

Equal Opportunities Plan of the Faculty of Medicine (02.07.2021 - 01.07.2024)

***in accordance with the State Equal Opportunities Act (LGG)
of 09.11.1999 in the version of 02.02.2018***

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I. The equality plan

General introduction/preamble

Since social conditions are also conveyed through language and communication and this contributes to how and whether certain groups of people are considered, the published texts of the Faculty of Medicine are consistently written in gender-equitable language, as stipulated in § 4 of the LGG. Should there be any deviations from this, active efforts are made to create an understanding of the significance and ensure implementation. For example, the internal I, the gender-*, the neutral form and the explicit form of address can be used for this purpose.

The promotion of women at the Faculty of Medicine in Essen has a high priority. Regardless of the legal obligation, it is not justifiable to do without the talents and abilities of a diverse group of women in medicine. The outstanding work of the staff at the Faculty of Medicine, which is demonstrated on a daily basis, is undisputed. Therefore, the approach is that there is (actually) no need to promote women in a marginalized understanding of "the woman", but that the approach lies in the structures that continue to create the discriminatory conditions that still affect women today. Organizations are usually regarded as neutral, asexual places, but at their core they are firmly linked to the idea of masculinity. This problem has become historically and culturally established and reproduced binary dualism (cf. Acker, 1991, pp.162-179). The main task is to better recognize these structures and to create an environment in which talent can be retained in the long term and to offer them opportunities for further development and prospects as an attractive employer.

The Faculty of Medicine is represented by the decentralized Equal Opportunities Officer, Professor Stefanie Flohé, who took over the position from Professor Anke Hinney at the beginning of this year. Her three deputies are Professor Diana Arweiler-Harbeck, Professor Heike Heuer and Professor Arzu Oezcelik. Professor Anke Hinney has taken on the role of Vice Dean for Young Academics and Diversity.

The decentralized Equal Opportunities Officer has access to all meetings as a representative of the central Equal Opportunities Officer. The Equal Opportunities Team has the opportunity to influence aspects of the Faculty of Medicine that are relevant to equal opportunities. The Faculty consults the Equal Opportunities Team on aspects of the personnel and organizational development of equal opportunities.

There are now two different gender equality support programs that are explicitly aimed at women. There is also the option of one-to-one meetings at any time. The

Equal opportunities officers and their deputies are also involved in committee work, for example in the Senate, the Faculty Council and the Equal Opportunities Commission.

1. Report on the previous women's promotion plan for the years 2017 to 2020

This section of the report analyzes the results of the implementation of the previous Women's Promotion Plan (previously known as the Gender Equality Plan) and thus forms the basis for updating it. To this end, the data over the last three years is examined.

Based on the data on the participation of women in the areas of academic staff, technical and administrative staff, students and young academics, the extent to which the goals of the previous women's advancement plan have been achieved is reviewed.

The objectives formulated in the previous plan for the advancement of women were:

- Increasing the proportion of women in professorships to at least 25%, with a particular focus on increasing the number of women in W3 professorships. Where there were suitably qualified female applicants, attempts were made to increase the proportion of women among professors (W2/W3) with each vacancy. At the meeting on 21.04.2016, the Faculty Council set the gender equality quota for the appointment of professors at 25% in accordance with Section 37a HG NRW.
- Increasing the proportion of women among postdocs with the aim of achieving a ratio corresponding to the proportion of women among doctorates in the long term.
- Increase the proportion of women with habilitations to at least 33%.
- Increasing the proportion of women from the groups of scientific and research-supporting staff in management and leadership positions.

With an optimistic view, the target set at the time of raising the proportion of female professors to 25% can be considered to have been achieved. This is an intermediate step on the way to achieving parity between female and male professors at the faculty. The proportion of women with habilitations has increased significantly. In 2020, an equal number of women and men habilitated for the first time. Maintaining this equal distribution is one of the Faculty's future goals. The figures for mid-level academic staff are almost unchanged. The high proportion of female students in medicine is consistently pleasing.

1.1. Employees of the faculty

An initial tabular overview is intended to show the development of the employee structure of the various status groups at the faculty since the previous women's advancement plan. The figures shown in (Table 1) are not a per capita representation,

but full-time equivalents. A full-time equivalent can, for example, be filled by 4 people at 25% each. The presentation using FTEs is more meaningful than the "pure" number of people, as the scope of employment is also taken into account.

Tab.1: Overview - Development of the faculty's employee structure (FTE)

Designation	Current equality plan			Expired FFP		
	Women	Men	w in %	Women	Men	w in %
Professorships (without W1)	25,02	75,63	24,9	24,25	74,13	24,6
Chair substitutions	0	0	0,0	0	0	0,0
Junior professorships (W1)	2	2	50,0	1	2	33,3
Scientific mid-level staff	682,99	628,83	52,1	666,63	625,09	51,6

Source: Personnel controlling / SAP system (as at: 31.08.2020)

Evaluation

The development of the faculty's employment structure continues to show a positive trend with regard to the proportion of women. Gender parity has been achieved both in the junior professorship and in the mid-level academic staff. Although the number of junior professorships is not particularly high at n=4 and the informative value is therefore limited, the value compared to the previous funding plan is almost 27% higher than the result of the previous period. Although the ratio of professorships has already improved significantly compared to previous years, this is where the greatest potential for development lies in the long term. At just under 25%, one in four professorships is currently held by a woman. Even though the Faculty of Medicine at the University of Duisburg-Essen is above the national trend here, the aim is to significantly increase the proportion of women in the long term, particularly in W3 professorships with a leadership function.

