Equality Plan for the Faculty of Humanities, Social Sciences and Education (FHW; amended second version dated 01.10.2023)

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1. FHW Equality Review (status 01/2023)

By resolution of 18 April 2018, the Academic Senate at OVGU adopted a central equality plan that specifies three framework objectives for improving equality of opportunity at the university:

1. Creating a diverse scientific culture
2. Increasing the attractiveness of the university as a place to study and work
3. Shaping the promotion of young talent in a gender-equitable way[1]

Notably, the following document describes the actions that the FHW can undertake for the purposes of implementing this central equality plan within the understanding of its own mission statement. To do so it draws upon the three framework objectives of the central equality plan and targeted, FHW-specific and, in accordance with the current gender balance statistics, meaningful actions have been defined and implemented. On this basis, we refer readers to the above-mentioned central equality plan for a more detailed justification of the framework objectives.

Moreover, the document sets out a gender balance inventory across all status groups and selected study programs offered by the FHW. In accordance with the gender equality objectives of OVGU, the actions implemented by the FHW focus on equality between the genders (promotion of both women and men), but furthermore take into account additional aspects of diversity, which, specifically, are aimed at achieving cosmopolitan, peaceful and family-friendly interactions in all academic contexts within the FHW.

In comparative terms, the FHW has the largest proportion of women in study programs and status groups at OVGU. Furthermore, in the disciplines based in this faculty, an above-average number of research projects focus on gender and diversity. Gender themes are integrated in the curricula and across all subject areas, courses are offered on these topics.

Gender expertise is developed in all three institutes of the FHW and has an impact across faculty boundaries. For example, the focal point of "Diversity and Gender" in the university's Professional Academic Teaching (PAL) certificate, which comes under the umbrella of the fokus:lehre (focus:teaching) project (Professor Philipp Pohlenz, Institute II), has an impact throughout OVGU and disseminates information in the context of gender bias, equality of opportunity and anti-discrimination. And the Center for Linguistic Social

[1] Equality_Plan.pdf (ovgu.de).

Research, which is attached to the Chair of Professor Kersten Sven Roth (Institute III), provides research-based equality work for the whole of OVGU with its expertise in discriminatory language. In addition, at the present time the university is seeking to appoint a Junior Professor focusing on Intersectionality. At this point, the diverse research priorities and teaching offered by the non-professorial teaching staff on equality topics should also be remembered.

Nevertheless, it is evident that the phenomenon of the leaky pipeline – in other words the fact that the higher the career level the lower the proportion of female academics, despite their success and expertise – is also present to a particularly large extent in the humanities subjects. To put it another way: academic careers in the educational and social sciences and humanities are dominated by men. The notion that this is the case because men possess greater talent and produce more excellent results – the ostensible measures of competitive rivalry – can be disproved alone by statistics on study and doctoral times, grades, publication rates, etc. This equality plan seeks to implement objectives and actions using the current FHW statistics, in order to develop equality of opportunity, reduce (structural) discrimination and decrease the cooling out processes affecting excellent female academics[2]. Although academic careers do not generally take place in a single university institution, the FHW accepts its responsibility in the overall context of higher education humanities institutions and interprets its role proactively and as a driving force for greater gender equality, especially at higher career levels. This means that in particular, additional burdens, structural discrimination and intersectional hurdles for women and non-binary scientists should be brought more firmly into the spotlight. This is of crucial importance considering the current political and societal backlash against efforts to achieve equality.

This equality plan therefore also documents the efforts towards shaping the culture, structure and processes in the FHW to be more gender-aware, as these are viewed by third party funders as ineluctable criteria for research funding eligibility. Previously known mainly in coordinated programs, such as the DFG Collaborative Research Centers or Clusters of Excellence, statements on equality action plans and evidence of the integration of gender research have

[2] "Cooling-out processes lead to highly qualified and previously motivated women leaving academia after completion of their doctorates" (Steinhausen/ Scharlau 2017). https://doi.org/10.1007/978-3-658-14268-1_24 .

also been relevant for individual applications since 2022, for example to the DFG, BMBF and EU.

"The necessary changes can only be achieved if we work together, with all stakeholders within [the FHW] taking responsibility for equality. Moreover, awareness must be raised of the fact that not only does equal treatment result in gender equity, but it also increases the quality of the science and is essential for the future viability of the universities and society" (Borgwardt 2023:6).

