

# Gender Equality Plan (GEP) 2022-2026

Framework, development process and contents

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17.11.21 | NCP- Webinar on Gender in Horizon Europe - Advising on Gender Issues

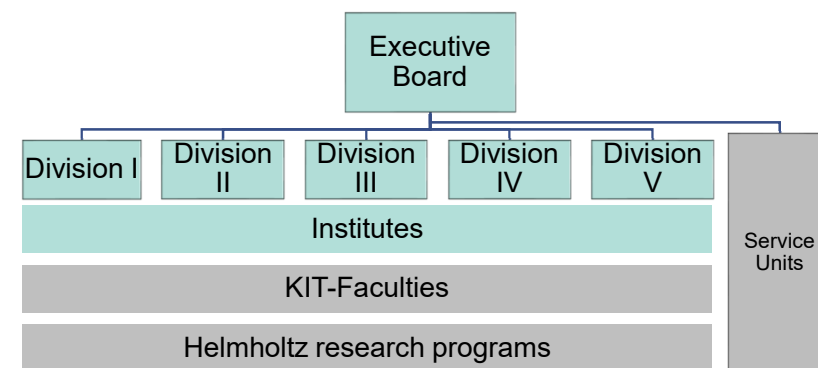
# Introduction KIT and legal basis to the GEP

- **The Karlsruhe Institute of Technology (KIT) is the research university in the Helmholtz Association**

- Founded in 2009 with the merger of Universität Karlsruhe (TH) and Forschungszentrum Karlsruhe (Helmholtz Association)

- **Main focus on STEM subjects**

- KIT is organized in **three management levels**: Executive Board, Divisions and Institutes



- **Legal basis for the GEP**: KIT Act and additional requirements of the responsible state/federal ministry

- KIT prepares a GEP every 5 years and an interim report after 3 years. The GEP is part of the structural and development plan.
- Additional annual gender monitoring report