1.1.1. Professuren

In Germany, around 23% of all professorships are held by women. However, although the percentage almost doubled between 2005 and 2015 according to the Federal Statistical Office, it has since stagnated (Federal Statistical Office, 2016). In addition, the proportion of female professors varies between the individual subject and grade groups. Below are the figures for the Faculty of Medicine, given in full-time equivalents.

Tab.2: Professorships by grade (FTE)

Grade	Current equality plan			Date of expired FFP		
	Women	Men	w in %	Women	Men	w in %
C4/W3	10,24	50,93	16,7	10,25	52,93	16,2
C3/W2	14,78	24,7	37,4	14	21,2	39,8
W1	2	2	50,0	1	2	33,3
C2	0	0	0,0	0	0	0,0
Specialist representatives	0	0	0,0	0	0	0,0

Source: Personnel controlling / SAP system (as at: 31.08.2020)

There are only marginal changes in the professorial grade. The C4/W3 range remains almost untouched. As only 3 female professors were listed in the W1 grade in the previous time window, the increase of a single woman is very clearly reflected here. As a result, almost 27 percentage points were gained in this area. Across the groups, the value is above the nationwide value of 23%.

New appointments

From 01.01.2017 to 31.12.2019, 26 appointment procedures were successfully completed. Of these, 9 professorships were filled by women. The proportion of women in the new procedures was therefore 31%. In the period 2012 to 2016, this amounted to 27.8% in a total of 36 procedures.

This means that a woman is appointed in every third procedure at the Faculty of Medicine. The target of an equal opportunities quota of 25% was achieved.

1.1.2. Wissenschaftlicher Mittelbau und weiteres wissenschaftliches Personal

Firstly, the data should be recorded in full-time equivalents instead of full-time equivalents.

"Heads" can be done. In this way, the different distribution of the total working time of a faculty between women and men can be made clear.

Tab.3: Scientific staff by pay scale and salary group in full-time equivalents

Designation	Pay scale/payment group	Current equality plan			Date of expired FFP		
		Women	Men	w in %	Women	Men	w in %
Civil servants, permanent	C2	0	0	0,0	0	0	0,0
	A 13 - A16	1,23	8	13,3	1,5	8	15,8
	A 9 - A16 hD	0	0	0,0	0	0	0,0
Civil servants, temporary	C2	0	0	0,0	0	0	0,0
	A 13 - A16	0	0	0,0	0	0	0,0
	A 9 - A16 hD	0	0	0,0	0	0	0,0
Collectively bargained employees, permanent		154,14	190,37	44,7	147,09	193,4	43,2
Employees under collective agreements, temporary		527,61	430,47	55,1	518,05	423,69	55,0
Research assistants		0	0	0,0	0	0	0,0

Source: Personnel controlling / SAP system (as at: 31.08.2020)

The second step is to determine the type of job, i.e. part-time or full-time. This makes it possible to identify more precisely whether there is a gender bias in the filling of part-time and full-time positions. For this reason, we will take a closer look at employees covered by collective agreements in particular:

Tab.4: Academic tariff employees by part-time and full-time employment (headcount)

Designation	Current equality plan			Date of expired FFP		
	Women	Men	w in %	Women	Men	w in %
Full-time employees (heads) permanent	116	184	38,7	116	186	38,4
Part-time employees (heads) permanent	63	22	74,1	49	21	70,0
Full-time employees (heads), temporary	385	388	49,8	369	377	49,5
Part-time employees, (heads) temporary	240	82	74,5	249	87	74,1

Source: Personnel controlling / SAP system (as at: 31.08.2020)

The table of academic employees under collective agreements by part-time and full-time employment (headcount) shows a high degree of consistency in terms of the number of employees and the proportion of women. With the exception of the loss of two male employees, there has been no change in the number of full-time employees with permanent contracts. This results in an increase in the proportion of women of 0.3%. The number of women in the headcount remains unchanged at 116 - the percentage share is 38.7%.

Women make up the majority of permanent part-time employees. In the past three years, this figure has increased by 14 women. As a result, the proportion of women in part-time employment has risen to 74.1%. Of the 322 employees in this group, 240 are female. This ratio reflects in particular the high proportion of women who are working on a doctorate in the natural sciences. For the time being, the gender of employees appears to have little influence on permanent full-time employment. There have also been hardly any changes in numbers over the past three years. This employment relationship is the only group with parity, with women accounting for 49.8%.

In total, 804 women and 676 men were employed in the scientific workforce on the reporting date. In percentage terms, women therefore make up just under 54% of this workforce.

Teachers for special tasks and lecturers

The Faculty of Medicine does not employ any teaching staff for special tasks. The corresponding table is therefore omitted here.

The numbers of lecturers by contract are listed below.

Tab.5: Lecturers (by contract)

	Current equality plan			Date of expired FFP		
	Women	Men	w in %	Women	Men	w in %
Lecturer	7	18	28	6	14	30

Source: Dean's office / (as at: 31.12.2019)

Evaluation

There is no major change in the number of lecturers in the faculty. Overall, there is one woman and four men more than in the previous plan. This results in a 2% decrease in the proportion of women, which stands at 28% with 25 people.

1.1.3. Studentische und wissenschaftliche Hilfskräfte

The Faculty of Medicine makes no further distinction between auxiliary staff. There is no differentiation between Master's and Bachelor's students when hiring assistants. Both groups have the status of "SHK" (student assistant) with an hourly wage of €10.50.

(Source: Human Resources)

Table 6 below provides an overview of the distribution of women and men working as student assistants at the faculty during the survey period.