It should be noted here that although the legal framework explicitly refers to gender equality and other categories of difference are not considered, a contemporary understanding of gender equality must necessarily be intersectional. Intersectionality describes the overlapping of more than one form of category of difference that bring experiences of discrimination with them. The current status of research would therefore indicate that it is neither expedient nor substantively tenable to consider gender as a separate category, when, for example, disabled and queer women, women from non-academic families or with an East German background and women of color as well as non-binary persons in the same intersectional situation are faced with particular hurdles due to the combination of these features and frequently experience increased inequalities[3].

[3] Patricia Hill Collins (2015): Intersectionality's Definitional Dilemma. DOI: 10.1146/annurev-soc-073014-112142

1.1. Gender balance by status group

1.1.1. Status group: Students

In the 2024/2025 winter semester (WS), the FHW oversaw a total of 2558 students (Figure 1), plus the students of the 50+ study program. This means that the faculty has by some distance the largest share of students at OVGU.

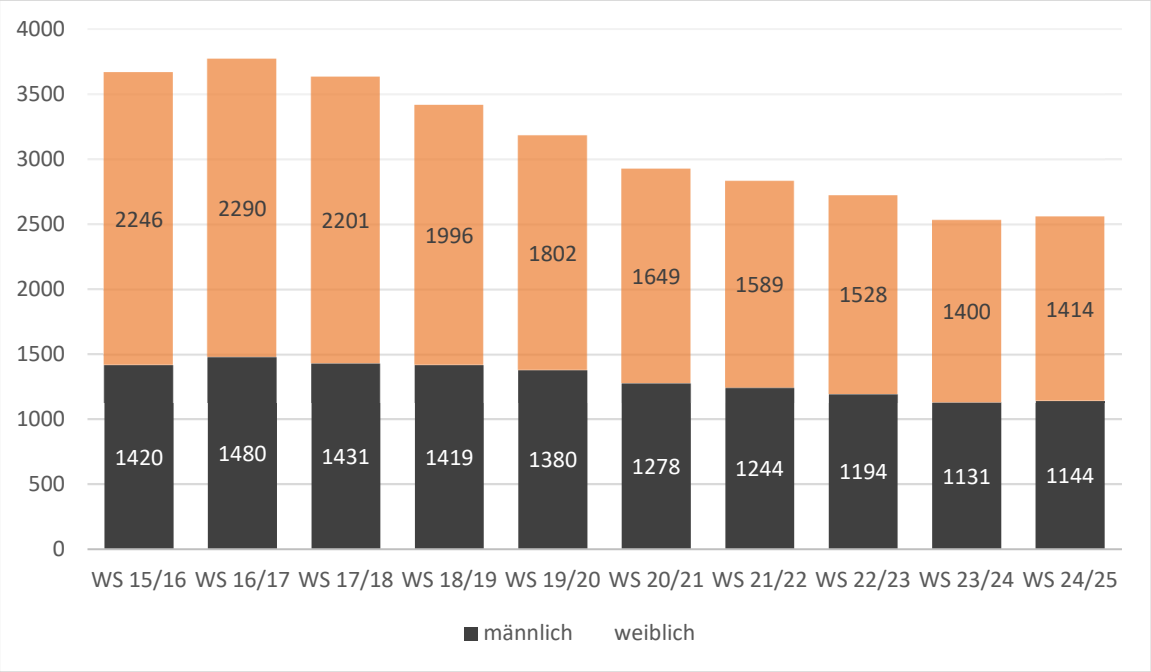

Figure 1 Development of student numbers in the FHW over the period from WS 2015/2016 to WS 2024/2025 in absolute figures

In terms of gender, in the 2024/2025 winter semester, 1414 (55%) female and 1144 (45%) male students were overseen in the FHW. If we consider the percentage distribution of the genders over a period of ten years (Figure 2**Fehler! Verweisquelle konnte nicht gefunden werden.**), the average share of female students in the FHW is 57.6 percent and is falling gradually but continually. Moreover, it should be noted that non-binary students are also enrolled in the FHW, however unfortunately only binary gender data exists. On the one hand, this results in inaccurate data and on the other hand contributes to rendering all other genders invisible. This issue is reflected in the figures shown below.