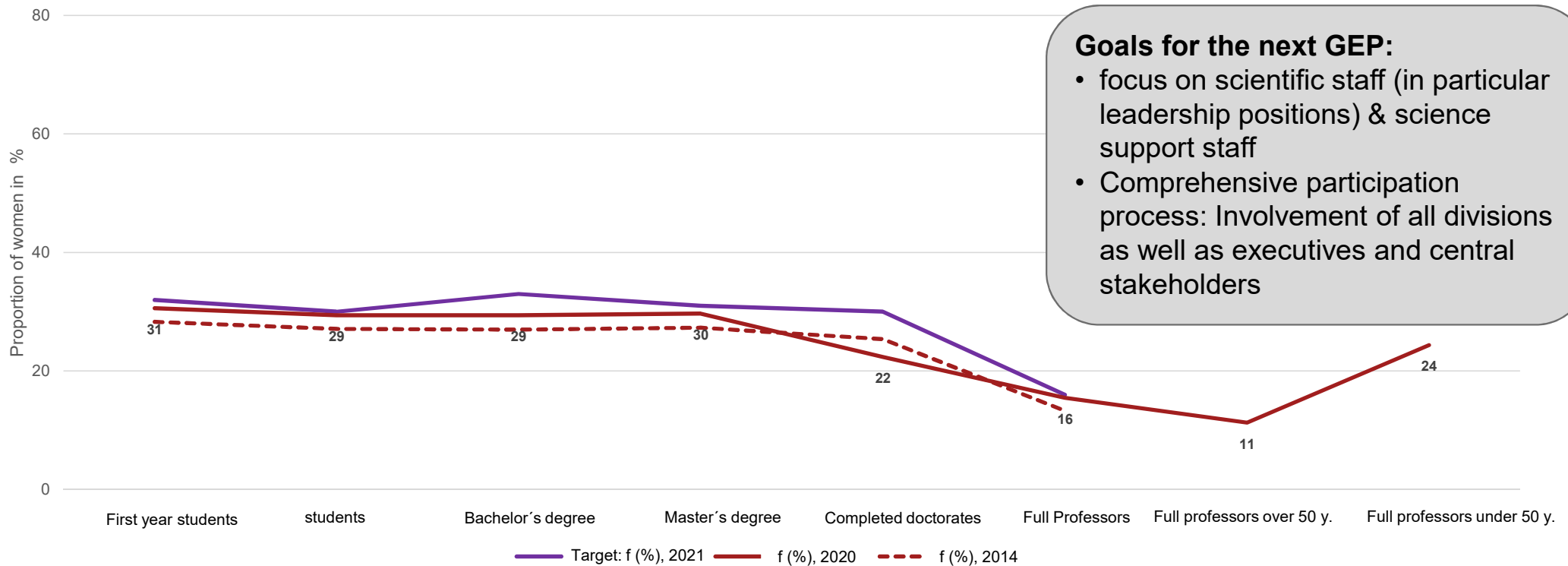


Ministerium für Wissenschaft, Forschung  
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# Proportion of women at the different qualification levels & targets for 2021 (first GEP)

Proportion of women 2014 and 2020, targets for 2021 (first GEP of KIT)



**Goals for the next GEP:**

- focus on scientific staff (in particular leadership positions) & science support staff
- Comprehensive participation process: Involvement of all divisions as well as executives and central stakeholders

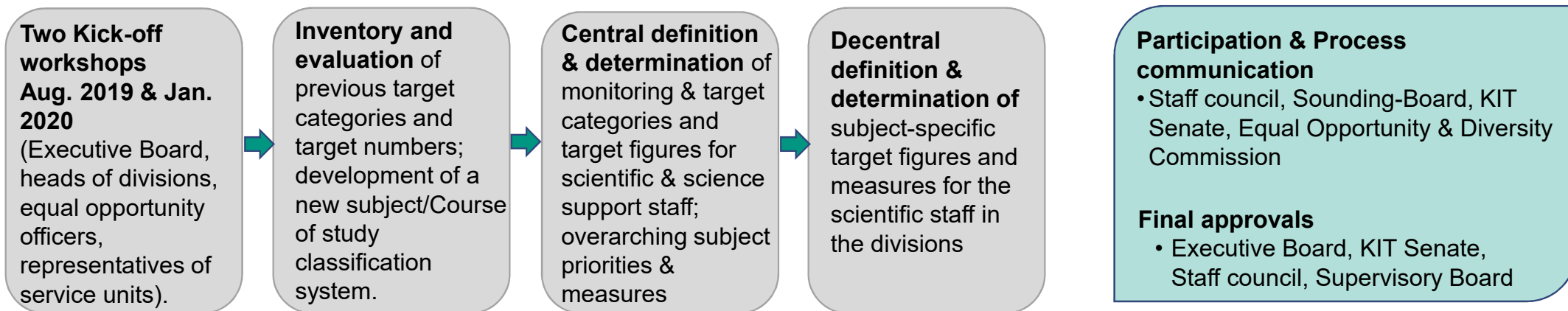
# GEP 2022-2026: responsibilities & development process



## ■ Project responsibilities

- **Project Owner:** Vice-President for Human Resources and Law
- **Project management:** Gender Monitoring Officer & Head of Diversity Management Department
- **Project Core Team:** Equal Opportunity Officers, Head of Equal Opportunity Office, Personal Assistant to the Vice President for Human Resources and Law
- **Expanded project team:** Personal Assistants to the Heads of Divisions, Head of the Human Resources Controlling Department, Head of the Strategic Controlling and Reporting Department, Equal Opportunities Representatives of the KIT-Faculties