Tab.6: Student assistants (by hours)

Designation	Date of expired FFP			Current FFP		
	Women	Men	w in %	Women	Men	w in %
Student Auxiliary forces ≤ 10 hours.	21,48	11,68	64,8	39,06	17,31	69,3
Student Auxiliary forces ≥10 ≤15	24,21	12,66	65,7	11	7,26	60,2
Student assistants Assistants >15 hrs.	10,27	5,77	64,0	12,18	11,74	50,9
Student Total student assistants	55,96	30,11	65,0	62,24	36,31	63,2

Source: Personnel controlling / SAP system (as at: 31.08.2020)

[Note: No information on the degrees available in the EDP system, therefore student assistants by hours].

For student assistants (by hours), the percentage of female student assistants across all hourly rates is approximately 65%. The proportion of female students at the faculty is slightly above 60%. The distribution thus appears to be relatively equivalent to the actual distribution in the student body.

1.1.4. Mitarbeiter*innen in Technik und Verwaltung (MTV)

Due to the legal ordinance for the university hospitals in Aachen, Bonn, Düsseldorf, Essen, Cologne and Münster (UKVO), all employees in technology and administration were transferred to the University Hospital Essen, meaning that no people from this group are employed at the Faculty of Medicine.

1.1.5. Auszubildende

The group of trainees at the Faculty of Medicine is not included. A corresponding table is therefore not listed below.

1.2. Study

At the University of Duisburg-Essen, the proportion of female and male students is balanced overall. Differences are more apparent in the individual subjects in which women or men are underrepresented.

1.2.1. Studierende

Tab.7: Students by degree programs and teaching units of the faculty per academic year (each summer semester + following winter semester)

Study programs	Current academic year 2020			One year ago 2019			Two years ago 2018		
	Total	Women	Women in %	Total	Women	Women in %	Total	Women	Women in %
Teaching unit									
No license to practice medicine	5	3	60	17	11	64,71	11	6	54,55
Master Implantology and Dental Surgery	1								
Master Pharmaceutical Medicine	11	10	90,91	15	13	86,67	10	6	60,00
Doctorate Medicine	217	127	58,53	313	173	55,27	240	151	62,92
State examination in medicine	1664	1082	65,02	2053	1299	63,27	2004	1249	62,33
Total Teaching Unit Medicine	1898	1222	64,38	2398	1496	62,39	2265	1412	62,34
Total faculty	1898	1222	64,38	2389	1496	62,39	2265	1412	62,34

Source: Student administration (as of 10.09.2020)

At the Faculty of Medicine, there is already a high proportion of women across the various degree programs and teaching units. Parity is therefore achieved in all of the areas listed and even exceeded.

The proportion is particularly high for the "Master Pharmaceutical Medicine" course.

1.2.2. Absolvent*innen

Tab.8: Degrees of the last three years by teaching unit and type of degree per academic year (summer semester + winter semester)

Degrees	Academic year 2019			Academic year 2018			Academic year 2017		
	Total	Women	Women in %	Total	Women	Women in %	Total	Women	Women in %
Teaching unit									
Human medicine	245	150	61,2%	241	149	61,8%	221	152	69%
Pharmaceutical Medicine	20	14	70%				21	11	52,38 %

Source: Student administration (as of 13.08.2020)

Evaluation

Over the last few years, the proportion of women among human medicine students has been predominant. In the last three years, this has always been over 60%. Also in the Phar-

maceutical Medicine, parity has been exceeded. This is an indication that the underrepresentation of women in the further career stages is not due to an insufficient pool of young talent, but rather over the course of a career. Upon graduation, women are more likely to leave the university and an increasing decline in the proportion of women with each subsequent qualification level is noticeable.

1.3. Scientific qualification

In the course of academic qualification, the gender ratio changes dramatically: while approximately as many women as men complete their doctorate, the gap widens to the disadvantage of women in the post-doc phase.

1.3.1. Promotionen

Tab.9: Completed doctorates in the last three years

Teaching units	Academic year 2019			Academic year 2018			Academic year 2017		
	Women	Men	Women in %	Women	Men	Women in %	Women	Men	Women in %
Dr. med.	97	72	57%	76	54	58%	65	52	56%
Dr. rer. medic	8	14	36%	19	4	83%	9	14	39%
Dr. med. dent.	2	1	67%	1	1	50%	0	1	0
Total faculty	107	87	55%	96	59	57	74	67	52%

Source: Dean's Office / Student Administration Department / (as of 13.08.2020)

With the exception of the "rer.medic" degree, the proportion of women completing doctorates at the Faculty of Medicine is consistently above parity. The total for the faculty as a whole is over 50%

1.3.2. Nachwuchswissenschaftler*innen in der Post-Doc-Phase

Habilitations

Tab.10: Completed habilitations over time

Current year (15.12.2020)		2019		2018		2017		2016	
Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
16	16	7	15	9	17	5	19	3	14

Source: Dean's office / (as at: 15.12.2020)

In 2016, women accounted for 18% of habilitations at the Faculty of Medicine, then 21% in 2017, 35% in 2018 and around 32% last year. At present, the proportion of women who have habilitated is exactly 50%.

Post-doc phase

In addition to the habilitation, further qualification steps have increasingly been established for junior academics on the path to a professorship (junior research group leaders, W1 with TT). These qualification paths must therefore also be presented and analyzed in the gender equality plan. At this point, persons who have completed their doctorate in the last four years and are not employed as doctors are taken into account. In addition, we have subsequently added a further overview of the E13 level.