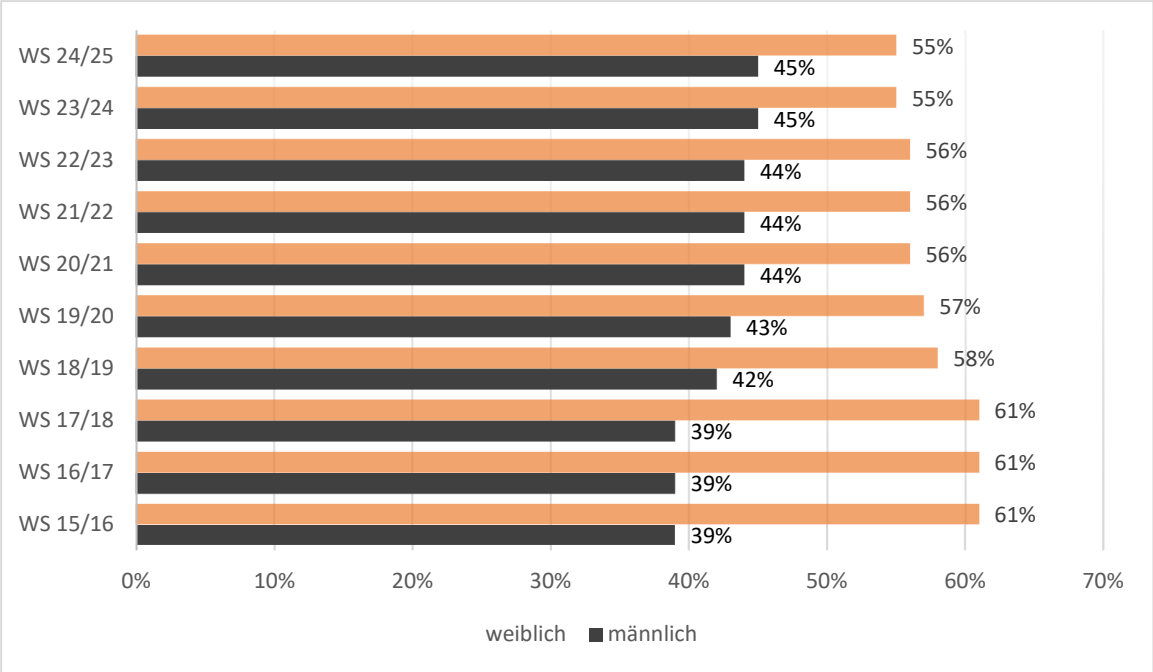

Figure 2 Development of student numbers in the FHW over the period from WS 2015/2016 to WS 2024/2025 in percent

If we examine the percentage distribution of the genders within the individual study programs offered by the FHW, it is clear that some study programs, such as the Master's in Industrial Vocational Education and Management of Vocational Education (85% female students), the Bachelor's in Educational Science (81% female students) and the Master's in Educational Science (84% female students), the Bachelor's in German Language and Literature with an Interdisciplinary Profile (78% female students) and the Bachelor's in Cultural Engineering (73% female students) have a high proportion of women, while in the technically oriented study programs, such as the Bachelor's programs in Vocational Education – Engineering Education (14% female students), Vocational Education – Technical Education (12% female students) and Sport and Technology (26% female students), female students are under-represented (Figure 3).