## ■ Development process since August 2019



# Content of GEP 2022-2026 of KIT

## Preamble

### 1. Equality strategy of KIT

1.1 Structural anchoring of gender equality work

### 2. Inventory and evaluation of the previous planning period (2014-2021)

2.1 Proportion of women: scientific staff and students

2.2 Proportion of women: science support staff

### 3. Determination of development goals (2022-2026)

3.1 New subject/Course of study classification system – scientific staff and students

3.2 Development goals - scientific staff

3.3 Development goals - science support staff

3.4 Development goals - Committees and leadership positions

### 4. Implementation strategy

4.1 Overarching thematic priorities and strategic measures

4.2 Established measures

4.3 Specific measures - scientific staff

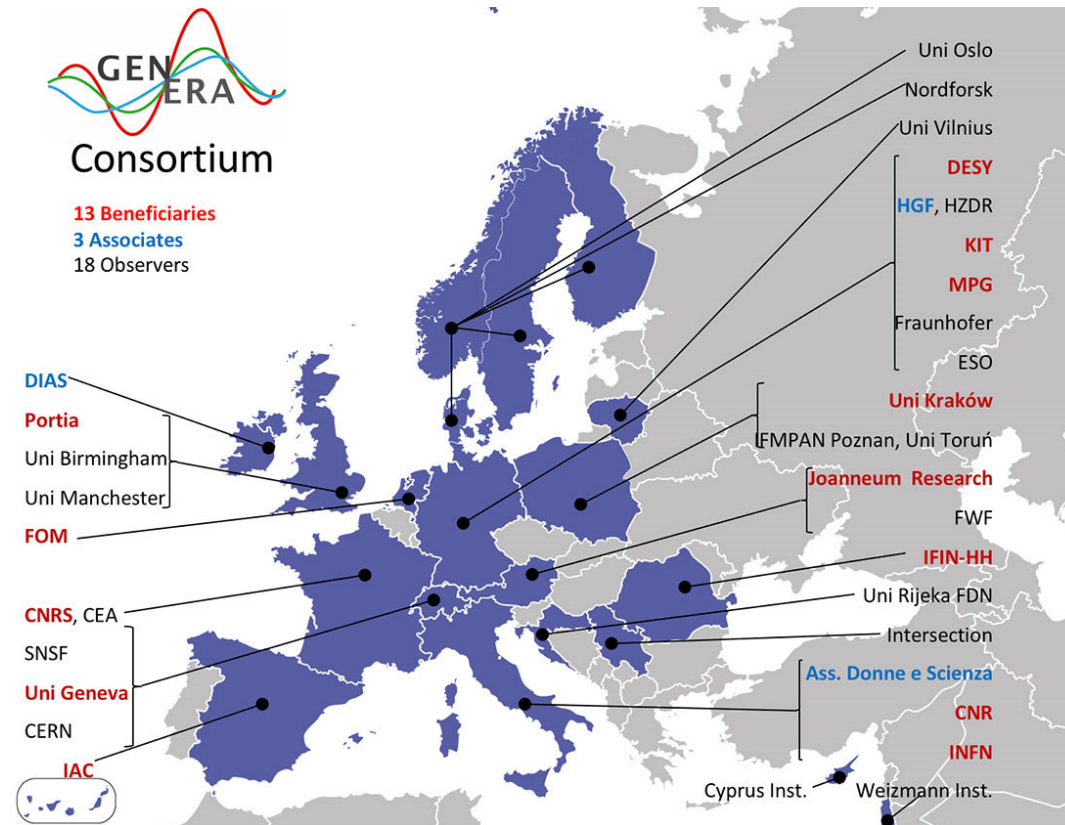
4.4 Specific measures - science support staff

## Notice and Annex (data)



# Participation in the EU project GENERA (2015-2018)

- Horizon 2020 project GENERA with a thematic focus on the development and implementation of gender equality plans in scientific organizations
- Focus on physics, but the results can be transferred
- Helpful materials from two work packages:
  - roadmap for the development and implementation of a Gender Equality Plan, and
  - toolbox for equal opportunity measures.



<https://genera-project.com/index.php/project-outputs>

# What does it take for a good GEP?

## ■ Our experience:

- Access to all relevant data & responsible person for Gender Monitoring (e.g. position as Gender Monitoring Officer)
- Clear project responsibilities
- Support of the management levels
- Identification and participation of all relevant stakeholders (esp. Heads of Divisions, Equal Opportunity Officers)
- Time & resources for
  - Development & discussion of targets
  - Planning of measures
  - Creation & approval of final GEP document
  - Communication to relevant stakeholders





# Thank you for your attention!

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