Tab.11: Post-doc positions

Level	Employment relationship	Current equality plan (31.12.2019)			Date of expired FFP (31.12.2018)		
		Women	Men	w in %	Women	Men	w in %
E 14	Full-time	0	2	0,0	0	1	0,0
	Part-time	0	0	0,0	0,65	0	100
E 13	Full-time	31	17	64,6	25	15	62,5
	Part-time	6,13	1,15	84,2	5,57	2,3	70,8

Source: Personnel controlling / SAP system (as at: 31.08.2020)

Evaluation

In the post-doc phase, women are very well represented in the E13 group, both in full-time and part-time employment. In the E14 group, the number is very low at 2 people. Here the proportion of women is 0%.

Tab.12: Middle management - pay scale group 13 (all)

E13	31.12.2018				31.12.2019			
	female	male	total	Women in %	female	male	total	Women in %
No Post Doc*								
Part-time	167	65	232	71.98%	165	65	230	71.74%
Full-time	65	63	128	50.78%	55	70	125	44.00%
Post Doc								
Part-time	11	4	15	73.33%	10	2	12	83.33%
Full-time	26	16	42	61.90%	31	17	48	64.58%
Overall result	269	148	417	64.51%	261	154	415	62.89%

Source: Own presentation based on data from personnel controlling

* Postdocs in this survey were exclusively persons whose doctorate was awarded no more than 4 years ago

Evaluation

This table shows that there is a high proportion of excellent female academics at the faculty. These are only lost on the way to habilitation and professorship. There is a high proportion of part-time employees in this category. One of the reasons for this is that doctoral students in the natural sciences, for example, are paid 50% or (according to DFG guidelines) 65% E13. It can also be seen that there are more female doctoral candidates than male doctoral candidates.

1.4. Committee participation

Tab.13: Central committees of the university

Committee participation	Actual status of current FFP		
	Women	Men	w in %
Commission for Research, Scientific Advancement and Knowledge Transfer	2	0	100%
Commission for Diversity Management	1	0	100%
Equal Opportunities Commission	1	0	100%
Commission for the Assurance of Good Scientific Practice	0	2	0%
Senate	1	2	33,33%

Source: <https://www.uni-due.de/de/organisation/gremien> (as at 24.09.2020)

A total of four women from the Faculty of Medicine were on university committees at the time of the survey. Two are in the Commission for Research, Academic Growth and Knowledge Transfer, one in the Commission for Diversity Management, one in the Equal Opportunities Commission and one in the Senate.

Tab.14: Committees of the Faculty of Medicine

Committees	Professorships			Middle management			Students		
	Women	Men	w in %	Women	Men	w in %	Women	Men	w in %
APL-Commission	2	3	40%	1	1	50%	0	1	0
Foreign Commission	0	1	0%	-	-		-	-	
BAFÖG-Commission	0	1	0%	-	-		-	-	
Library Commission	1	2	33,33%	1	0	100%			
China Representative	1	1	50%	-	-		-	-	
Erasmus	1	0	100%	-	-		-	-	
Faculty Council	0	7	100%	2	1	66,66%	1	2	33,33%
Research commission	2	5	28,57%	3	1	75%	1	1	50%
Preparatory Habilitation Committee	2	2	50%						
Honorary professor	0	5	0%	1	0	100%	1	0	100%
Japan Representative	1	0	100%	-	-		-	-	
Capacity	0	1	0%	-	-		-	-	
PJ Allocation Committee	0	2	0%	0	1	0%	1	1	50%
Representative for Poland and Russia	0	1	0%	-	-		-	-	
Promotion Committee	2	2	50%	0	1	0%	-	-	
Savings bank price	1	0	100	-	-		-	-	
Structural Commission	1	6	14,29%	1	1	50%	1	1	50
Study grant	4	6	40%	3	0	100%	3	6	33,33%
Scientific Advisory Board ZTL	2	2	50%	-	-		-	-	

Evaluation

Table 13 shows the percentage of women and men in the Faculty of Medicine who are involved in UDE committees. Table 14 also shows the distribution by gender and group in the faculty committees from the previous period. One point that catches the eye, for example, is the distribution in the Faculty Council in the area of professors. At the time of the survey, 100% of the seven members were men. New elections were held in January 2021, during which the proportion of women on some committees increased significantly. For example, two positions on the Faculty Council were filled by women. The additional table makes it possible to determine future developments.

1.5. Conclusion

The proportion of female students, graduates and doctoral candidates is above the target parity. When comparing the proportion of female students and graduates, there is almost no change in percentage terms between these two levels. The first declines can be seen here at the doctoral level.

Overall, the proportion of women among students, graduates and doctorates has hardly changed in recent years and is only subject to minor shifts from year to year. Since 2014, for example, the proportion of female doctorates at the faculty has been between 50 and 62%. The proportion of women who have habilitated at the Faculty of Medicine is 29.17%. In addition, the years further back are also looked at below.