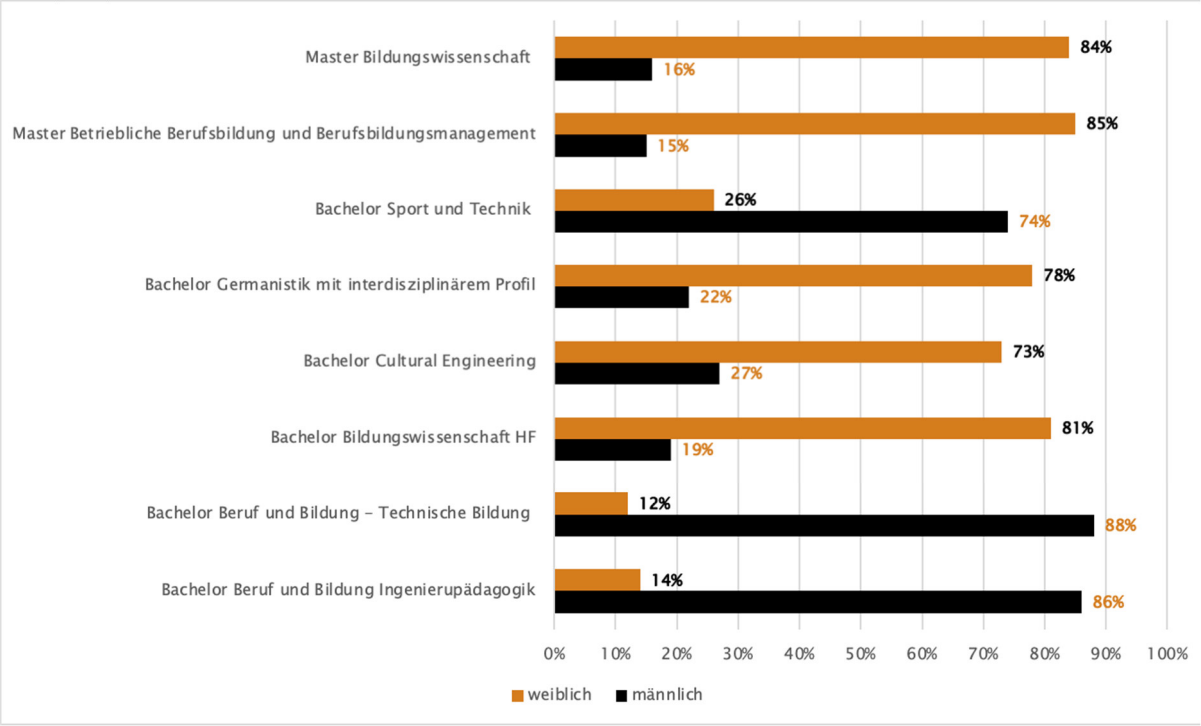

Figure 3 Distribution of students according to study program during WS 22/23 (excerpt)

1.1.2. Status group: Doctoral students and post-doctoral researchers

Alongside the research assistants who are working on their doctoral degrees as part of their employment in the FHW under the Academic Fixed-Term Contract Act, countless other doctoral students who are not employed by the

FHW are supervised within the faculty. They are only recorded when they submit an application for admission to study for a doctorate.

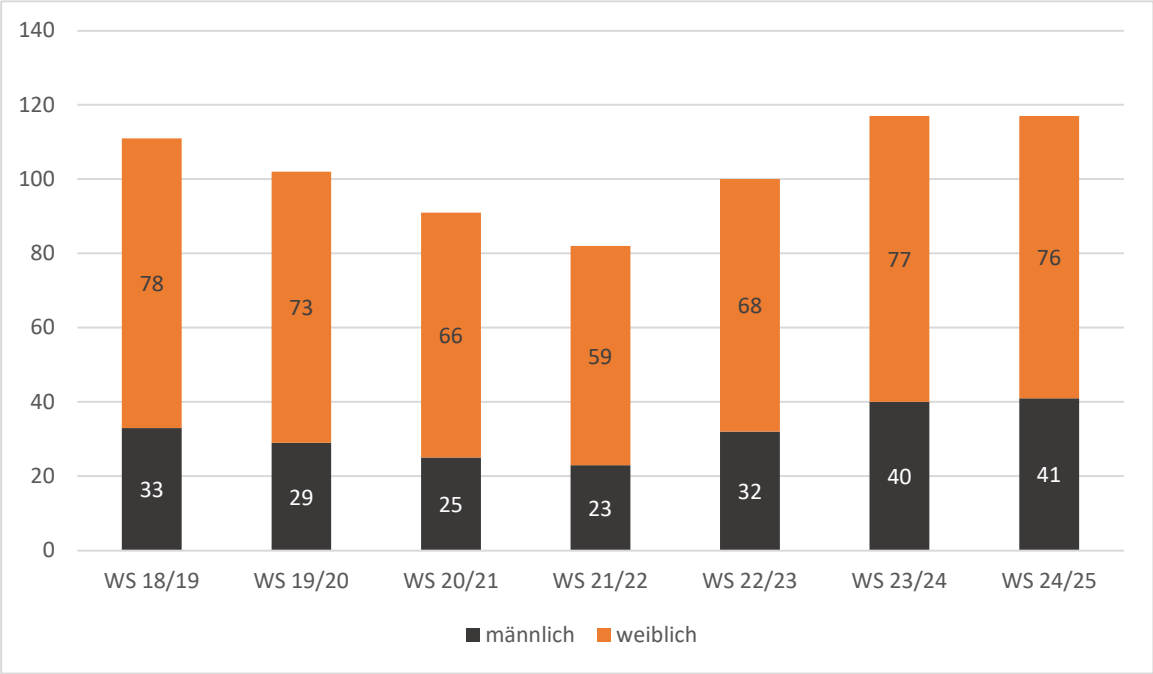

Figure 4 Development of student numbers in the FHW over the period from WS 2018/2019 to WS 2024/2025 in absolute figures

Figure 5 reflects the development of doctoral student numbers over a period of seven years in absolute figures. On average, 69% of the enrolled doctoral students were female.

