

Gender Equality Plan of RWTH Aachen University

Dated October 26, 2022

(Data as of December 31, 2021)

Based on § 2 (4) of the Higher Education Act of the State of North Rhine-Westphalia (HG) in the version of the announcement dated September 16, 2014 (Law and Official Gazette of the State of North Rhine-Westphalia p. 547), most recently amended by Article 1 of the Act on Membership of University Hospitals in the Employers' Association of North Rhine-Westphalia dated June 30, 2022 (GV. NRW p. 780b) and pursuant to §5 and §6 of the Equal Opportunities Act of the Federal State of North Rhine-Westphalia (LGG) dated November 9, 1999 (GV. NRW. p. 590), most recently amended by the Act to Strengthen Seamless Digitalization dated February 1, 2022 (GV. NRW. 2022 p. 122), RWTH Aachen University has issued the following Gender Equality Plan:

§1 General

The Gender Equality Plan of RWTH Aachen University is composed of the Framework Plan and the Gender Equality Plans of the faculties, the Central University Administration, the Central Academic Facilities, and the Central Operating Units. The Framework Plan is published below. The individual Gender Equality Plans are provided in the appendices to this official announcement on the Senate's intranet pages. The Gender Equality Plans of the faculties are also published on the RWTH website. Together with the Framework Plan, they form the Gender Equality Plan of RWTH Aachen University, which thus meets the requirements of the EU's Horizon Europe research funding program.

Appendix 1	Faculty of Mathematics, Computer Science and Natural Sciences
Appendix 2	Faculty of Architecture
Appendix 3	Faculty of Civil Engineering
Appendix 4	Faculty of Mechanical Engineering
Appendix 5	Faculty of Georesources and Materials Engineering
Appendix 6	Faculty of Electrical Engineering and Information Technology
Appendix 7	Faculty of Arts and Humanities
Appendix 8	School of Business and Economics
Appendix 9	Faculty of Medicine
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Appendix 12	University Sports Center
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§2 Framework Plan

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1. Introduction

Equality, equal opportunities, and diversity are key pillars of the University's culture – in teaching and learning as well as in research and University management. Given its central goal of being an attractive place to study and work for students and employees from Germany and abroad, RWTH is actively working to eliminate prejudice, stereotypical thought patterns, and discrimination. All University members should be empowered to develop their full potential, no matter of what their personal characteristics and circumstances are.

The Gender Equality Plan (GEP) is a key instrument for HR planning, in particular for staff development measures, and serves as a basis for the allocation of resources related to equality and equal opportunities measures. It was drawn up with the participation of key university bodies (Rectorate, Senate Commission for Equal Opportunities, Faculty Councils, Staff Councils, Equal Opportunities Officers) and adopted by the Senate. The Gender Equality Plan was prepared taking into account both the legal requirements (NRW Higher Education Act and NRW Equal Opportunities Act and the requirements for Gender Equality Plans specified in the EU's Horizon research framework program. Various University institutions are responsible for reviewing the implementation of the Gender Equality Plan: the division and department management, the governing bodies of the faculties and central institutions, the HR Department, and all employees with supervision and management duties. The Framework Plan and the Gender Equality Plans of the faculties are published on the RWTH website and on the intranet pages of the Senate. The data are updated annually on December 31 and subsequently discussed in the committees.

There are certainly individuals at RWTH who identify outside the binary gender constructs of "man" and "woman". Within the range of its legal possibilities, RWTH pursues an intersectional approach in its equal opportunities activities and addresses gender diversity and various grounds of discrimination in accordance with the German General Act on Equal Treatment. For this reason, the University's recognition and appreciation of gender diversity is also clearly emphasized in other strategy papers of RWTH Aachen University. The process of data acquisition is currently being revised so that in future, information on the total number of students and employees will also provide the number of non-binary individuals at RWTH. For data privacy reasons, such information will not be included in other University statistics.

Gender and diversity are strategic, cross-cutting tasks firmly integrated in the University structure. As declared management responsibilities, gender and diversity issues that are taken into account in all processes. The following individuals and units are tasked with integrating gender equality into all decision-making structures and administrative processes with their expertise and equality-related resources:

Representing University management, the **Vice-Rector for Human Resources Management and Development**, supported by the Rectorate staff unit **Integration Team – Human Resources, Gender and Diversity Management (IGaD)**, is responsible for managing equal opportunities at the University. IGaD is responsible for strategy development and the provision of advising services within the University in order to ensure that equal opportunities matters are and remain a key element of the University's development activities. IGaD's Gender and Diversity Consulting supports researchers in developing a gender equality strategy for their research projects and in integrating gender and diversity aspects into their research portfolio.

The **Equal Opportunities Officer (EOO) and her representatives** are involved in all committees and commissions of the University, participate in governance processes, and serves as contacts for all academic, technical, and administrative staff at RWTH as well as the students. The Equal

Opportunities Officers also serve as an Anti-Discrimination Office, offering central points of contact for all members of the University in cases of discrimination to provide confidential advice. A related unit, the Family Services Center, offers advice and support on how to balance work, family, and care responsibilities.

The **representatives of the Equal Opportunities Officer in the University faculties** support the central Equal Opportunities Officer in implementing RWTH's equal opportunities measures at the faculty level, participate in commissions and appointment committees, and serve as contact persons for all University groups within their faculty.

The **members of the Equal Opportunities Commission**, which has been a permanent Senate commission since 2000, advise and support the University in all equal opportunities matters and ensure that the Gender Equality Plan is implemented in accordance with the requirements of the Equal Opportunities Act of the Federal State of North Rhine-Westphalia.

Two women professors who specialize in Gender Studies, among other research focuses, and the Technology and Diversity Teaching and Research Unit provide scientific support for the implementation of gender equality.

All representatives and institutions at RWTH that are actively involved in the area of gender equality are shown in the figure below.

