

Equal Opportunities Strategy

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Preamble

The University of Cologne (UoC) actively supports diversity and equal opportunities and has implemented a wide range of measures and structures in many areas. In 2013, the Senate adopted the mission statement Diversity and Equal Opportunities ('Vielfalt und Chancengerechtigkeit'). In 2014, the UoC signed the Diversity Charter ('Charta der Vielfalt') as well as the Family in Higher Education Charter ('Charta Familie in der Hochschule'). In 2018, the UoC developed the Shared Guidelines on Equal Opportunities ('Gemeinsame Leitlinien Chancengerechtigkeit') in cooperation with other universities and scientific institutions in the Rhineland. These guidelines, structures and measures form the foundation for the present Equal Opportunities Strategy of the University of Cologne.

We promote an organizational culture that regards the individual, social and cultural diversity of our students and employees as an enrichment and a sign of quality. However, we are aware that the university itself produces mechanisms of exclusion, and thus aim to reduce institutional barriers. All members of the university strive to increase the UoC's appeal as a study location and as an employer, to work against discrimination and to ensure an open-minded and fair environment for excellent research and teaching.

Strategic Aims

The UoC promotes structural development and measures particularly in the areas of:

- Anti-discrimination
- Educational equity
- Family friendliness
- Gender equality
- Inclusion (in accordance with the UN Convention on the Rights of Persons with Disabilities)

We pursue the following aims:

- Promoting equal access to higher education and professional development in academia and administration
- Further developing a management and work culture in which equal opportunities and family friendliness are quality features
- Increasing the transparency of hiring decisions, board elections and funding decisions
- Creating awareness for structural discrimination and its reduction
- Investing into accessible and family-friendly infrastructures
- Promoting diversity-oriented research and teaching

Guiding Principles

PARTICIPATION AND EMPOWERMENT

We include stakeholders of the UoC on all levels, and independent of status, in the development of our strategies and measures. We promote bottom–up processes and empower agents from the Faculties and the administration as well as student representatives in their responsibilities.

RESEARCH ORIENTATION

We subject our strategy and all our measures to a critical self-reflection informed by research. We take current research results into account and are in close contact with scholars and scientists at our university.

Intersectionality

In the development of strategies and measures, we take into account the intersections and interrelations of different dimensions of discrimination.

Sustainability

To ensure the sustainable and efficient use of resources, the effectiveness of all measures is regularly evaluated.

Instruments

Diversity management at the UoC encompasses all processes, measures and instruments that serve to achieve these aims. It is implemented as a cross-sectional task in all areas of the university.

Integration into strategic management tools: The strategic aims are integrated into all major strategic processes, quality assurance procedures and target agreements.

Gender Equality and Diversity Action Plans: The existing Gender Equality Plans of the Faculties and central institutions will be further developed into Gender Equality and Diversity Action Plans. They will document specific aims and measures over a time period of five years.

Data monitoring: We collect and analyse the data relevant for the development of strategies and measures in compliance with the pertaining data protection guidelines and regularly inform the members of our university about our outcomes.

Networks: Our internal measures are interlinked in a way that creates synergies and avoids redundancies. We promote internal networks among the involved stakeholders. We actively support the formation of regional, national and international networks.

Communication: We raise awareness for the issues regarding equality at the UoC. We also organize public events that carry the issue beyond the university into the City of Cologne. Projects, measures and institutions are made visible across the university.

Responsibility

All members of our university are responsible for the sustainable realization of this strategy.

Working groups and experts from all status groups as well as student representatives and initiatives are involved in the implementation of the strategy:

The Rectorate | The Vice-Rectorate for Gender Equality and Diversity is responsible for the conception of the strategy, its implementation at the university and its further development. The Vice-Rectorate integrates expert committees into the decision-making process.

The coordination and implementation of diversity management at the UoC is the responsibility of the Department for Gender & Diversity Management, which is attached to the Vice-Rectorate for Gender Equality and Diversity.

Advisory Board Equal Opportunities | The Advisory Board Equal Opportunities counsels the Rectorate on the further development of the Equal Opportunities Strategy. It is convened by the Rectorate and composed of internal and external experts.