All those who are already pursuing their doctoral research without previous approval cannot be recorded and the numbers of those who have already been pursuing doctoral studies for a very long time is also unclear. For this reason, the numbers presented here only have limited informative value.

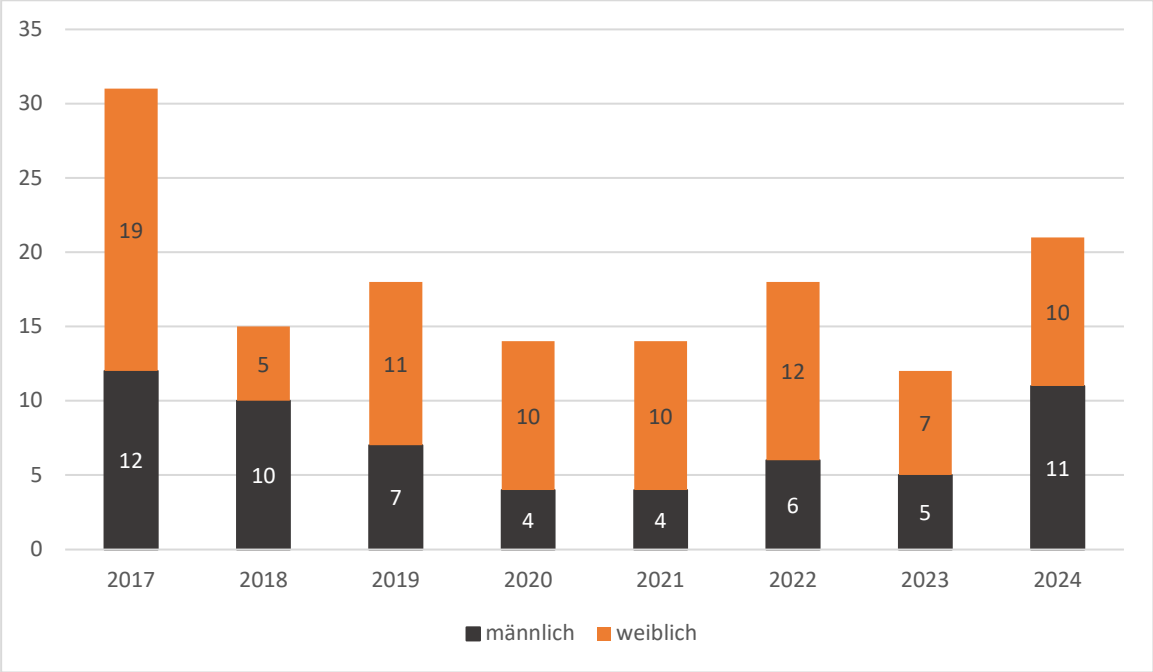

Figure 5 Doctoral degrees in the FHW in the period from 2017 to 2024 in absolute figures

In the case of doctoral degrees, the statistics include all doctoral students, irrespective of whether they are employed or enrolled.

Overall, in the period from 2017 to 2024, 143 doctoral degrees were successfully completed. The share of female doctoral candidates that completed their doctorates in this period was on average 59% (see Figure 5**Fehler! Verweisquelle konnte nicht gefunden werden.**).

The status group of post-doctoral researchers can only be recorded via the qualification agreements of the research assistants employed by us. Currently, in the FHW, fifteen post-doctoral researchers are employed, of which eight are women. The number of completed post-doctoral research qualifications paints a different picture. In the last ten years, nine post-doctoral research projects have been successfully completed. Of this number, two were by women.

1.1.3. Status group: Research assistants

As of 31 March 2025, seventy-four research assistant posts (FTE) that are funded by the budget are filled. These positions are filled as follows:
sixty-seven individuals as fixed-term research assistants (incl. posts within the framework of the Contract for the Future of Higher Education and Teaching (ZVSL), teacher training and social pedagogy) of which thirty-six are women.