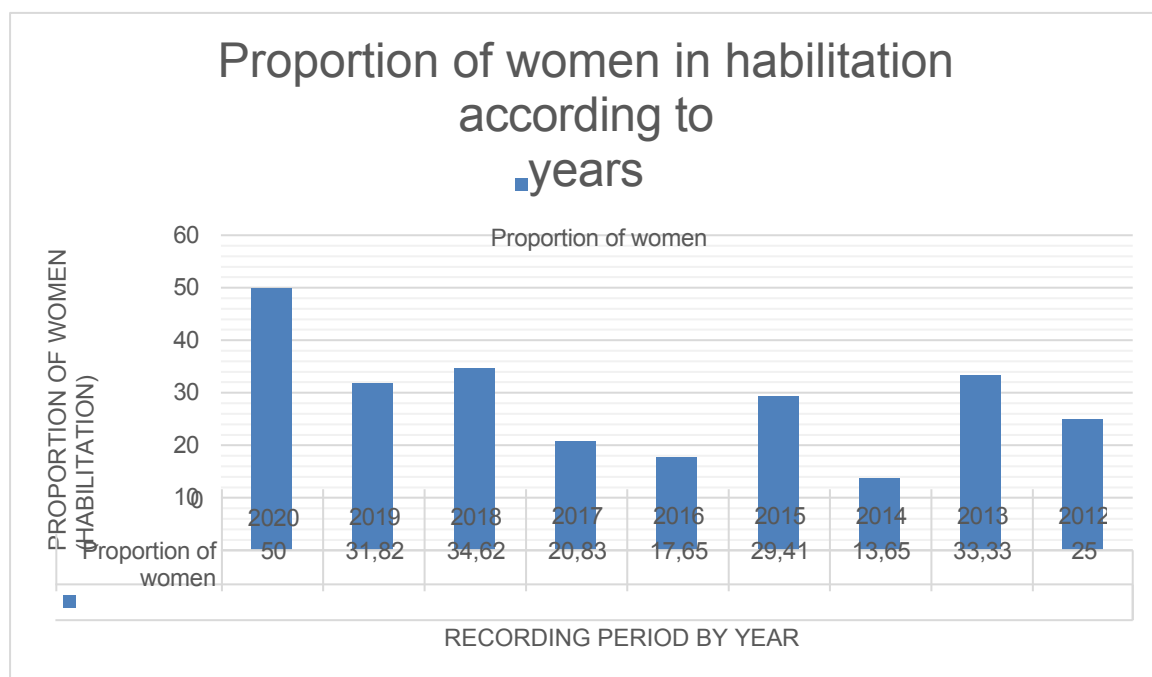


Fig.:1 Proportion of female habilitations at the Faculty of Medicine in the last 8 years

The lowest percentage points can be seen in 2014 (13.65%), while the highest value in the period up to and including 2019 was 34.62% in 2018. The arithmetic mean is 25.79%. Measured against the high proportion of women at the previous levels, the ratio of men in the area of habilitation and professorship is remarkable. Finally, a positive result was achieved in 2020. At the time of the survey (15.12.2020), 16 women and 16 men had habilitated in 2020. Parity has thus been achieved for the first time.

The table below once again shows a comparison of the proportions of women in the various groups in 2019.

Tab.15: Comparison of the proportion of women in 2019

	Women	Men	w in %
Students	1.496	902	62,39%
Graduates	150	95	61%
Promotions	107	87	55%
Habilitations	21	51	29,17%
Professorships	25,02	75,63	24,9%

The leaky pipeline in science can be seen in the figures above. This means an increasing proportion of men at various qualification and career levels, despite the increasingly higher educational qualifications of girls and women. Despite plans to promote women, equality policies, gender mainstreaming measures and targeted offers such as mentoring programs, this effect is still evident and continues to draw attention to the persistent structural inequality. The leap between promotion and habilitation is most obvious. This is where most women are currently lost.

Another aspect that is not listed in the table is the gender pay gap, which is particularly noticeable among female professors. According to the 2019 Gender Report, female professors in medicine earn on average 12.7% less than male professors across all salary groups, which corresponds to a total of €994 in relation to the adjusted gross salary (Kortendiek et al., 2019, p.296).

2. Update for the years 2020 - 2023 and targets

- The faculty has set a gender equality quota of 30% to increase its proportion of female professors. In order to achieve this goal, the proportion of women in new appointments is to be increased.
- The good result for doctorates is to be continued.
- The funding programs are still being continued and expanded.

Equal opportunities measures in the faculty

The State Equal Opportunities Act, the Higher Education Act and the central framework plan for equal opportunities at UDE set out content and regulations, in particular with regard to

- Personnel measures and qualification,
- Questions of compatibility,
- the integration of gender research,
- Measures against sexualized discrimination and violence
- gender parity in the composition of committees,
- the office of the decentralized Equal Opportunities Officer and
- the reporting.
- The faculties' equality plans concretize these measures and tailor them to their specific conditions.

As part of its reporting on the equality plans, the Equal Opportunities Commission has identified measures that can serve as examples of good practice (see below).

2.1. Scientific staff

Regulations are still required to increase the proportion of women at all qualification levels and to implement the gender equality quota. Women are given preference as long as they are underrepresented, provided they are equally qualified. This applies to qualifications and qualifications for new hires (e.g. student assistants, research assistants, lecturers) and appointments to professorships.

The following principles should apply when appointing professors:

- Candidates are specifically sought and invited to apply. The search is documented in the appointment report.
- Biographical aspects (family formation, age, raising children, caring for relatives) are taken into account when assessing the academic career path of female applicants.
- The University's Equal Opportunities Officer and the Faculty's Equal Opportunities Officer are informed of appointment procedures at an early stage and involved accordingly.
- Women will be given preference if equally qualified and suitable.

The following principles and procedures apply when filling student assistant and research assistant positions:

- All academic staff positions should be advertised at least internally (e.g. via the University of Duisburg-Essen's homepage or the faculty). In addition, the UDE's "Service agreement on the organization of fixed-term employment relationships and rules of good practice for mid-level academic staff" forms the basis of the recruitment process.

- When new academic staff positions are filled, the Equal Opportunities Officer of the faculty receives a copy of each job offer at the time of advertisement, which is published in a clearly visible place in the faculty.

As in the previous funding period, the gender equality measures aim to increase the proportion of female professors and to increase the number of habilitations of female academics.

The Faculty's Equal Opportunities Officer or one of her representatives is involved in all appointment procedures. Care is taken to ensure that female members of the faculty are elected to the individual appointment committees. If there are no female applicants for a professorship, the chairs of the appointment committees take proactive action by identifying potential female candidates and encouraging them to apply.