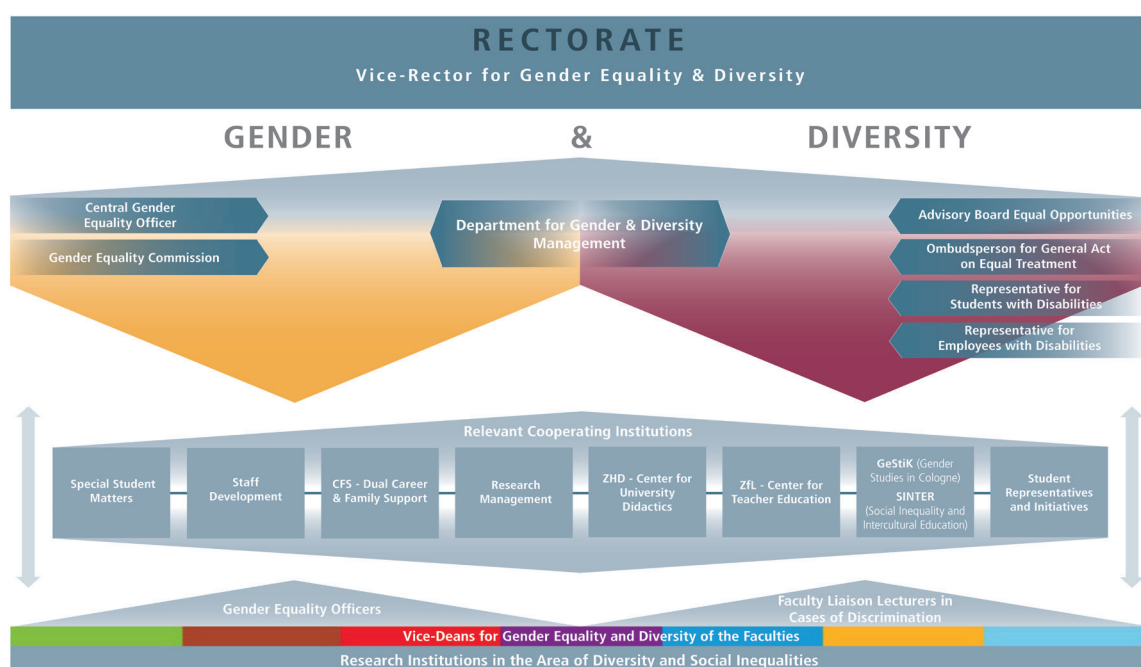
Diversity Workshop | The annual Diversity Workshop continuously develops the Equal Opportunities Strategy in a transparent and participatory way with the input of invited experts and the interested public of our university.

Faculties and central institutions | The Deans of the Faculties and heads of the UoC's central institutions support the Equal Opportunities Strategy. By naming responsible contact persons they ensure that the strategy as well as its specific measures are independently implemented in the Faculties and central institutions.

The evaluations take into account that equal opportunities are regarded as relevant across all areas of the university.

Administration | Equal opportunities are implemented as a cross-sectional task in all areas of the administration.

Representatives | The representatives and commissioners on behalf of students and staff act independently and will be further interlinked. They will receive the necessary resources to fulfil their tasks as well as the opportunity to participate in further training.



Measures

The strategic concept will be implemented through measures in the following areas: structural development, studies and teaching, research, counselling, communication and staff as well as IT and construction. Necessary measures will be identified in action plans and combined with existing concepts in the area of equal opportunities, e.g. the Gender Equality Concept (Gleichstellungskonzept) and the Inclusion Action Plan (Aktionsplan Inklusion). The following general aspects will be taken into consideration in all action plans attached to this strategy paper:

- Flexibility of study and work schedules
- Promoting early-career researchers from structurally disadvantaged groups
- Interlinking and professionalizing consultation offers
- Training awareness
- Establishing transparent admission, application, promotion and appointment procedures
- Supporting participatory and accessible events

Quality Assurance

Our strategy is evaluated in an externally managed quality assurance procedure every three years. Evaluations of individual measures are integrated into this process. The Department for Gender & Diversity Management will write reports documenting the results of the evaluations. To ensure documentation and transparency regarding the further development and implementation of the Equal Opportunities Strategy, we will regularly publish a status quo report.

The results of the evaluation and the status quo report will be presented to the Rectorate and all other involved bodies, working groups and the interested public of the UoC. They form the basis for the participatory further development of the Equal Opportunities Strategy and the action plans.

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