



Graduate School
for East and Southeast
European Studies

Equal Opportunities, Diversity and Inclusion at the Graduate School for East and Southeast European Studies at the University of Regensburg (GS OSES^{UR})

As of 28.10.2021

Preamble

Since its foundation in 2012 as part of the German federal and state governments Excellence Initiative, the Graduate School for East and Southeast European Studies (GS OSES) has contributed through its own events and funding streams aimed at early career researchers to meeting the equal opportunities objectives of the University of Regensburg as set out in the Bavarian Higher Education Law (Bayerisches Hochschulgesetz - BayHSchG) and in the General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz - AGG) for women in research and teaching.¹ Following the completion of the Graduate School's funding cycle with the German Research Foundation (DFG) in 2019 and the implementation of a new statute in 2020, the GS OSES^{UR} has been obliged to continually develop its equal opportunities policy, meaning that in the future, too, it will make significant contributions to promoting equality, equal opportunities and diversity within the context of supporting early career researchers in the two faculties at the core of the Graduate School, Faculty of Philosophy, Art History, History and Humanities (PKGG) and Language, Literature and Cultural Studies (SLK), as well as at the University of Regensburg more generally. The equal opportunities policy outlined here develops further the existing equal opportunities measures at the GS OSES.

The terms used in this document for naming posts, roles and individuals are inclusive of all genders (male, female, third). This also applies when only the female and male forms are explicitly used.

¹ Cf. Art. 4 BayHSchG: <https://www.gesetze-bayern.de/Content/Document/BayHSchG-4>; on the General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz) see: <https://www.gesetze-im-internet.de/agg/>. The Final Report for Graduate School GSC 1046 for the German Research Foundation (DFG Project Number: 194536232) from October 2020 is available online at: <https://doi.org/10.2314/KXP:1738331415> (Accessed 26.10.2021).

Introduction

Our understanding of equality encompasses not only the particularly pressing issue of gender equality but also - and increasingly so - the promotion of diversity through openness and overcoming structural disadvantages and privileging. All of the equality measures outlined here pay heed to the notion of intersectionality, which we understand here in terms of the ways in which multiple aspects of diversity can come together in a single person. These aspects include age, gender and gender identity, health, background, sexuality, culture, living conditions and life chances, religion, and social status.²

People of a great diversity of genders, lifestyles, religions, and cultural and social backgrounds encounter each other at the Graduate School for East and Southeast European Studies at Universität Regensburg (GS OSES^{UR}). Our goal is to realize a democratic and participative Graduate School where multi-faceted and open-minded research can thrive and where a constructive culture of discussion prevails.

In order to produce the atmosphere necessary to realize these aims, it is crucial that we engage with each other with respect, friendliness and solidarity. We are committed to opposing all forms of discrimination and disadvantage in line with a broad understanding of inclusion. We understand this to include discrimination based on age, visible and invisible disabilities, gender and sex, gender identity³, sexual orientation, religious belonging, family circumstances, and ethnic/racial categories. We strive for cooperation and collegiality among all members of the Graduate School, thus enabling critique, open discussion and participation.

If anyone behaves in a discriminatory manner this has an impact not only on the individual but also on our community. We want to offer protection in particular from racist and sexist acts of aggression and the abuse of power. The doctoral researchers' representatives and equal opportunities officers together with the management of the Graduate School will look into all ethically inappropriate behaviour. Those affected will be offered protection and those involved will be listened to; where appropriate, steps will be taken to resolve the issue and/or (legal) measures implemented, as set out in the guidelines for dealing with discrimination, sexual harassment and conflicts at the University of Regensburg.⁴ In cases of conflict, the goal of our gender equality work is to create a protected communication space in which this sensitive topic can be discussed in confidence.

Existing Measures

The following analysis of the existing measures on equality and diversity reflects the current developments and the ongoing dynamic changes in this regard in German higher education

² Cf. DFG Magazin, Gender Summit 2021:

https://www.dfg.de/dfg_magazin/aus_der_dfg/internationales/20210414_gender_summit_2021/ (Accessed 4.5.2021)

³ The terms are employed here as open categories in the sense of gender and sexual diversity (GSD).

