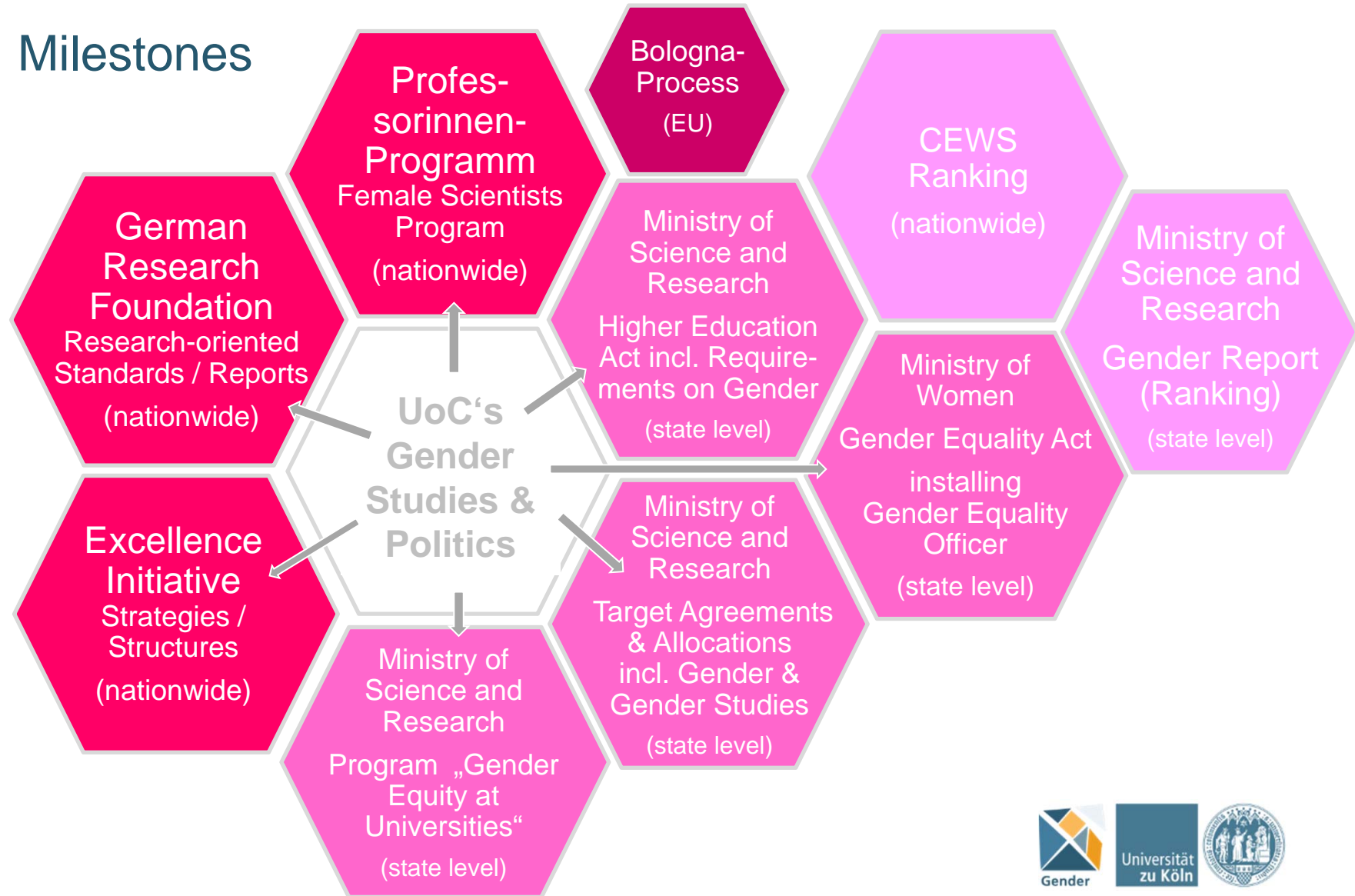
B. Gender-related Reforms

Milestones



B. Gender-related Reforms

Milestones



B. Governance of Gender Policies

NRW State Gender Equality Act (Landesgleichstellungsgesetz) installs a **Gender Equality Officer** in order to improve gender equality:

Obligations

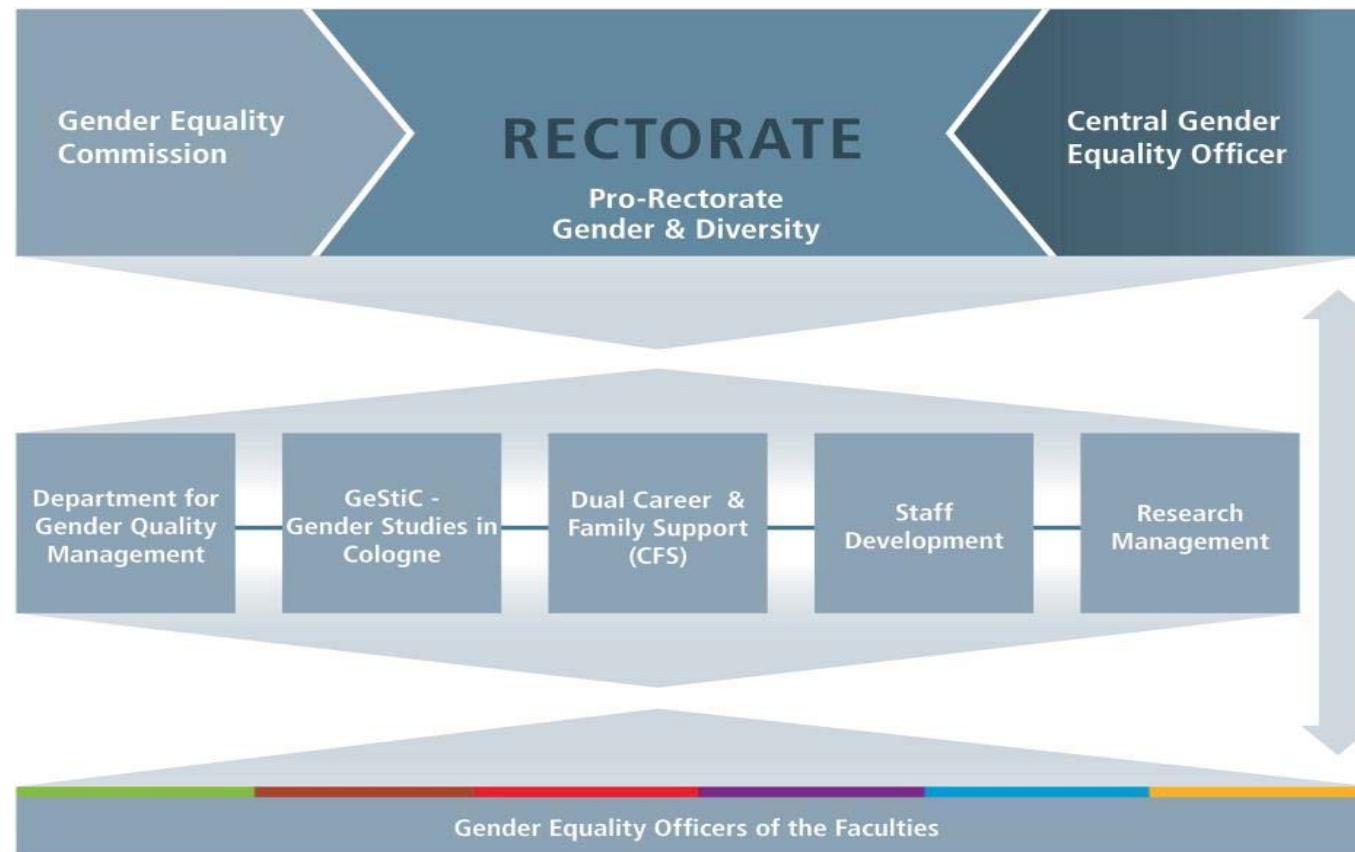
- Control of implementation of Gender Mainstreaming (e.g. structures, processes, recruitments, anti-discrimination, language) on all levels
- Counselling of boards, committees & individual members

Rights

- Free of any instructions
- Free to directly address the board and all individuals
- Free to directly address ministry of research and science
- Counselling member of all committees with right to speak and make proposals
- **Right of appeal** against any measure that is not in accordance with the Gender Equality Act (directing the board, which immediately stops the specific process)

B. Governance of Gender Policies

Governance Structure of Gender Equality at UoC:
Gender Mainstreaming is a **leadership and cross-sectional task**.