Sixteen posts in the non-professorial teaching staff are research assistant posts appointed on a permanent basis. Of these, ten are held by women. Sixteen posts are for teaching staff with special responsibilities (LbA), of which ten are men and six women. Of these, nine are permanent LbAs (five men, four women).
In the case of the fixed term posts, fifteen people are working towards a post-doctoral qualification, including eight women.
The permanent research assistants have achieved a doctorate and three have completed their post-doctoral qualification, of which two are women (one woman as an “Außerplanmäßige Professorin” (adjunct professor).

As of March 31, 2025, seventy-four scientists are employed in the third party-funded sector, of whom forty-three are women.

1.1.4 Status group: Administration

For non-academic personnel there are twenty-six posts, all of which are permanent posts in the administrative and secretarial departments, in academic management and in the technical / data processing departments. With the exception of four posts (two technicians, one personal assistant, one Finance post), all are occupied by women.

1.1.5 Status group: Professors and junior professors

In the FHW there are thirty professorships in the organizational chart (fifteen W2 posts and fifteen W3 posts). Currently, the share of female professors is 24%. As of 31.3.25, of the twenty-eight occupied professorships, nine are held by female professors. Appointment processes are currently underway for two

professorships. Of the nine female professors, five posts are at W2 level and four at W3. The goal in the FHW is to increase the proportion of women and in particular the proportion of W3 professorships held by women, then over the long term to achieve parity between the sexes. The gender-aware recruitment guidelines in force at OVGU are applied in full.

Currently in the FHW there are two W1 professorships held without tenure track. Appointment processes are currently underway for three W1 professorships.

1.2. Actions already structurally implemented

Enshrining equality as a cross-cutting task	• Establishment of an Equality Committee in the Faculty • One-off budget increase of €5000 in 2023 • Relieving of the burden on the Equality Officer through teaching relief amounting to 2 weekly hours per semester for one Equality Officer per semester. • Flyer about the OVGU Family Code
Innovation potential of gender research (reflection, identification and exploitation)	• Public announcement and/or issuing of final theses on equality topics
Making equality visible - developing communication channels	• Ongoing updating of the website • Translation of the equality plan into English • Monthly “one-minute-wonders” in the toilets
Promotion of respectful cooperation and protection against (sex) discrimination	• Revision of the FHW mission statement
Promotion of excellent female scientists	• Participation by the Institutes in Future Day (formerly: Boys’ and Girls’ Day)

2. FHW decentralized equality action plan
Validity: 2025–2027; effective from: 04 October 2025

In terms of content, the equality action plan of the FHW focuses on data, facts and figures in the area of gender equity, as currently enshrined in paragraph 72 of the Higher Education Act of Saxony-Anhalt. The matrix of measures, on the other hand, will also comprise forward-looking goals, which also define equality of opportunity beyond gender. This is because we will only be able to operate successfully in teaching and research and fully exploit the potential of heterogeneity and diverse perspectives by welcoming a diverse range of students, employees and teachers of different cultures, origins, sexual orientations, genders and physical abilities and using their different talents and skills. As part of its self-concept as a faculty, the FHW stands for an enlightened and active community of citizens that is based on personal freedom and cultural diversity, requires critical and rational public discourse, social participation and a combination of individual and common interests. Only by drawing upon one another can science, technology, industry and society flourish for the benefit of all. The FHW sees it as its role to examine the preconditions and processes of the conduct of individual and collective stakeholders and their communication. With its various subject areas, it deals with development pathways and the challenges of democratic societies in their regional, national and international contexts. The distinctive feature of the FHW lies in the multiplicity of its disciplines and perspectives. It makes use of the core human sciences subjects consisting of the humanities, educational, cultural and social sciences in order to enhance the individual and collective learning capacity. It generates and conveys analytical, reflective and action knowledge about the causes, courses and consequences of transformation processes and helps to understand cultural innovations including against the background of the long-term historical dimension. The FHW is therefore an advisor and driving force behind the state, industrial and civil society institutions and stakeholders in Saxony-Anhalt. It sees equality of opportunity for students and employees, freedom of research and teaching and the exchange of ideas across discipline and regional borders as key values in the university's development. Through its disciplinary identity, in terms of research and teaching, the subjects offered by the FHW have established links

to the profile priorities of Engineering, Medicine and Economics at Otto von Guericke University.

