

**POSITION PAPER
ON THE ADVANCEMENT OF EQUALITY AND
DIVERSITY**

Faculty of Sustainability

2022-2024

State: 16. August 2022

1. OUR VISION

We encourage an inclusive environment at the faculty in which everyone should feel welcome and treated with respect. We foster reflection about own privileges and encourage transparent and non-violent communication between the members of the faculty. We act together against racism, sexism and all other kinds of discriminative behavior. Therefore, we understand intersectional* perspectives, visibility, reflection, and empowerment as key drivers towards an inclusive environment. We want the faculty to be a place, where all people feel embraced how they are and how they will be.

From our perspective, reflection of own actions includes e.g. knowledge about own biases and power dynamics which result at best in responsible decision and actions of all staff members and students of the faculty.

We especially encourage people in higher ranked positions to lead by example. This means to be sensitive towards power dynamics in working groups as well as while teaching, supervising or working together with students. Here, a specific awareness should belong towards people that are less privileged/visible in academia or have experiences with discrimination of any kind. Therefore, we encourage everyone in the faculty to reflect own privileges and power positions, exchange your knowledge and questions with each other and act upon that.

Moreover we would like to draw attention to the structural conditions for gender inequality which still exist, e.g. visible in the kink in the proportion of women after the doctorate. In order to change this step by step, we would like to discuss the underlying structures and rules of science (such as the pressure to publish, rankings or the economisation of universities).

2. OUR TARGET AREAS AND MEASURES

Goals	Measure
1. Increasing the number of women and international regular professorships as well as people affected by intersectionality* in higher positions	<p>1.1 To set a mindset by which we raise awareness on the extraordinary national and international scientists who define themselves to be part of one more of the following groups: women, inter* or trans* or non-binary people, Black people¹, Indigenous¹, People of Color¹, people with disabilities, people with religious beliefs, non-academic class background, discriminative experiences based on sexual orientation or origin etc. For this we will create an online channel for a better visibility and in order to invite people how want to have an exchange or who feel discriminated, e. g. at the faculty website/diversity section.</p> <p>1.2 We aim to appoint long-term professorship positions that should result into 2-3 new female professorships till 2025.</p>
2. Advancement of gender- and diversity-related inter- and transdisciplinary research	2. Increased integration of cross-cutting issues of gender and diversity for the science initiative Sustainability in inter- and transdisciplinary research by collecting data on gender and diversity outcomes in sustainability science research of the faculty. For this a continuously list of research articles with a focus on gender will be available at the faculty website/diversity section end of August 2022 (see also 3.1).
3. Gender- and diversity-appropriate participation culture, related to committees	3.1 Create a heterogeneous group of people in administration, on higher hierarchical levels e.g. professors, director of institutes; and honorary doctorates/professors by increasing the representation of people that define themselves as women, non-binary, inter* or trans*, people experiencing racism (Black, Indigenous, People of Color), or further kinds of discrimination related