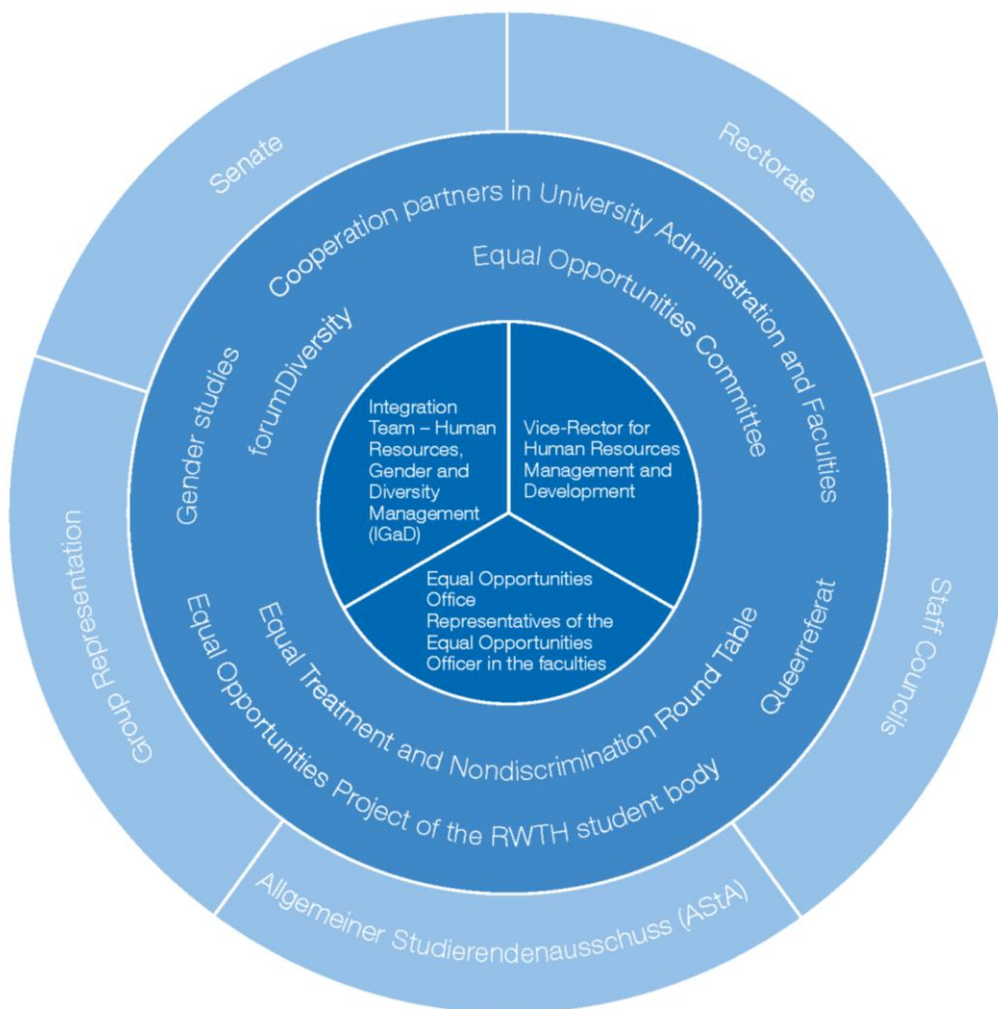


Figure 1: Gender and Diversity Governance at RWTH Aachen University

True gender equality can only be achieved through sustainable cultural change. Equality is therefore firmly established as a strategic cross-cutting task in the University's development plan across all spheres of activity.

RWTH places special emphasis on the following aspects during the term of this Framework Plan:

- Ensuring equal opportunity-oriented staff and organizational development (see, for example, the RWTH Staff Development Concept, the “audit familiengerechte hochschule” – Family-Friendly University certification, the Diversity Strategy),
- Expanding and ensuring protection against discrimination,
- Promoting gender- and diversity-aware leadership skills among all employees with staff and process responsibility, strengthening of gender and diversity skills among instructors and researchers,
- Increasing the proportion of women on university boards and bodies, increasing the number of women professors, increasing the number of women in leadership positions as well as in areas where they are underrepresented,
- Promoting the career development of women in all University groups and across all career stages where women are underrepresented,
- Closing the gender pay gap.

2. Development and Analysis of the Employment Structure of RWTH

The bar charts below show the development of the proportions of women in the period from December 31, 2018, to December 31, 2021. The statistical population was changed starting 2018. For this reason, data from 2016 and 2017 are not included in the graphical representations.

