

# EQUAL OPPORTUNITIES – JOINT GUIDELINES

The University of Cologne, RWTH Aachen University, TH Köln – University of Applied Sciences, Forschungszentrum Jülich GmbH, and the German Aerospace Center e.V. share a close partnership in research, education, and science management. These joint guidelines on equal opportunities will further strengthen this partnership.

## I. OBJECTIVES

Based on the existing mission statements, strategies, and concepts of the institutions involved, we are committed to actively supporting diversity, a variety of perspectives, and equal opportunities.

We will create a joint framework so that the institutions involved are open to everyone who meets the necessary requirements, irrespective of their life circumstances or social background. We will support an organizational culture in which individual, social, and cultural diversity is viewed as an asset and as a sign of quality. We will raise awareness of (un)equal opportunities, particularly in the areas of gender equality and family-friendliness, internationalization and interculturality as well as accessibility and educational fairness. We will also take action against discrimination.

Our actions will be governed by an intersectional approach considering the various dimensions of equal opportunities and their interactions. Successful instruments of our equal opportunities policy will be used and supplemented by innovative approaches in the field of diversity.

## II. PROSPECTS

### We will increase diversity in executive positions in science and administration.

- We will support a leadership culture in which equal opportunities are viewed as a sign of quality.
- We will strive to increase the proportion of female professors and of women in other executive positions as well as in subjects and areas where women are underrepresented.
- We will develop innovative instruments for the active recruitment of excellent scholars and scientists as part of our diversity policy.
- We will strive to fulfil the legal obligation to create gender parity in our self-governing bodies – which corresponds to our own institutional goals.
- We will demonstrate transparency when filling vacancies, during elections, and in funding measures.

### We will bear responsibility for the reconciliation of work, studies, and family life at all stages and in all aspects of life.

- We will support the introduction of flexible work and study conditions.
- We will secure and consolidate childcare services. We will expand our advice and support services with respect to caring for relatives, childcare, and the reconciliation of work/studies and family life.
- We will support dual-career measures and develop options for dual-career collaboration.

### We will ensure that talent is fostered and careers are facilitated in an equitable way.

- We will ensure that access to universities and non-university research institutions is equitable and will structure all transitions within the system according to this principle. We will set standards for ensuring equality in all selection procedures.

- We will boost and consolidate options for individual support in the form of mentoring, coaching, networking, training courses, interim employment positions, and fellowships.
- We will jointly develop our services on gender and diversity competence in the academic sphere.
- We will support students, scholars, and scientists who are impaired in their mobility (e.g. due to caring responsibilities or personal health impairments) in acquiring international experience.

### We will take action against discrimination.

- We will develop joint guidelines for anti-discrimination efforts.
- We will ensure transparent and effective complaint systems.
- We will establish a reporting and monitoring system for quality assurance.
- We will expand prevention and awareness measures concerning equal opportunities and diversity.
- We will invest in an accessible and family-friendly infrastructure.

### We will boost gender, queer, and diversity studies in education and research at universities.

- We will support gender, queer, and diversity studies, e.g. by the denomination of professorships.
- We will integrate gender, queer, and diversity studies in education.
- We will encourage the exchange of research and strategic university development.

## III. MEASURES

- We will institutionalize permanent equality and diversity management at the central and decentral levels.
- We will develop joint strategies in the field of equality and will interlink these strategies with control instruments such as target agreements and structural framework plans.
- We will develop a comprehensive gender and diversity controlling system.
  - We will set gender-relevant target quotas according to the cascade model, in particular for postdoc positions, new appointments, professorships, and management positions in science and administration.
  - We will develop models for active recruitment in studies, science, and administration.
  - We will continuously monitor the representation of various groups on all hierarchical and career levels.
  - We will analyse the gender pay gap in all institutions involved.
- We will offer advice on equality and diversity regarding applications for third-party funding.

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