



At a Glance: Gender Equality Strategy of the University of Tübingen

Equal opportunities and the actual equality of women and men are fundamental rights guaranteed by the constitution.

Equal opportunities are also **an essential prerequisite** for scientific performance and innovation and are therefore anchored in the mission statement of the University of Tübingen as a foundation for excellent research and teaching.

In order to achieve genuine equal opportunities for women and men in academia and education, the University of Tübingen pursues an ambitious, intersectionally designed equality strategy. The **aim** is to identify and address both personal and structural mechanisms of exclusion and disadvantage, and to implement measures — both at the individual and structural level — to reduce discrimination.

The University of Tübingen is committed to the **DFG's Research-Oriented Standards** on Gender Equality and Diversity, and its Gender Equality Plan fully meets the requirements of the European Union's Horizon Europe Program. The University's equality strategy is thoroughly outlined and substantiated in both its current **Gender Equality Plan (2022–2027)** and in the **Gender Equality Concept for Parity** under the federal and state Professorinnenprogramm (2024).



Basis for the Gender Equality Strategy

- Equal opportunities for women and men are defined as a **cross-cutting task**
- There is a focus on **structural measures** and structural change
- The definition of **quantitative and qualitative goals** is based on regular, comprehensive data monitoring
- **Quantitative targets** for gender equality among researchers are consistently aligned with the **cascade model**
- In order to achieve these goals, **structural and personnel measures** are developed, implemented, regularly evaluated, and adjusted as needed

Examples of Structural Measures

- Professionalization and gender **monitoring** of appointment and recruitment procedures
- **Central and decentralized** establishment of **Gender Equality Officers**, including their participation rights and resources for initiating and implementing equality measures
- Integration of gender equality objectives **into internal governance instruments**
- **Training programs**, advisory services, and **awareness campaigns** for various target groups and thematic areas

Examples of Personal(ized) Measures

- The **TEAching Equality Program (TEA)** aims to attract female students to academic careers. It funds Gender Studies teaching assignments and practice-oriented lectures by role models, as well as key qualifications seminars
- The **Athene Mentoring Program** offers both individual and group mentoring, along with training courses for all target groups — from female students to professors
- The **Athene Grant** supports female researchers in the postdoctoral phase and junior professors for two years with additional funding, coaching, and networking opportunities
- The new **Athene Forum** connects female professors with each other and provides support to newly appointed female professors

Institutional Anchoring of Gender Equality

The University's Gender Equality Officer is a researcher elected by the Senate who performs her duties on a part-time basis. She **operates independently** with regard to the execution of her office, meaning she is not subject to directives. In addition to her eight deputies at the faculty level, she has three additional **direct deputies** at the central level.

The Senate Gender Equality Commission is an advisory committee of the Senate. It is composed of members from the Senate's status groups on a parity basis and is supported by an advisory board made up of the Gender Equality Officers from the faculties.

All university bodies and office holders, as well as **decentralized units**, are supported at the strategic-operational level by the Team Equity. Team Equity is responsible for **the conceptual development, implementation, and monitoring** of strategies and measures to promote equal opportunities. It integrates the focus areas of Gender (equality of women and men in research and study), Care (reconciling study, research, and work with family responsibilities), and Diversity (promotion of and engagement with diversity).

This integration creates valuable synergies and strengthens the University of Tübingen's **intersectional approach** in developing measures to establish a culture of anti-discrimination. It represents a structural element that has proven to be particularly effective.