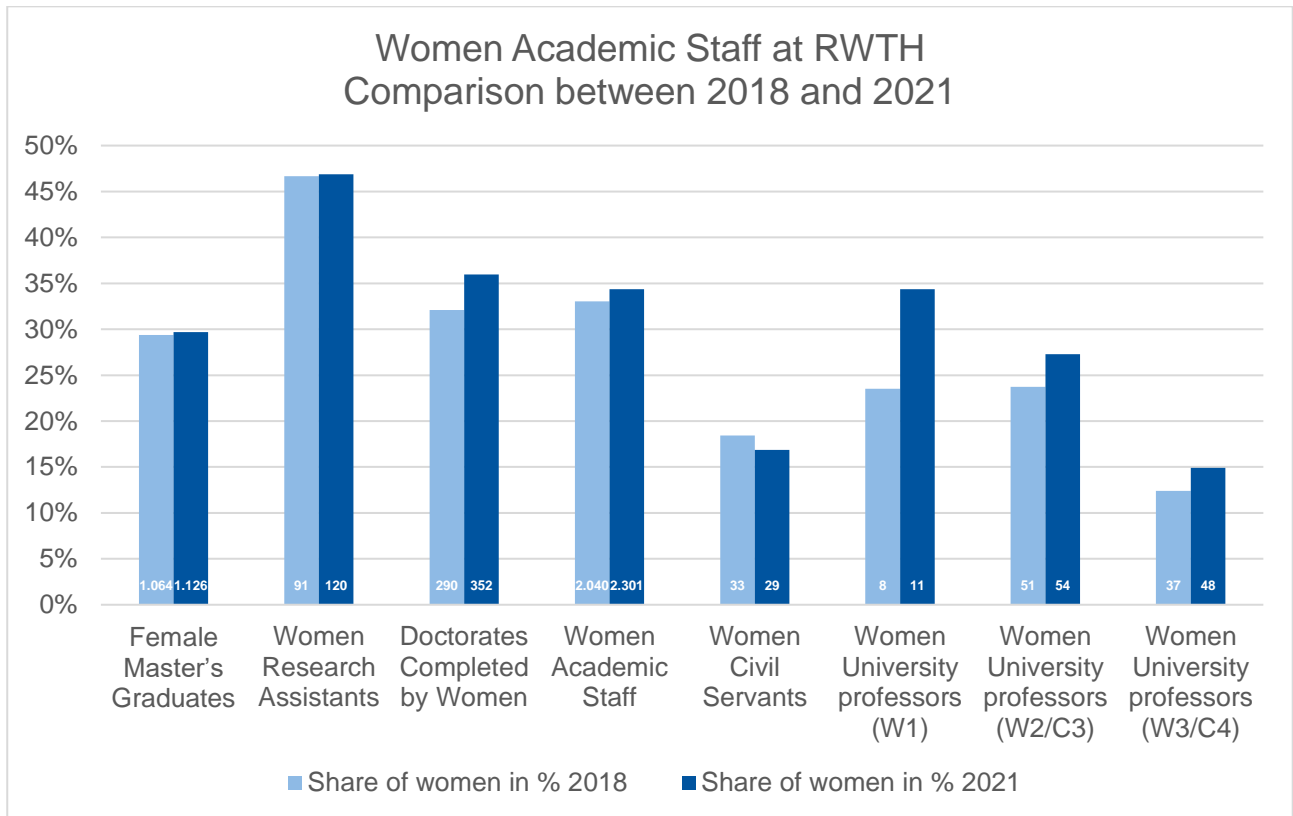


Figure 2: Women academic staff at RWTH: Proportions and absolute values, 2018 vs. 2021.

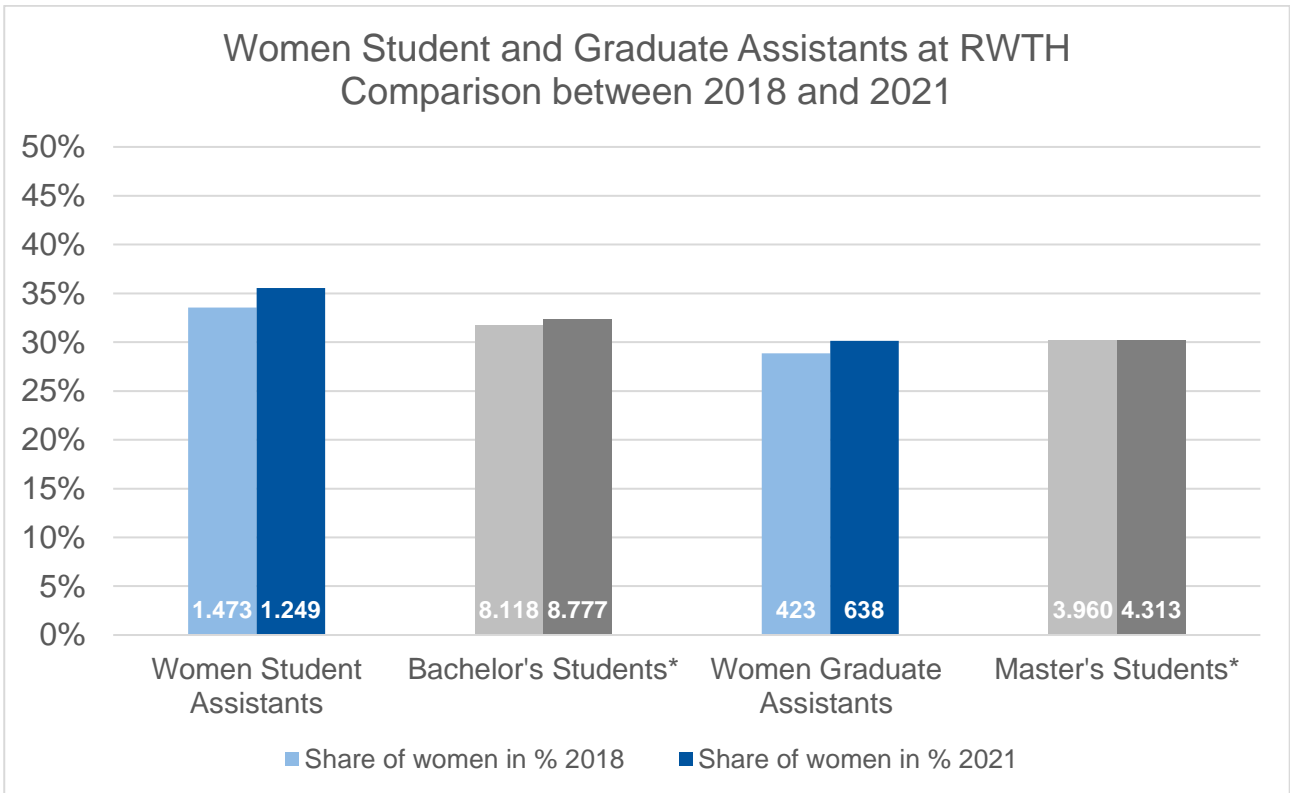


Figure 3: Women graduate and student assistants at RWTH: Proportions and absolute values, 2018 vs. 2021.

The gray bars represent the total number of women students at RWTH.