The measures are aligned with the framework objectives developed in OVGU's central equality plan, which was adopted by the Senate for the period from 2018 to 2025. The list complies with SMART requirements and includes actions that produce measurable results in specified time frames. Accordingly, responsible actors / groups of actors are named in each case. The implementation of an inclusive and discrimination-free studying and working environment in the FHW requires fair and supportive collaboration between all participants. With the adoption of this equality plan, the FHW and the responsible Faculty Committee for Equality (FKfG) will continue to pursue its work in this area. Implementing the individual actions requires targeted cooperation across status groups between colleagues both within and outside of the FHW. In this respect, the FKfG sees itself, in terms of the shaping and implementation of measures in interaction with other stakeholders, simultaneously as an instigator, cooperation partner and supervisory body.
The stage of completion of the actions in the following equality plan will be shown by the FKfG using a traffic light system in the course of the process (green: achieved, amber: in progress, red: no processes). Furthermore, the organizational and financial implementations of the action plan (successes, difficulties and modifications) will be evaluated centrally every two years.

Objectives	Action	Measurability	Individuals	Resources	Time
Framework objective 1: Creating a diverse scientific culture					
Enshrining equality as a cross-cutting task	Increase in personnel capacity for equality matters	Proportional support of the Vice-Dean* for Research and Equality	Office of the Vice-Dean*		from 10/2025
	Reporting within the faculty on the status of implementation of equality actions in 2026	Publication of the target date by including the report on the agenda of the Faculty Council	Office of the Vice-Dean*	Preparation of a presentation of results	04/2026
	Reporting within the faculty on the status of implementation of equality actions in 2027	Publication of the target date by including the report on the agenda of the Faculty Council	Office of the Vice-Dean*	Preparation of a presentation of results	04/2027
	Review of achievement of objectives via an interim evaluation	Achievement status of equality plan actions e.g., via traffic light system (green: achieved, amber: in progress, red: no processes) Evaluation results published by IT on the FKfG homepage	Office of the Vice-Dean* after consultation with FKfG	Preparation of a table using the traffic light system to evaluate measures	03/2026
	Review of achievement of objectives via a final evaluation	Achievement status of equality plan actions e.g., via traffic light system (green: achieved, amber: in progress, red: no processes) Evaluation results published by IT on the FKfG homepage	Office of the Vice-Dean* after consultation with FKfG	Preparation of a table using the traffic light system to evaluate measures	03/2027
	Constitution of the FKfG with specific allocation of	Minuting of scope of duties in the	FKfG	none	by year end

Objectives	Action	Measurability	Individuals	Resources	Time
	roles	meeting minutes of the FKfG			2025
Improving family-friendliness and work-life balance as quality criteria	Regular presentation of responsible persons and their duties (e.g., at the beginning of the semester) with reference to the areas of Family Code, Equal Treatment and Compensations for Disadvantage.	Slot within the framework of the FHW Welcome Event	Dean, Families Officer, Equality Officer, Helping Hands	none	from 10/2025
	Set up e-learning course on the subjects of Compensation for Disadvantage, Family Code and Equal Treatment.	Setting up of a Moodle course	FKfG	Equality Officer	by 03/2026
	Application for (central) "monitoring" of the proportion of parents (caregivers, single parents etc.) among the students and staff, identification of barriers and needs of target groups	Address about senator in the Senate (senate minutes)	Senator in consultation with OVGU Equality Officer	none	from 10/2025
	Publicize and implement OVGU Family Code, compensation for disadvantages and opportunities for	Making this visible on the FKfG website and/or by means of linking for further information for employees and students (e.g., gender blog,	FHW Families Officer in cooperation with central Families Officer and IT of FHW	Preparation and implementation of the	by 03/2026

Objectives	Action	Measurability	Individuals	Resources	Time
	counseling in the FHW	gender curricula)		information	
	Meetings take place at family-friendly times (meetings should be finished at the latest by 4.30 pm)	Actual scheduling of meetings	Respective person responsible for meetings		from 10/2025
Making equality visible - developing communication channels:	Translate equality plan into English and publish	Published German and English version	Office of the Vice-Dean* in consultation with IT		3 months after adoption
	Keeping the sub-website of the FHW on the Equality Committee up-to-date (LINK: Faculty of Humanities, Social Sciences and Education Committee for Equality and Equal Opportunities (ovgu.de)	Regular updating of website, e.g.: information on equality, anti-discrimination Section on gender and diversity research Link to the website of the Office for Equality Issues	Office of the Vice-Dean* in consultation with IT		from 10/2025
Increasing the visibility of equality topics and contacts	Posting of new information on the noticeboards in the Entrance Area to G40, Area A, ground floor	Updating as needed	Office of the Vice-Dean* in cooperation with the Dean's Office secretariat	with assistance from the Office for Equality Issues (ideas from website)	from 10/2025