and administrative bodies	<p>to their religion, abilities, sexual orientation, class – especially encouraging people to participate who are affected by a number of such discriminations and disadvantages (inter-sectionality*).</p> <p>3.2 By motivating specific members of the faculty to get elected for faculty council in 2024 and elect timely alternating positions for diverse members of the faculty for the different leader positions of the faculty.</p> <p>3.3 We will further develop the Diversity section at the faculty website with information on vision, goals, measures and contact persons.</p>
4. Gender and diversity-appropriate participation culture referring to the studies and teaching	<p>4.1 Development of teachers' material collection in order to be able to include at least one session that relates to his*her topic to gender and diversity aspects in cooperation with the equal opportunities office of Leuphana.</p> <p>4.2 Addressing issues of equity, diversity and antidiscrimination in exchanges with teachers and students, e.g. in additional quality circles (beyond the ones of teaching), enable a student representative to engage with people of the decentralize gender and diversity work at the faculty.</p> <p>4.3 Information on Gender & Diversity on the (method) wiki, which is a first aid kid aiming to help people to educate themselves.</p>
5. Foster reflection about own privileges and values as well as encourage transparent and non-violent communication	<p>5. Organize or engage in at least one awareness measure (from the faculty or Leuphana) e.g. gender and diversity: trainings, quality circle on gender and diversity, workshops etc. within one year for (in best case) all hierarchy levels but especially higher hierarchies (professors and all other heads in administration, research or teaching).</p> <p>Workshop in 2022: Continuation Code of Trust (including issues with regard to underlying, partially unhelpful structural conditions of the science system, see statement in the vision).</p> <p>Workshop in 2023: Quality Circle Concept Gender Diversity Training during Onboarding, parallel to other faculties, moderation support Centrale Equity Office</p>
6. Act together against racism, sexism, and all other kinds of discriminative behavior.	<p>6.1 Continue with the faculty members by finalizing a code of conduct/or code of trust for everyone who is involved in teaching/supervision/head of departments/institutes/working groups etc. (combine this measure with target area 5).</p> <p>6.2 Within the existing format of open presentations hosted by the faculty called 'Sustainability Science Lectures' one lecture per year will be related to the topic of diversity. Invite at least one sustainability scientist who belongs to any minority in order to inspire us: inspire students, inspire faculty staff to identify barriers for diversity and ways to overcome. The lecture can be accompanied with a panel session/discussion on how belonging to a minority has affected the career. Perspective measure: Sustainability Science Lectures from winter term 2022/23 onwards</p> <p>6.3 Visibility of "life stories": make diversity visible by interviews (videos) of professors of the faculty, similar to what the Royal Society is doing. The interviews can share their experiences of being a minority in science, influences in their childhoods and the fun and importance of science both to themselves and to the wider community. This will be continued</p> <ul style="list-style-type: none"> - in a podcast format (in sum five, one to Gender and Diversity) - in collaboration Central Equity Office of Leuphana/Anja Thiem evtl. within a teaching format, where students make interviews, film ect. about professors from the faculty and their experiences with regard to gender/diversity issues (orientation seminar "Diversity Factbook" from Mrs. Thiem/Mrs. Söffker). <p>6.5 Introduction of an university wide obligatory onboarding training on diversity issues (see Quality Circle 2023)</p>

3. HUMAN RESOURCES GOALS

Academic Career Stages	Current State (14.06.2022) Data students WS 2021/2022 Data Alumni of the year 2020/21				Goal until 2024 (and later)	
	total		in percent		in percent	
Gender Share ¹ __	F	M	F	M	F	M
1. Deanships	1	2	33,3	66,7	On average 50	On average 50
2. Head of Institutes	2	6	0	100	50	50
3. Professorships W2/W3	6 (+ 2) ²	13 (+1)	32 (36)	68 (64)	40	60
4. Temporal Professorships	1	0	33,4	66,6		
5. Assistant Professor-ships with/without Tenure Track	2	2	50,0	50,0	50	50
6. Leaders of Junior Groups	0	1	-	100	50	50
7. Research assistant	44	30	59	41	50	50
8. Honour- and Honorary professors	3	19	15,0	85,0	Till 50 at least alternating each year	Till 50 at least alternating each year
9. PhD Students ²	87	42	67	33	Currently no demand	Currently no demand
10. Master Students ²	139	35	80	20	Currently no demand	Currently no demand
11. Bachelor Students ²	626	212	75	25	Currently no demand	Currently no demand
12. Alumni (finished degree M.Sc. & B.Sc.)	31	17	65	35	Currently no demand	Currently no demand
13. Non-academic personnel	26	2	93,0	7,1	More gender balance/diversity	More gender balance/diversity

¹ We refer in this case to the biologically assigned sex and not to the self-chosen, based on data from the human resources department. Numbers about Inter* humans are in the actual time point not compiled. Additionally, we indicate that the binary representation of sex is a simplification and does not show the total Diversity and therefore minimizes its visibility.

² In brackets: three professorships in negotiation: two of these are expected to be filled by women (Chemistry, Ecology), one by men (public law), currently upcoming/ongoing four procedures (education for sustainable development/Sachunterricht, successor Henrik and Psychology, Sust Science)

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This Position Paper is jointly created by the members of the Diversity Team of the Faculty: Elisabeth Frank, Dr. Agnes Friedel (coordination lead), Prof. Dr. Jacqueline Loos, Prof. Dr. Berta Martin-Lopez, Dr. Fabienne Moreau, Dr. Nicola Seitz, Prof. Dr. Vania Zuin Zeidler, Prof. Dr. Henrik von Wehrden.

You would like to talk to someone about gender equity, diversity, discrimination etc. at the faculty or Leuphana? Feel free to contact us!

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Further information can be found on:

<https://www.leuphana.de/einrichtungen/fakultaet/nachhaltigkeit/diversitaet.html>

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