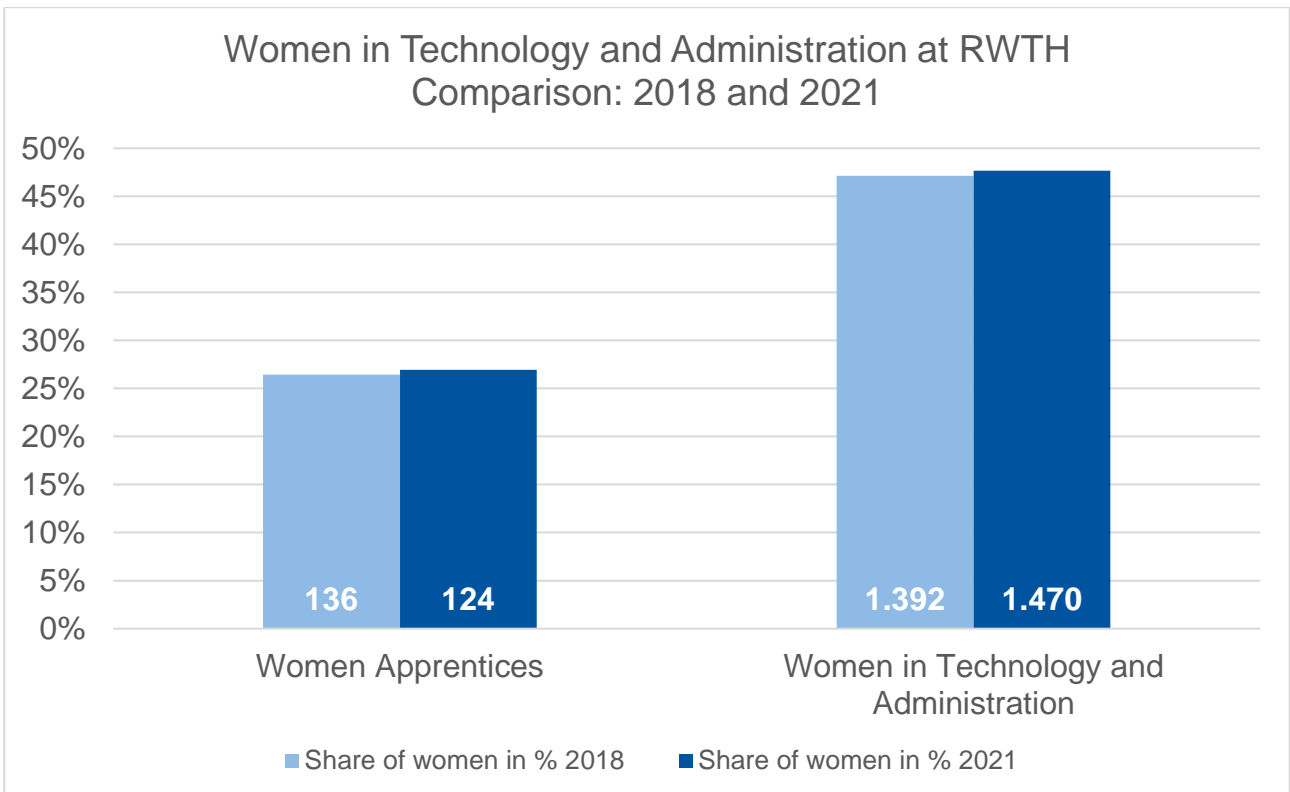


Figure 4: Women technical and administrative staff at RWTH: Proportions and absolute value, 2018 vs. 2021.

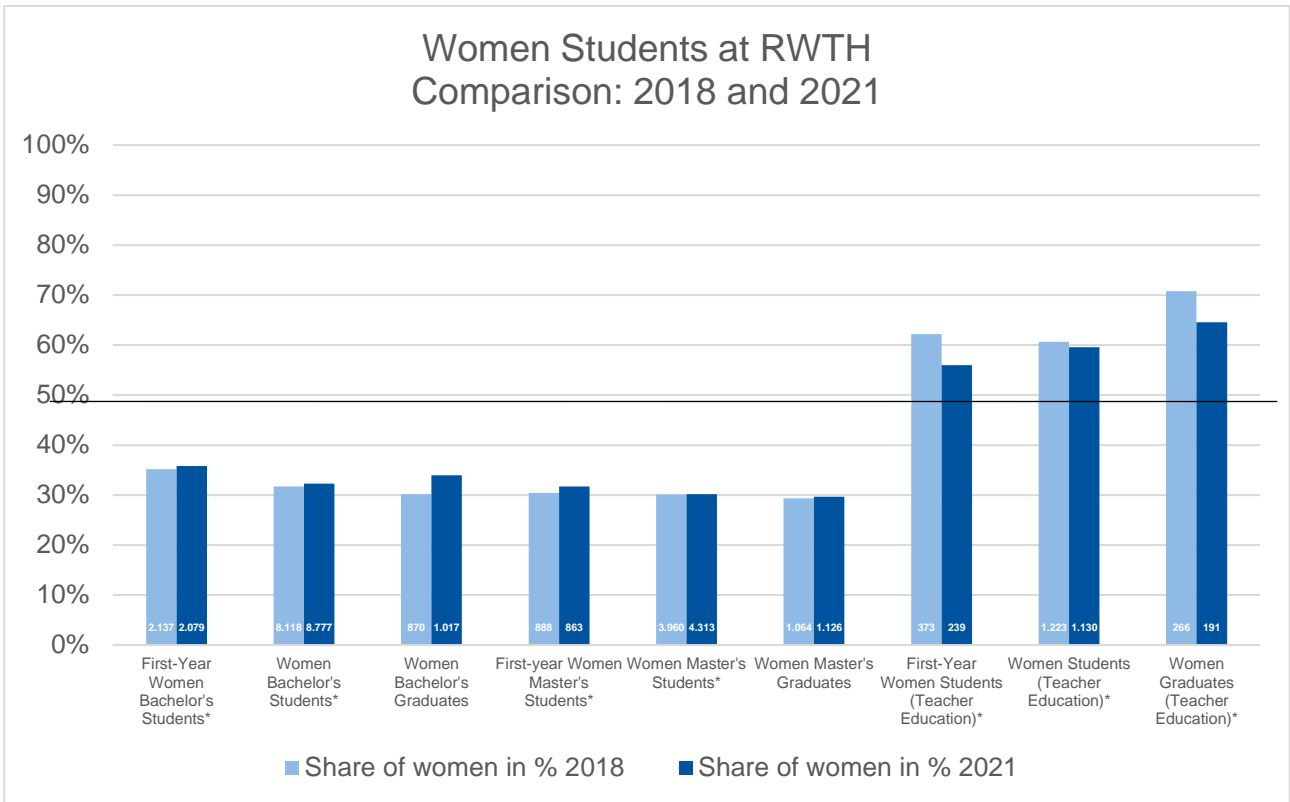


Figure 5: Women students at RWTH: Proportions and absolute values, 2018 and 2021.

*The figures for women bachelor's students also include women students and graduates of the state examination degrees in medicine and dentistry.