To promote female postdoctoral researchers, female scientists are supported via 1:1 mentoring in the MediMent program. The **MediMent 1:1** mentoring program is explicitly aimed at female scientists in university medicine and is intended to specifically promote their career development and counteract a corresponding underrepresentation in management positions. Participants benefit from a comprehensive seminar program, knowledge transfer by experienced mentors and active networking within peer groups. Due to the individual support in career planning and the communication of strategies and rules of the game in the academic world, professional decisions can be made in a more targeted manner and subsequent qualification levels in the professional career can be reached more quickly.

In 2020, a "**Kids Survey**" was launched to map the current situation with regard to childcare for academic staff at the Faculty of Medicine. The term "kids" refers to children who are in need of care. These can be infants, toddlers or schoolchildren. One questionnaire could be completed for each child in order to map the specific care needs of the individual children. The inventory is intended to shed light on possible fields of action and derive needs-oriented measures. The results will be presented soon.

The special situation caused by the **Covid-19 pandemic** also poses particular challenges. Various doctors and students funded by the Faculty of Medicine or other donors are necessarily deployed in patient care due to the corona pandemic or are currently unable to continue their research projects as planned due to laboratory closures. Funding and scholarships from the Faculty of Medicine or other funding bodies (such as the DFG) cannot be used in the planned manner. To ensure that the funds required for the

To ensure that the funds earmarked for the promotion of those scientists are not lost and are available for the time after the pandemic, the possibility of carrying over these funds into the coming year was created as a precautionary measure. This applies, for example, to the Elan program, UMEA, Welcome Back, the postdoctoral scholarship and the mentoring programs MediMent 1:1 and MediMent Peer.

But many also face major hurdles in their private lives. While working, it is often necessary to provide full-time childcare, home schooling, and family caregivers may be affected by the lack or loss of outpatient care services or nursing staff. As an institution, the Faculty of Medicine is taking responsibility for this and launched the **Corona Care Program** in the summer. "Young scientists" with care tasks who find themselves in a financially and organizationally precarious situation due to the effects of the corona pandemic should receive support here. The costs of one student assistant per person are covered for 6 months, who can provide a little relief for 8 hours a week. The Faculty of Medicine has received a lot of positive feedback for the program and has increased the number of planned positions to a total of 34. The program was developed by the Vice Dean, Professor Anke Hinney, in close cooperation with the Equal Opportunities Department. Equal Opportunities Officer Professor Stefanie Flohé was also part of the selection committee.

2.2. Study success

The proportion of female students and graduates is consistently above 50%. Parity is already achieved here. Beyond the quantitative perspective, however, there are other relevant topics that contribute to the success of students. With Dr. Eva Willmann, the Faculty of Medicine has a contact person and representative for medical students with disabilities or chronic illnesses, who can provide advice and assistance at any time. Special support is also provided here on the subject of balancing family and studies, maternity leave and any special requirements for attending courses. Students can also obtain advice on possible compensation for disadvantages and necessary examination conditions can also be discussed. Special situations often require individual solutions.

2.3. Increasing the proportion of women with doctorates and habilitations

The MediMent 1:1 program described above was developed specifically for female postdocs with the aim of developing the careers of female scientists in university medicine. This program is also intended to counteract the underrepresentation of women in leadership positions.

be effective. The mentee's individual career planning support from the mentors teaches strategies and rules of the academic world and is intended to help them make more targeted career decisions and reach subsequent qualification levels in their professional career more quickly.

MediMent 1:1 runs have been carried out since 2005 and the eighth round is currently underway. MediMent Peer is currently starting its 7th round. There have already been over 180 participants from all MediMent runs.

The MediMent-Peer program emphasizes the idea of networking through its small group format (4-6 people): peer mentoring means that the participants, as members of an interdisciplinary and thus non-competitive peer group, deal with the planning of their academic career with scientists of the same or similar status at the Faculty of Medicine. This enables them to build up their own academic network, through which they can specifically improve their integration into the academic community. The peer groups also have the opportunity to invite mentors of their choice to their meetings, who can advise them and accompany them for part of the program. The mentors are professors and habilitated scientists at the Essen University Hospital who would like to actively participate in this form of support for young researchers.

The **Josepha und Charlotte von Siebold Habilitandinnen-Förderprogramm** is also aimed at this target group in order not to lose highly qualified and motivated female academics on the path to habilitation. The program was launched in 2014 and is now in its 6th round. Female doctors and academic staff from all disciplines who are in the post-doctoral phase and are aiming for a habilitation in medicine or related subjects and have at least one child or other care needs (relatives in need of care: parents, partners, etc.) are eligible to apply. Sponsored students are provided with a student assistant (8h/week) for 12 months with the aim of supporting the employee in the preparation, implementation and/or evaluation of scientific project work. A total of 12 funding places are available each year.

The **"Welcome back - start-up aid" scholarship for female** doctors and scientists after parental leave is currently in its second round. The aim is to support female doctors and scientists who are returning to work after parental leave with the idea of a scientific project. Female doctors and academic staff from all disciplines who are in the post-doctoral phase and are aiming for a habilitation in medicine or related subjects are eligible to apply. Each funded participant has a budget of 40,000 euros for personnel, consumables and travel expenses,

to be able to implement their project. In the first round, the promising projects of 5 women were supported, in this round a total of 4 women and their projects.

A support program is currently being planned specifically for the target group of women who have already completed their habilitation. The content of the program will be a mix of coaching, information and training to prepare women for the procedure of applying for a professorship.

In the DFG-funded **UMEA Clinician Scientist program**, funds are available for gender equality aspects, which may be used in cooperation with the Gender Equality and the Habilitandin program. This means that one woman per year can be supported with a student assistant for her respective project.