⁴ See the Guidelines for Dealing with Discrimination, Sexual Harassment and Conflicts at Universität Regensburg: Handlungsleitfaden zum Umgang mit Diskriminierung, sexueller Belästigung und Konflikten an der Universität Regensburg: https://www.uni-regensburg.de/assets/chancengleichheit/ch/handlungsleitfaden_umgang_mit_konflikten_20200323_u-p.pdf

institutions. Statistical data currently produced by universities generally continue to apply categories that are fundamentally inappropriate because they are still binary ("men"/"women") or conceptually imprecise or exclusionary ("foreigners"). Furthermore, the data do not reflect the variety of aspects of diversity.

1) Gender justice and equality

At the time of writing (Summer semester 2021), there were 23 doctoral researchers at GS OSES^{UR}, twelve women and eleven men.⁵ In the past, the proportion of female doctoral researchers was generally around 10% higher than the male contingent. Owing to researchers from other projects based at UR becoming associated with the Graduate School (in 2019 and 2020), the proportion of female researchers declined relatively. With the most recent cohort joining the GS OSES^{UR} on 1 April 2021 (of which 67% were female), the proportion of females increased again so that it is currently at 52%.⁶

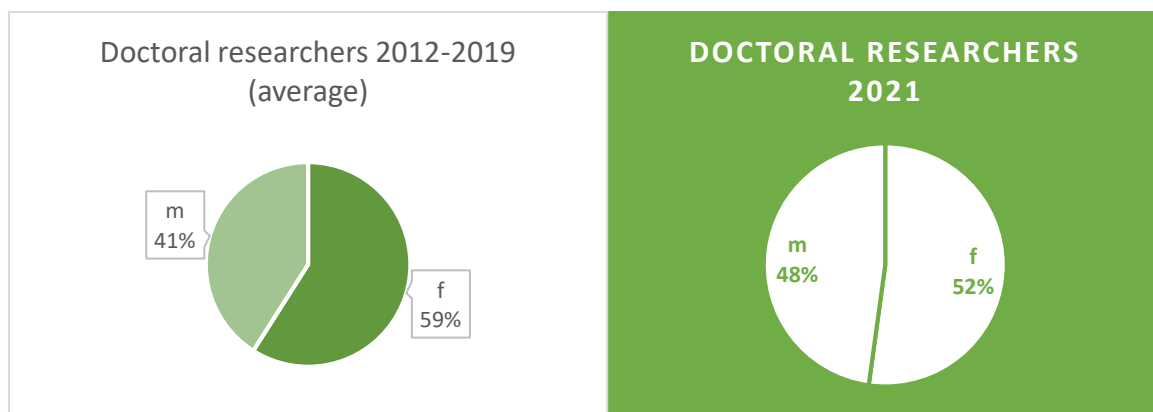


Fig. 1) Proportion of male and female doctoral researchers at GS OSES^{UR} in Funding Phases I (2012-2019) and II (2021 -)

In comparison with the general figure at UR, where women accounted for an average of 48% of doctoral degrees completed between 2012 and 2017, the figure of 76% of doctorates completed as part of the structured program at GS OSES being obtained by women, is significantly higher. Nevertheless, parental leave, acting as caregiver to family members, and a lack of funding for the writing-up period posed notable difficulties in the final phases of doctoral degrees for female (and also male) candidates.

The proportion of female researchers remaining in academia decreases at each subsequent level, as numerous studies have shown. The so-called glass ceiling becomes most evident in the transition period between the postdoctoral (or habilitation) phase and efforts to secure a professorship. While the only postdoctoral position currently available at the Graduate School is held by a female researcher, the overall gender imbalance at professorial level at UR⁷ is also strikingly reproduced in

⁵ The details regarding gender are taken from the scholarship holders' official documents. A third category was not an option in such documents yet.

⁶ The proportion of female doctoral researchers in the PKGG Faculty was 44.9% over a four-year average (2017-2020) and 56.3 % over the same period in the SLK Faculty. Cf. Datenreport 2020 zur Gleichstellung im wissenschaftlichen Bereich an der UR: <https://www.uni-regensburg.de/chancengleichheit/dokumente-statistik/index.html> (Aufruf 25.6.2021).

⁷ Proportion of female professors at UR: PKGG Faculty: 15.8 % (W2) and 25 % (W3); SLK Faculty 35.3 % (W2) and 36.8 % (W3). Cf. Datenreport 2020 zur Gleichstellung im wissenschaftlichen Bereich an der UR, as in note 5 (see figures on pages 21 and 23).

the group of Principal Investigators (PIs) at GS OSES^{UR}. Currently ten of the fifteen PIs are male. However, in comparison to the first funding period (2012-19), the proportion of female PIs in Regensburg increased at the start of the second funding period (2021) from 20% to 33%. Of the three new female PIs, two come from the PKGG faculty and one from SLK.