2.1 Professors at RWTH

University Professors	2nd EOP			3rd EOP
	2018	2019	2020	2021
Total	547	542	533	552
of which women	96	95	102	113
Women share in %	17,55%	17,53%	19,14%	20,47%

Table 1: Number of professors at RWTH

RWTH Professors		2nd EOP									3rd EOP		
		31.12.2018			31.12.2019			31.12.2020			31.12.2021		
		total	fem	fem %	total	fem	fem %	total	fem	fem %	total	fem	fem %
W3/C4	Perm. Pos.	282	35	12%	294	37	13%	299	40	13%	312	45	14%
	Temp. Pos.	16	2	13%	8	1	13%	8	2	25%	10	3	30%
	total	298	37	12%	302	38	13%	307	42	14%	322	48	15%
W2/C3	Perm. Pos.	195	46	24%	194	47	24%	190	52	27%	184	50	27%
	Temp. Pos.	20	5	25%	18	5	28%	12	3	25%	14	4	29%
	total	215	51	24%	212	52	25%	202	55	27%	198	54	27%
W1	Perm. Pos.	0	0	--	0	0	--	0	0	--	1	1	100%
	Temp. pos.	34	8	24%	28	5	18%	24	5	21%	31	10	32%
	total	34	8	24%	28	5	18%	24	5	21%	32	11	34%
Total	Perm. Pos.	477	81	17%	488	84	17%	489	92	19%	497	96	19%
	Temp. Pos.	70	15	21%	54	11	20%	44	10	23%	55	17	31%
	total	547	96	18%	542	95	18%	533	102	19%	552	113	20%

Table 2: Number of professors at RWTH – Permanent and temporary positions

2.2 Academic Staff at RWTH

RWTH Academic Staff		2nd Equal Opportunities Plan (EOP)			3rd EOP
		31.12.2018	31.12.2019	31.12.2020	31.12.2021
Academic Civil Servants	Total	179	172	168	172
	of which women	33	30	29	29
	Women in %	18%	17%	17%	17%
Academic Staff (TV-L)	Total	5.206	5.307	5.543	5.618
	of which women	1.561	1.636	1.718	1.772
	Women in %	30%	31%	31%	32%
Academic Staff (TV-Ä)	Total	967	984	1.033	1.080
	of which women	479	472	505	529
	Women in %	50%	48%	49%	49%
Research Assistants	Total	195	221	279	256
	of which women	91	96	130	120
	Women in %	47%	43%	47%	47%
Student Research Assistants	Total	1.466	1.800	1.945	2.116
	of which women	423	511	574	638
	Women in %	29%	28%	30%	30%
Student Assistant	Total	4.389	4.040	3.839	3.513
	of which women	1.473	1.426	1.404	1.249
	Women in %	34%	35%	37%	36%
Total	Total	12.402	12.524	12.807	12.755
	of which women	4.060	4.171	4.360	4.337
	Women in %	33%	33%	34%	34%

Table 3: Number of academic staff at RWTH

RWTH Academic Staff		2nd Equal Opportunities Plan (EOP)									3rd EOP		
		31.12.2018			31.12.2019			31.12.2020			31.12.2021		
		Total	fem	f %	Total	f	f %	Total	f	f %	Total	f	f %
Academic Staff (TV-L)	Permanent pos.	456	187	41%	498	209	42%	554	238	43%	582	258	44%
	Temporary pos.	4.750	1.374	29%	4.809	1.427	30%	4.989	1.480	30%	5.036	1.514	30%
	Total	5.206	1.561	30%	5.307	1.636	31%	5.543	1.718	31%	5.618	1.772	32%

Table 4: Overview of academic staff (in the TV-L collective agreement) – Permanent and temporary positions

Doctorates / Habilitations		2nd Equal Opportunities Plan (EOP)			3rd EOP
		2018 Academic Year*	2019 Academic Year*	2020 Academic Year*	2021 Academic Year*
Doctorates	Total	904	1.007	1.017	979
	of which women	290	345	340	352
	Women in %	32%	34%	34%	36%
Habilitations**	Total	30	38	25	46
	of which women	8	12	10	15
	Women in %	27%	30%	30%	33%

Table 5: Number of Doctorates and Habilitations at RWTH

**Habilitation designates the process for acquiring the "Venia legendi", that is the right to teach as a professor in Germany.

*2018 Academic year = Winter Semester 2017/18 + Summer Semester 2018

*2019 Academic Year = Winter Semester 18/19 + Summer Semester 2019

*2020 Academic Year = Winter Semester 19/20 + Summer Semester 2020

*2021 Academic Year = Winter Semester 20/21 + Summer Semester 2021

Source: RWTH Table of Figures 2018 – 2021

2.3 Technical and Administrative Staff at RWTH

Technical and Administrative Civil Servants at RWTH		2nd EOP			3rd EOP
		31.12.2018	31.12.2019	31.12.2020	31.12.2021
Career Group 2.2 (formerly "executive grade")	Total	21	22	19	18
	of which women	7	9	7	8
	in %	33%	41%	37%	44%
Career Group 2.1 (formerly "professional grade")	Total	87	86	82	73
	of which women	65	67	63	57
	in %	75%	78%	77%	78%
Career Grade 1.2 (formerly "clerical grade")	Total	21	19	18	15
	of which women	17	16	15	12
	in %	81%	84%	83%	80%
Total	Total	129	127	119	106
	of which women	89	92	85	77
	in %	69%	72%	71%	73%

Table 6: Number of technical and administrative civil servants at RWTH

Technical and Administrative Employees at RWTH		2nd EOP			3rd EOP
		31.12.2018	31.12.2019	31.12.2020	31.12.2021
P ATV, Pay Groups 13 - 15	Total	150	154	164	172
	of which women	99	104	111	113
	in %	66%	68%	68%	66%
Pay Groups 9 - 12	Total	1.350	1.368	1.425	1.482
	of which women	580	607	646	679
	in %	43%	44%	45%	46%
Pay Groups 5 - 8	Total	1.340	1.348	1.363	1.326
	of which women	688	688	678	656
	in %	51%	51%	50%	49%
EG 1 - 4 and Y	Total	114	124	111	104
	of which women	25	26	22	22
	in %	22%	21%	20%	21%
Total	Total	2.954	2.994	3.063	3.084
	of which women	1.392	1.425	1.457	1.470
	in %	47%	48%	48%	48%

Table 7: Number of technical and administrative employees at RWTH

Apprentices at RWTH		2nd EOP			3rd EOP
		31.12.2018	31.12.2019	31.12.2020	31.12.2021
Apprentices	Total	514	527	503	460
	of which women	136	137	138	124
	Women in %	26%	26%	27%	27%