Objectives	Action	Measurability	Individuals	Resources	Time
	Continue Toilet One-Minute Wonder[4]	Monthly discussion, posting plan with topics for 12 months (e.g., with questions, statistics)	FHW Office of the Dean and Office of the Vice-Dean*		from 10/2025
Promotion of respectful cooperation and protection against (sex) discrimination	Openly communicate mission statement of OVGU/FHW and anti-discrimination guidelines	Check in the Faculty Council that the FHW mission statement is up to date with regard to gender and diversity	FKfG		01 / 2026 and then annually
	Presence of Awareness Officers at events during Freshers' Week	Presence at events and participation in workshop	Awareness Officer from the student body FHW pays up to 500 euros annually for awareness workshop		From WS 25/26
	Support and appreciation Student Awareness Team	Confirmation of participation through adoption of the new gender diversity certificate as CP component	Module coordinator		continuous
	Implementation of a workshop on Equality and	Invitation to event	Institute II		2026

[4] One-minute wonders are 1-minute training sessions that are displayed wherever employees might need to wait for a moment: by the microwave, the photocopier or even on the back of toilet doors. The short passages of text are brief and convey important information, knowledge is shared in a nutshell

Objectives	Action	Measurability	Individuals	Resources	Time
	Diversity in Teaching				
Framework objective 2: Increasing the attractiveness of the university as a place to study and work					
Innovation potential of gender research (reflection, identification and exploitation)	Aiming to appoint a Junior Professor of Intersectionality in the FHW	Published job advertisement and appointment procedures	Dean's Office, President's Office, Ministry Institute II		2026
	Seminars and lectures on gender and diversity topics are highlighted in the LSF so that they are easier to find.	Corresponding note in the comment column "Substantive Reference to Gender, Diversity and (Anti-)Discrimination"	Institutes I, II and III		from 10/2025
	Feasibility assessment of a gender/diversity certificate cf. the sustainability certificate	Dean of Studies advocates in FKSL and KSL with K33 for implementation of a cross-faculty certificate for students. (minutes)	Dean of Studies FKfG in cooperation with K33		Implemented by WS 2026/27
Framework objective 3: Gender-equitable promotion of young talent					
Promotion of excellent female scientists (identification, recruitment and promotion)	Increase in the proportion of women through active recruitment of female professors with the aim of achieving a 50:50 ratio	Increase in the proportion of women among the W2/W3 professors to be appointed in future (improvement of the current ratio, see statistics) Evidence of use of the Office for Equality Issues brochure Gender-equitable+staffing+OVGU.pdf in the recruitment committees	Office of the Dean / Recruitment Committees in consultation with the Equality Office (gender recruiting, https://www.bfg.ovgu.de/Team/Ivette+Bartholom%C3%A4us.html)		ongoing

Objectives	Action	Measurability	Individuals	Resources	Time
	Working with the Equality Office regarding active recruitment of female staff in the context of post advertisements	Documentation in the minutes regarding the respective recruitment processes	Institutes I, II & III in consultation with the Equality Office (gender recruiting, https://www.bfg.ovgu.de/Team/Ivette+Bartholom%C3%A4us.html)		ongoing
	Increase in the proportion of student research into gender, diversity, intersectionality, equality	Listing of topics being worked on with regard to gender, diversity, intersectionality and equality on the website of the FKfG	Institutes I, II and III		ongoing
	Increase the visibility of excellent female students and scientists in early career phases	Ranking in the awarding of state scholarships and faculty prizes: take into account gender and diversity-aware criteria in the case of equivalent scientific performance / qualifications in the context of internal FHW prioritization	faculty Council		annually
	Development of measures to promote female post-doctoral candidates	Listing of measures to promote female post-doctoral candidates with the objective of implementing them within the framework of the subsequent equality plan	Habilitation committee of the FHW		In 2026

*FTE employees in the Office of the Vice Dean