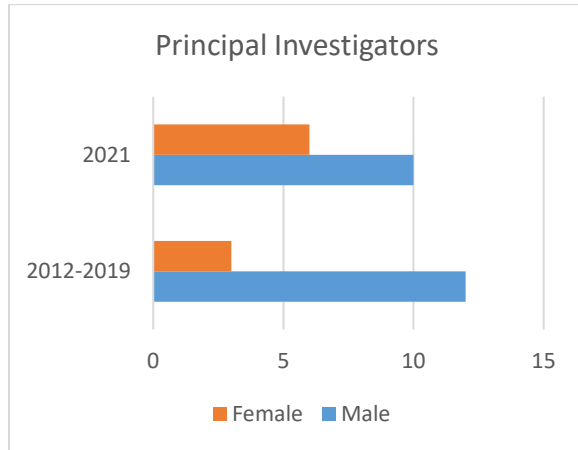


Fig. 2) Sex of PIs at GS OSES^{UR}

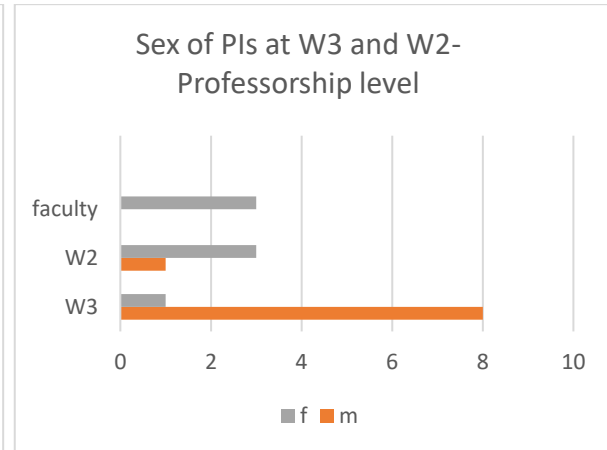


Fig. 3) Gender balance among W3 and W2-level professorships. The category "faculty" includes PIs who are employed as assistant (Akad. Oberrat/Oberrätin) or Associate Professors (apl. Prof.).

One consequence of the underrepresentation of female professors among the Graduate School's PIs manifests itself in the relatively low proportion of women in its decision-making bodies (the Members' Assembly and Selection Committee). The Members' Assembly has a female membership of 32%, while in the Selection Committee it is 40%, including the equal opportunities officer. The Executive Board, which is elected by the Members' Assembly, has equal representation of men and women. Efforts will be made to ensure that the Scientific Advisory Board, which will be selected shortly by the Members' Assembly, is also balanced in terms of gender.

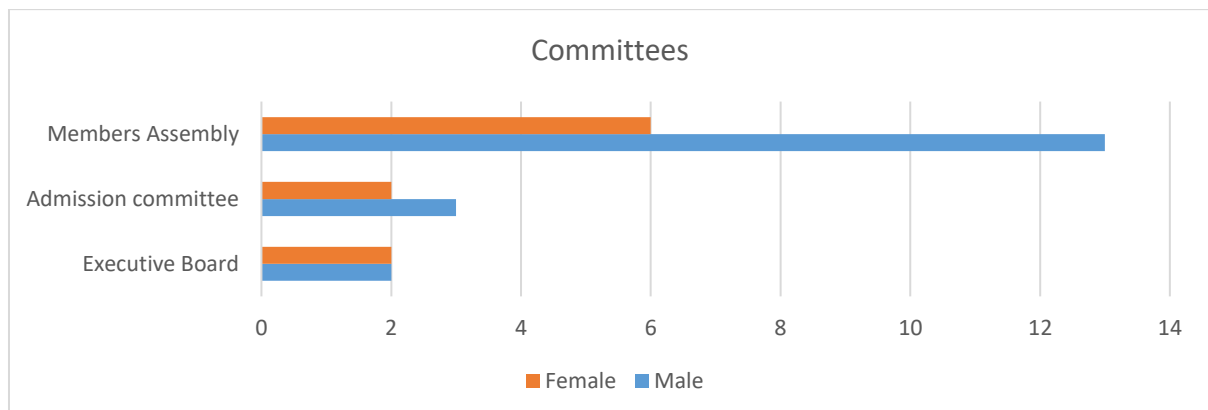


Fig. 4) Gender balance in the committees of the GS OSES^{UR}

A key objective is to ensure gender equality at all career levels. Since the GS OSES^{UR} cannot itself offer professorships, we rely on the Principal Investigators who are involved in appointment committees to fulfil the UR's overarching strategy of increasing the proportion of female professors in the relevant faculties over the next five years so that the Graduate School can thus also secure further female PIs.⁸