Table 8: Number of apprentices at RWTH

2.4 Students Enrolled at RWTH

Students		2. EOP			3. EOP
		SuSe 18 - WiSe 18/19	SuSe 19 + WiSe 19/20	SuSe 20 - WiSe 20/21	SuSe 21 - WiSe 21/22
Number of First-Year Students*	Total	12.539	12.290	12.288	11.401
	of which women	4.372	4.294	4.167	4.057
	Women in %	35%	35%	34%	36%

Table 9: Number of first-year students at RWTH

*Bachelor, Master, teaching degree, state examination, other, and doctorate (1st course semester) (Source: RWTH Figures 2018-2021)

Students		2. EOP			3. EOP
		WS 18/19 (As at: Nov. 5.)	WS 19/20 (As at: Nov. 5.)	WS 20/21 (As at: Dec. 1)	WS 21/22 (As at: Dec. 1)
Number of Students**	Total	45.256	45.628	47.173	47.269
	of which women	14.707	14.994	15.357	15.516
	Women in %	32%	33%	33%	33%

Table 10: Number of students at RWTH

** Bachelor, Master, teaching degree, state examination, other, and doctorate (Source: RWTH Figures 2018-2021)

Students		2. EOP			3. EOP
		Acad. year 2018*	Acad. year 2019*	Acad. year 2020*	Acad. year 2021*
Number of Graduates***	Total	7.164	7.085	6.657	7.344
	of which women	2.392	2.322	2.260	2.520
	Women in %	33%	33%	34%	34%

Table 11: Number of graduates at RWTH Aachen University

*2018 Academic year = Winter Semester 2017/18 + Summer Semester 2018

*2019 Academic Year = Winter Semester 18/19 + Summer Semester 2019

*2020 Academic Year = Winter Semester 19/20 + Summer Semester 2020

*2021 Academic Year = Winter Semester 20/21 + Summer Semester 2021

***Bachelor, Master, teaching degree, state examination, Diplom/M.A. (Source: RWTH Figures 2018-2021)

2.5 Composition of Bodies and Committees

Staffing of University Committees		2nd EOP	3rd EOP
		31.12.2016	31.12.2021
Board of Governors	Total	10	10
	of which women	5	5
	Women in %	50%	50%
Rectorate	Total	6	7
	of which women	1	2
	Women in %	17%	29%
Senate (elected members)	Total	26	26
	of which women	4	10
	Women in %	15%	38%

Table 12: Composition of Bodies and Committees at RWTH

Staffing of the Dean's Offices		2nd EOP	3rd EOP
		31.12.2016	31.12.2021
Faculty 1	Faculty 1	3	3
	of which women	0	0
	Women in %	0%	0%
Faculty 2	Total	3	3
	of which women	2	1
	Women in %	67%	33%
Faculty 3	Total	3	3
	of which women	0	1
	Women in %	0%	33%
Faculty 4	Total	3	5
	of which women	0	1
	Women in %	0%	20%
Faculty 5	Total	3	3
	of which women	0	0
	Women in %	0%	0%
Faculty 6	Total	3	3
	of which women	0	0
	Women in %	0%	0%
Faculty 7	Total	3	3
	of which women	1	3
	Women in %	33%	100%
Faculty 8	Total	3	3
	of which women	0	2
	Women in %	0%	67%
Faculty 10	Total	5	6
	of which women	0	1
	Women in %	0%	17%

Table 13: Composition of the Dean's Offices at RWTH

3. Targets Related to Increasing the Proportion of Women

In its [application for funding as a University of Excellence](#), RWTH has set itself the goal of achieving a proportion of female professors of at least 25% by 2030 (p. 49, start of the funding period: November 1, 2019). In addition, as required by the Higher Education Act of the State of North Rhine-Westphalia, gender equality quotas were set for the appointment procedures in the subject groups of the universities:

- Gender equality quota in appointment processes for the term from October 1, 2021, through September 30, 2024, published in the [Official Announcement 2022/080](#), dated July 8, 2022
- Gender equality quota for tenure-track appointments for the period from October 1, 2019, through September 30, 2024, published in the [Official Announcement 2020/115](#), dated July 10, 2020
- Quotas are being set for filling permanent positions under the “Zukunftsvertrag Studium und Lehre” (ZSL), based on the cascade model.
- For researchers employed as civil servants, a target quota is set in line with the proportion of women among academic and medical employees in the respective faculties and central institutions. RWTH has set itself the overall goal of achieving a 35% share of women by the end of the term of this Equal Opportunities Plan.

In addition, the Gender Equality Plan between the Rectorate and the faculty managements should define annual target and performance agreements which, taking into account the faculty- or institution-specific framework conditions, focus on implementing the planned increase in the proportion of women among both non-professorial and professorial academic staff.

The proportion of women in the governing bodies (Rectorate and Dean's Offices) was increased during the term of the Gender Equality Plan 2017 - 2022. However, the goal of equal gender representation can only be achieved with additional efforts to increase the proportion of women professors. At the time of the adoption of the Gender Equality Plan 2022 - 2027 (data as of December 31, 2021), the proportion of women on the Board of Governors was 60%, in the Rectorate 29%, and in the Senate (among the members with voting rights) 38%. The goal of the 2017 - 2021 Gender Equality Plan to fill at least one position in the Dean's Offices with a woman was implemented in six of the nine faculties at RWTH. The University has set itself the following goals:

- Gender parity will continue to be sought when appointing new members to the Board of Governors.
- At least three women should be elected to the Rectorate.
- At least one woman in each faculty shall be considered in the election for the dean's offices.
- Women are to be given greater consideration in hiring, promotions, and decisions on the reclassification to a higher salary group for postdoctoral academic staff, including academic civil service positions. Their share should at least correspond to the share of completed doctoral degrees in the respective subjects (see ZSL target quotas). When recruiting, promoting, and reclassifying other academic staff, women are also to be taken into account, at least in proportion to the number of female graduates.
- In the case of technical and administrative employees in the areas of civil servants in career group 2.2, TVL pay groups 9 - 12 and apprentices, women are to be given greater

consideration in recruitment, promotion, and reclassification if they are underrepresented there.