Many of the women who habilitated in 2020 took part in the Faculty of Medicine's various support programs in advance. The measures appear to be successful in the long term.

2.4. Compatibility of studies, family and career

In its university development plan and also in the framework plan for gender equality, UDE has set itself the goal of improving family friendliness and taking appropriate measures to make it easier for employees and students to combine work, studies and family life. The aim is to achieve a sustainable balance between the interests of the university and the concerns of employees and students:

- to better bind highly qualified employees to the UDE, even in the phase of academic qualification (e.g. through career planning);
- to avoid family-related drop-outs and to shorten the duration of studies;
- increase employees' motivation to work.

Since 2010, UDE has successfully participated in the "audit familiengerechte hochschule" auditing process of berufundfamilie gGmbH.

The faculty is expressly committed to improving the compatibility of studies or career and family and applies the legal requirements of the LGG (§§ 13 and 14) with regard to working hours and leaves of absence. In addition, the faculty makes use of all existing legal options for making working hours more flexible.

- The faculty works to ensure that family obligations (pregnancy, parenthood, caring for relatives) do not have a negative impact on studies and graduation.

- There is also the Family Service Bureau (FSB), which provides support and advice on reconciling work and family life, care and support and can look back on many years of expertise.
- The faculty has a representative for medical students with disabilities or chronic illnesses who offers advice. Here, students can also find out about compensation for disadvantages, special examination conditions or particularities regarding course attendance
- There is another contact point specifically for men with families. Here, fathers can network with each other and receive support and information. There are now several fathers' representatives for the various employment groups
- The position for diversity management is also new. The aim here is to develop a diversity concept for UME and implement measures.
- The Faculty of Medicine has a representative for medical students with disabilities or chronic illnesses who can apply for help and advice.

2.5. Gender as an element of research and teaching

If constructive changes in gender relations are to be achieved in science and research, the integration of women's and gender research is particularly important.

The Faculty of Medicine promotes the integration of gender-specific issues in teaching and research content in the various medical sciences and clinical research. To this end, the Faculty cooperates in particular with the Essener Kolleg für Geschlechterforschung (EKfG). Together with EKfG board member PD Dr. Andrea Kindler-Röhrborn, Professor Anke Hinney initiated the elective subject Gender Medicine and successfully offered it in the 2019/2020 winter semester. A total of 18 lecturers from all five of the faculty's research focus areas (circulatory diseases, oncology and transplantation, immunology and infectiology, translational neuroscience and behavioral sciences) came together from 11 to 21 February 2020 for the elective course in gender-specific medicine. The plan for the future is to initially continue to offer gender medicine as an elective subject, possibly supplemented by a summer school where the topic can be explored in greater depth.

It should also be reported that the gender professorships have been extended by 3 years. This means that the gender designation from the state program for gender-equitable universities will be continued. 75,000 is available for each three-year extension.

The two Collaborative Research Centers (SFB) acquired by Professor Bingel and Professor Führer at the Faculty of Medicine at the University of Duisburg-Essen (UDE) also deserve a very positive mention. A total of 25.7 million euros in funding will initially flow into research at the UDE for four years.

Networking and participation in the round table of diversity contact persons from the faculties was carried out by three people from the Office for Early Career Researchers and Diversity.

The contents of the 2019 Gender Report were presented at various meetings and events organized by the Faculty. The Faculty of Medicine was represented at the Gender Congress in Essen 2020 by a member of the department. There are also plans to establish a women's network for science, teaching and management in medicine. A corresponding statute is already available.

2.6. Measures against sexualized discrimination and violence

Only a few cases of sexualized discrimination and violence have come to light at UDE in recent years. Nevertheless, a guideline was published in 2005 against the background of empirical findings to help protect all members and staff of the university from sexualized discrimination and violence. The updated guideline is published in the UDE Gazette. In addition, further information on the background to sexualized discrimination and violence, its effects, the legal basis and counter-strategies can be found on the UDE Gender Portal.

The faculty actively contributes to protecting members and affiliates of the university from sexual harassment and violence in accordance with the "Guidelines against sexualized discrimination and violence at the University of Duisburg-Essen" adopted by the UDE Senate on 3 December 2010. This protection also includes prevention. The faculty publicizes the guideline in its area of work and is committed to its compliance and implementation.

Equality provides advice and support at all times on issues of sexualized violence with the highest level of descriptiveness and offers assistance.

2.7. Vice Dean's Office for Early Career Researchers and Diversity

Since October 2016, the Faculty of Medicine at the University of Duisburg-Essen has had its own Vice Dean's Office for Early Career Researchers and Diversity. It coordinates more than two dozen funding programs, events and individual support options for students, doctoral candidates and postdocs.

2.8. Participation of women in academic self-administration

The lower the pay/salary group, the lower the proportion of women in academic self-administration. At the same time, the Higher Education Act provides for equal

committee participation. This means that fewer women will be involved in academic self-administration.

In accordance with Section 11c HG, committees must have equal gender representation. The faculty aims to achieve gender parity in the committees of the faculty and to systematically involve women (professors, academic staff, technical and administrative staff and students) in committees and working groups.

The faculty pursues the long-term goal of achieving gender parity in the faculty's committees and systematically involving women (professors, academic staff and students) in committees and working groups. In the short term, the aim is to achieve participation that at least corresponds to the proportion within the relevant status group. To this end, the Dean and the Equal Opportunities Officer will specifically invite female professors and academic staff to stand for election.

This year, emails were sent to the women's mailing list to draw attention to the elections and name the women standing for election. Equality ensures active support for all women who stand for election.