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C. Key Measures

Strengthened hierarchical regulation to ensure key measures:



Rectorate

1. Gender Action Plans
2. Target agreements on ‚Gender equality‘ (900.000 € p.a.)
3. Gender quotas for new recruitments / Gender-sensitive recruitments
4. Responsible person in every board or committee
5. Gender Data Monitoring + Gender Controlling



Academic
Departments

C. Measures

Strategy

Measures

1. Strengthening of decentral structures

- **Target Agreements on Gender Equality** with the Faculties (450.000 € annually: Support of Equal Opportunities Officer, recruitment quotas, support of Gender Studies, gender-sensitive projects)
- **Gender Action Plan 2015-2019** with clear gender quotas for new recruitments and percentage of women in leadership positions
- **Responsible person in every board**
- **Strong Gender Network** with all key players
- „Center for Gender Studies“/ Gender & Queer Studies integrated in research programs

2. Opening leadership positions for women

- **Gender-sensitive recruitment procedures** (e.g. active recruitment, approval of child or elder care in judgement of vita)
- Management program for female researchers and staff in administration
- Personnel development: Gender aspects as part of the development program

C. Measures

Strategy

Measures

3. Quality Management / Strategic Planning

- **Gender as one of 7 key development areas in the „Excellence Initiative“**
- **Gender Data Monitoring + Gender Controlling**
- **Gender Budgeting**
- Gender Equality as part of central strategic concepts (e.g. action plans on gender equality, development plans of university)
- **Gender Consulting** for grant applications and third-party funded research

4. Support of female junior researchers

- Programs (incl. networking):
 - * CHM: 5 different mentoring programs
 - * Network & Exchange: post doc program
 - * KidsCare: post doc program
 - * Re-entry program & bridge funds for post docs
- Financial support of individuals in need
- Internal funds for innovative gender projects



C. Measures

Strategy

5. Gender-oriented organisational culture

Measures

- Family-friendly culture and atmosphere:
 - * Child care facilities
 - * Back-up care
 - * Job-sharing options
 - * Office- and studyplaces for parents
 - * Mentoring program for compatibility of career & childcare
- Guideline against sexual discrimination
- **Jenny-Gusyk award** for new gender structures, outstanding thesis on gender or queer studies and family friendly leadership person
- **Concept: „diversity in study and teaching“**
 - * Consulting for academic departments
 - * Competences in didactics
 - * Gender Studies as part of degree programs
- Guideline for gender-sensitive language



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D. Making a change

Fields of action, external settings

- Mainstreaming gender in quality management systems of research and teaching, personnel and strategic development (e.g. Löther & Vollmer, 2014; Schacherl, Roski & Erbe 2014; Esch & Herrmann, 2008)
- Gender Mainstreaming aspects in legal regulations

Change of governance structures

- Gender Equality as a leadership task
- Gender Mainstreaming as a cross-sectional task
- Stronger hierarchical steering of gender goals
- Integration of gender policies in strategic planning processes (e.g. gender-specific target agreements, mission statement)
- Functional cooperations and networks: clear division of tasks and transparent working and communication processes

Thank you 😊

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Extra

Mission Statement of the UoC “Diversity and Equality”



The University of Cologne promotes pluralism, diverse 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 diversity is an enrichment and a sign of quality. We create awareness for (un)equal opportunities, particularly in the areas of gender equality, family-friendliness, internationalization, interculturality, inclusion and educational justice. All members of the University of Cologne are responsible for fostering and upholding this mission.