4. Professorships

4.1 Forecast of Vacant Professorships at RWTH

Forecast: New positions to be filled	2022	2023	2024	2025	2026
University Instructors (W3 grade)	6	9	9	8	10
of which women	1	1	0	0	0
University Instructors (W2 grade)	1	3	2	3	5
of which women	0	1	0	0	1

Table 14: Forecast – Number of vacant professorships at RWTH

4.2 Applications for Professorships, Invitations, and Appointments

Applications and Appointment Offers		2. Equal Opportunities Plan (EOP)									3. EOP		
		2018			2019			2020			2021		
		Appl.	Invit.	Offers	Appl.	Invit.	Offers	Appl.	Invit.	Offers	Appl.	Invit.	Offers
W 3	Total	576	90	22	366	60	13	250	58	13	392	90	20
	of which women	122	22	8	70	9	1	62	17	5	35	17	5
	Share in %	21%	24%	36%	19%	15%	8%	25%	29%	38%	9%	19%	25%
W 2	Total	191	53	19	229	43	9	131	41	15	92	30	8
	of which women	63	24	6	52	13	3	32	16	8	20	11	3
	Share in %	33%	45%	32%	23%	30%	33%	24%	39%	53%	22%	37%	38%
W 1	Total	104	18	4	57	17	4	2	2	2	252	60	11
	of which women	25	7	0	9	4	0	1	1	1	59	31	7
	Share in %	24%	39%	0%	16%	24%	0%	50%	50%	50%	23%	52%	64%
Total	Total	871	161	45	652	120	26	383	101	30	736	180	39
	of which women	210	53	14	131	26	4	95	34	14	114	59	15
	Share in %	24%	33%	31%	20%	22%	15%	25%	34%	47%	15%	33%	38%

Table 15: Applications for Professorships, Invitations to an Appointment Interview and Trial Lecture, and Appointments at RWTH

5. Internal Measures to Improve Equal Opportunities

5.1 Redressing the Underrepresentation of Women, Especially at the Management Level, in Decision-Making Processes, and at All Other Levels of Qualification

Equality is a leadership task. Those in leadership positions are therefore required to actively reduce structural discrimination in their areas of responsibility. Equal opportunities, family-friendly leadership, and the power of unconscious bias are addressed in the professional training of University leaders and managers. In order to increase the proportion of women professors, the University's governing bodies work towards fulfilling the gender equality quotas in accordance with § 37a and § 38a HG in appointment processes. Measures for this include:

- Mandatory **proactive recruitment** of women in all faculty appointment processes that do not meet the gender equality quota;
- Appropriate consideration of child-rearing periods, periods of care, etc., in **performance assessments**, including the assessment of publication performance (gender publication gap);
- Creation of financial incentives for the appointment of women as part of the establishment of gender-appropriate funding models (see Chapter 7);
- Evaluation of the policy on merit pay in recruitment and retention negotiations in terms of gender equity. In the case of particularly qualified early-career women researchers, retention negotiations will be conducted starting at pay scale "W1" in the future. Special attention is given to recruiting and retaining women professors. Information and training on these measures is provided.

Other measures to increase the proportion of women in other roles and groups at the University include:

- Projects funded under the Excellence Initiative (such as Open Seed Funds, RWTH Start-Up projects, and Prep Fund projects) set target quotas for women of 30%.
- Women students and early-career researchers as well as female junior staff for professional-grade civil service positions in technology and administration are **proactively targeted and promoted through appropriate staff development measures**. In the context of employer branding at RWTH Aachen University, particular attention is paid to the **postdoctoral career stage**, as a large number of women researchers tend to leave the academic career path at this stage. Strategies are being developed to improve the recruitment of early-career women researchers to RWTH.
- Special efforts are taken to offer **apprenticeship positions** to suitable women candidates in vocational training programs where the proportion of women is less than 20%. Other measures include **actively recruiting female school students for STEM programs** at the University and giving more consideration to female school students when awarding school internships in technical vocational professions.
- Provision of offerings such as continuing education programs, workshops, talks, and coaching for women in areas where they are underrepresented. Of particular note are the TANDEM mentoring programs, which are specifically designed for female students, doctoral candidates, and postdoctoral fellows.

For equal representation on committees:

- The requirements of § 11c NRW Higher Education Act and § 12 NRW Equal Opportunities Act are consistently implemented when electing new committees;
- Search committees involving the Equal Opportunities Officer are created for the purpose of proactive recruitment (especially for university committees at the University management level);
- Legal requirements, in particular when drawing up electoral lists and appointments to structurally relevant bodies.

5.2 Improving the Balance between Work/Study and Family Life and Improving Working Conditions

Since 2009, the University has been certified by “**audit familiengerechte hochschule**” (family-friendly university audit) and has implemented a number of measures to improve the balance between family life and career or studies. This certificate was awarded in 2019 and is valid for an unlimited period of time. The Family Services Center of the Equal Opportunities Office offers employees and students a broad portfolio of information; individual, confidential advising services; and support in the areas of starting a family; studying with children; childcare; and caring for relatives. Since the need for childcare cannot be fully met by the municipality, the University offers its members additional childcare options for children of all ages. The portfolio includes vacation recreation activities for elementary school children, daycare spots in municipal daycare centers and in a University-owned daycare center for employees, and childcare during events. The number of daycare spots provided by the University will be expanded during the term of the Equal Opportunities Plan using the University's financial resources (budgetary funds, third-party funds such as funds from Germany's Program for Women Professors III (PPIII), and funding from the WISNA Program for the Promotion of Early Career Researchers. The goal is to provide an additional 120 spots within the term of this Equal Opportunities Plan. In addition, employees benefit from a range of different part-time working models, flexible working hours that also include generous opportunities for compensatory time off, and the “Remote Work” and “Situational Mobile Work” models. The flexibility of students is enhanced by increasingly available forms of digital teaching and learning formats. Students with children can also apply for a subsidy for childcare costs. We can only facilitate individual life plans in everyday working and student life if we, as University members, all adopt and embrace a family-friendly and equal opportunities-oriented attitude. Since those in leadership positions have a key role in the implementation of family-friendly staff management, RWTH attaches particular importance to raising their awareness in this area. They are invited to participate in training courses and to attend talks. The “Famos für Familie” award is presented annually to managers nominated by their teams who excel in family-friendly staff management. To ensure and proactively develop RWTH as a healthy place to work, study, and live, the University has established health management units for staff and students, Staff Health Management and Student Health Management, respectively.