2.9. Equal Opportunities Officer of the Faculty

The implementation of gender mainstreaming as a cross-sectional task in all areas of the university as well as the density of tasks of the central Equal Opportunities Officer make it necessary to institutionalize decentralized Equal Opportunities Officers at the various levels of the university. The Higher Education Act (§ 24, para. 3) and the State Equal Opportunities Act (§ 15, para. 1) provide the legal basis for this. According to the law, every department with at least 20 employees must appoint an Equal Opportunities Officer and up to three deputies, preferably from different status groups. At UDE, decentralized Equal Opportunities Officers are therefore elected at all faculties and central institutions of a corresponding size.

In accordance with Section 9 (3) of the UDE's Basic Regulations, the Faculty Council elects the decentralized Equal Opportunities Officer and her deputies on the recommendation of women who are members of the faculty. The Equal Opportunities Officer and her deputies should belong to different groups in accordance with § 11 para. 1 sentence 1 HG (professorship, academic staff, MTV, students).

The task of the decentralized Equal Opportunities Officer is set out in Section 24 (3) HG NRW, which states: "The Equal Opportunities Officer of the department shall work towards the inclusion of aspects relevant to gender equality in the fulfilment of the department's tasks.

She can take part in meetings of the departmental councils and appointment committees and other committees of the departments on behalf of the central Equal Opportunities Officer."

- Accompanying appointment procedures
- Participation in and statement on the Faculty's equal opportunities plan
- Monitoring the implementation of the equality plan
- Participation in meetings of bodies, committees, commissions e.g. faculty council, institutional meetings
- Report to the Faculty Council
- Information on and communication about current, important and interesting equality issues, e.g. via public notices on the faculty's equality information board
- Convening a women's plenary meeting (as required)
- Participation in the network of decentralized equal opportunities officers
- In addition, the decentralized Equal Opportunities Officer is the contact person for all matters relating to equal opportunities in the faculty and for all members of the faculty, including students, e.g. on the following topics:
 - Compatibility of career / studies and family
 - Anti-discrimination measures
 - Preventing and combating sexualized violence
 - Further training measures

The dean, the managing directors of the institutes and the chairs of the committees/commissions as well as the faculty ensure that the decentralized Equal Opportunities Officer:

- receives timely information on all matters concerning women in the department, e.g. appointment procedures, job advertisements, job interviews, without being specifically requested to do so,
- can exercise their right to information, to speak and to submit motions at all meetings of the bodies/commissions/committees,
- is invited to the relevant meetings as a member and informed. With a view to

fulfilling their tasks, the decentralized Equal Opportunities Officers should be supported accordingly by the faculties.

Note: The HZG NRW also stipulates in § 25 para. 5: "The gender equality mandate must be given appropriate consideration when allocating funds to and within universities. This applies in particular to the performance-related allocation of funds, the development of gender-equitable funding models and the provision of equipment and support for equal opportunities officers."

The LGG NRW further specifies: "Every equal opportunities officer shall be granted relief from other official duties. The number of employees and the amount of time spent on equal opportunities work in the department are decisive for the extent of the relief. The number of female employees, the size of the business area or special local problems can be criteria for the necessary relief. The department must take appropriate organizational measures to ensure that the planned and necessary time off is granted."

In accordance with § 23 of the UDE election regulations, the Faculty Council elects a decentralized Faculty Equal Opportunities Officer and her deputies at the suggestion of the women who are members of the faculty.

The Dean shall ensure that the decentralized Equal Opportunities Officer receives timely information on all matters relevant to the advancement of women or equality in the Faculty. In addition, the decentralized Equal Opportunities Officer can exercise her right to inform, speak and submit motions at all meetings of the faculty's committees/commissions/committees. She can attend the relevant meetings and is invited and informed in the same way as a member.

The decentralized Equal Opportunities Officer of the Faculty of Medicine is supported in fulfilling her tasks.

- Regular meetings between the Managing Director and the decentralized Equal Opportunities Officer
- Openness and support for new topics and projects (example: Post-Habil program)
- Provision of an internet presence within the faculty website and linking
- Close cooperation with the area of promoting young scientists and diversity on joint topics
- Regular reports on equality content and projects are published in the newsletters and in articles by the Communication and Marketing department

The "Welcome Back" support program and the postdoctoral program are financially supported by the Dean's Office of the Faculty of Medicine. The Faculty of Medicine bears the costs of the Corona Care Project in Medicine.

According to § 7, para. 3.4 of the UDE Basic Regulations, the Faculty Council elects the Equal Opportunities Officer and her deputies on the recommendation of the Women's Assembly. The dean, the managing directors of the institutes, the clinic directors and the chairs of the committees/commissions of the faculty shall ensure that the equality plan is implemented, that the Equal Opportunities Officer receives information on all matters concerning women in good time without special request and that the Equal Opportunities Officer can exercise her right to information, to speak and to make proposals at all meetings of the committees/commissions/committees. To this end, she will attend the relevant meetings, be invited and informed in the same way as a member.

3. Performance review and report

At the end of the term of the equality plan, a balance sheet on the status of fulfillment of this equality plan is submitted to the Equal Opportunities Commission. Any deviations from the targets must be justified. This report forms the basis for the continuation of the equality plan.

Interim reporting to the Faculty Council and the Equal Opportunities Commission halfway through the term of this equality plan is intended to ensure that further or adapted measures to promote the qualification of women are taken if necessary.

4. Entry into force and publication

The equality plan comes into force with the resolution of the Senate on 02.07.2021. It is valid for 3 years after coming into force. The adopted and implemented equality plan will be published on the websites of the faculty and the central Equal Opportunities Officer of the UDE.

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