5.3 Raising Awareness of Anti-Discrimination and Unconscious Bias

The University offers continuing education and training as well as awareness-raising programs in the areas of gender, sexual orientation, anti-racism, and other grounds of discrimination under the German General Act on Equal Treatment. An intersectionality perspective on gender equality work

raises awareness of the interplay of multiple grounds of discrimination. A special focus is on the training of executives with staff responsibility. [RWTH takes a consistent and resolute stand against any form of discrimination and exclusion](#). RWTH's [Guideline for Protection Against Discrimination According to the German General Act on Equal Treatment](#) will be evaluated and updated in order to identify and eliminate any existing gaps in protection or hurdles to accessing counseling services and complaints offices. Professional anti-discrimination counseling is to be guaranteed on a permanent basis.

6. Gender in Research and Teaching

Three teaching and research units at RWTH specifically address gender and diversity: [Neuropsychology](#), [Gender and Diversity in Engineering](#), and [Technology and Diversity](#). As a member of the German Research Foundation (DFG), RWTH has repeatedly committed itself to the DFG's Research-Oriented Equity and Diversity Standards. Through the [Gender and Diversity Consulting Service for Research Proposals and Projects](#), promoting gender equality and diversity is highlighted as a quality feature in research.

Instructors can benefit from the continuing education offerings on diversity-appropriate and accessible teaching offered by the Center of Excellence in Academic Teaching (ExAcT) at the [Center for Teaching and Learning Services CLS](#)). In addition, the RWTH faculties [receive centralized support in creating a culture that embraces gender and diversity](#).

7. Gender-Related Aspects Relating to Finances and Personnel

The evaluation of the Equality Action Plan reveals an urgent need for action in the following areas during the term of this Framework Plan:

A number of measures, some of which have already been evaluated to be effective, are currently being financed through third-party funding. These include the TANDEMplus mentoring program for female postdocs, Flexible Career Management for Female Postdocs (FCM), and various projects to promote equal career paths and to support the careers and networking of early-career women researchers. The continuation and further development of these offerings is planned during the term of this Equal Opportunities Plan.

As stipulated in the 2017 - 2022 Equality Action Plan, a gender-appropriate funding model was developed based on a gender monitoring of RWTH Aachen University in accordance with § 24 (5) HG, which includes financial incentives for measures to eliminate the underrepresentation of women, to relieve women who are disproportionately burdened by committee work, and to relieve the Equal Opportunities Officer and her representatives in the faculties of their high workloads.

The models developed to relieve women who are disproportionately burdened by committee work, especially women researchers, as well as the representatives of the Equal Opportunities Officer in the faculties, are scheduled to be implemented by the time this Equal Opportunities Plan is evaluated in 2024.

To support the recruitment of women professors and retention negotiations, the Equal Opportunities Appointment Fund was introduced across all faculties in 2019. By way of advance deduction, budgetary resources amounting to a percentage determined by the Planning and Allocation Committee are reserved for this purpose (approximately 500,000 euros were made available in 2020). A contribution of a maximum of 50,000 euros may be requested from the Appointment Fund for

each appointment or retention negotiations. This amount will be matched with central funds. This measure should also be seen as a contribution to reducing the gender pay gap of the W pay scale.

In addition, the target of a 30% share of women was set for all funding measures at the individual researcher level in the context of the University of Excellence, such as the Junior Principal Investigator Program (JPI) or the Advanced Research Opportunities Program (AROP). The Appointment Fund will continue to be financed until this target is reached.

8. Evaluation of Implemented Measures

It is a constitutional obligation of the RWTH Rectorate to ensure equality among women and men and ensure protection against discrimination at the University. Other governing bodies (Board of Governors, Planning and Allocation Committee, Senate, Deans' Offices, and management of central institutions) have increasingly addressed measures to improve or ensure equal opportunities in recent years. Thus, a fundamental requirement for the successful implementation of gender equality measures and the achievement of related goals has been met. The success of gender equal opportunities measures also depends on how they are supported by the University as a whole. The widespread implementation of gender-neutral language, the active participation in events dealing with equal opportunities and diversity topics, and the strong interest in related information in newsletters and social media posts are indicators of a growing interest and, as a result, increasing acceptance of measures to promote equal opportunities.

Between 2017 and 2022, we saw a minor improvement in the representation of women in most areas. The most significant progress was made in the areas of civil servants in technology and administration (level 2.2 career group: 9 % increase), W2 and W3 professorships (5 % increase), completed Habilitations (post-doctoral lecturing qualification) (6 percent increase), and W1 professorships (7 percent increase). The proportion of women professors has increased slightly from 17 to 20 %. This still does not reflect the number of doctorates completed by women (36 %), the number of women research associates (32 %), or the number of women students (33 %) and graduates (34 %).

The participation of women in University administrative and governing bodies (Board of Governors, Rectorate, Senate, faculty management) has significantly improved over the past few years. While women were represented in only two of nine Deans' Offices in 2017, they are now represented in six of them. Women who are active in committees have not yet been sufficiently relieved of their duties; however, measures and models in this direction have been developed and will soon be implemented.

Overall, these successes demonstrate that the gender equality measures taken are having an effect. At the same time, however, it is clear that there is still an urgent need for action and that measures must be evaluated on a regular basis.

9. Concluding Remarks

After periods of two and four years, we will review whether the objectives of this Equal Opportunities Plan have been achieved. If targets are not being met, the measures defined in the present plan will be further developed or adjusted.

Within six months of the expiration of the Equal Opportunities Plan, a report on staff development and the measures implemented shall be prepared by the University and submitted to the Senate in combination with an updated Equal Opportunities Plan. If supplementary measures have been taken during the period of validity of the Equality Opportunities Plan, the reasons shall be set out in this report.

§ 3
Entry Into Force, Expiry

This equality plan comes into force on November 1, 2022, and is valid up to and including October 31, 2027. It shall expire on November 1, 2027.

Issued based on the resolution of the Senate dated October 13, 2022.

The Rector
of RWTH
Aachen University

Aachen, October 26, 2022,

sgd. Rüdiger
Univ.-Prof. Dr. rer. nat. Dr. h. c. mult. Rüdiger