⁸ In its equal opportunities policy for 2020-2025, the SLK Faculty outlines the aim of continually increasing the proportion of female professors so that by 2025 the Faculty would reach 45%. Cf. „Gleichstellung in

2) Diversity

The promotion of **diversity** is, alongside gender equality, a further key element of the GS OSES^{UR} equal opportunities policy. Using targeted recruitment strategies, we have been able to reach a large number of international doctoral researchers. In terms of the diverse national backgrounds of the doctoral researchers, 35% currently state that they have German citizenship, while 65% are citizens of other EU and non-EU states.

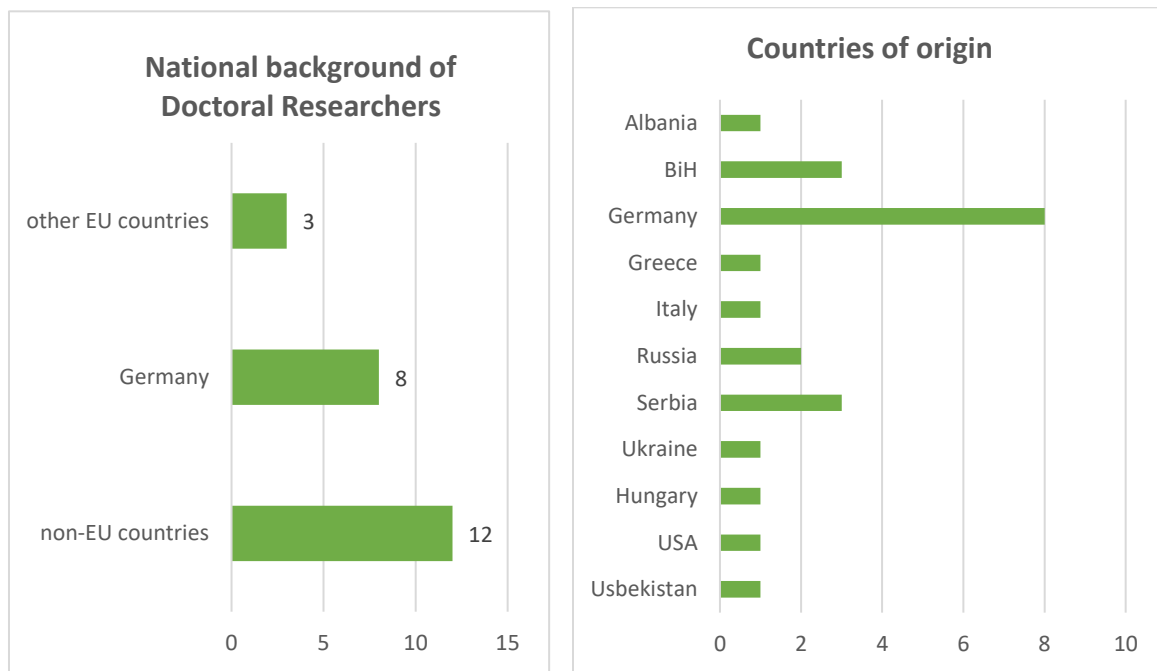


Fig. 5 and 6) National backgrounds of the Doctoral Researchers (As of: 1.4.2021)

In respect of support for internationalization and diversification of universities at doctoral level, the GS OSES^{UR} can serve the UR as an example of good practices. In particular, future surveys of GS OSES^{UR} members will include a broader range of diversity categories, including making mobility-related diversity (migration background) and social background more visible in the data collection process.

The degree of diversity of supervisors and tutors at Graduate School is much lower than among the doctoral researchers involved. Some 80% of the faculty members (PIs) involved in GS OSES^{UR} are German.

Forschung und Lehre an der Fakultät Sprache, Literatur und Kulturwissenschaften", p. 12. Available online: <https://www.uni-regensburg.de/sprache-literatur-kultur/fakultaet/frauenbeauftragte/gleichstellungskonzept/index.html> [Accessed 28.6.2021]. The PKGG Faculty does not mention a specific aim in its equal opportunities policy, but notes that increasing the proportion of female professors in underrepresented areas is an urgent matter. Cf. „Aktualisiertes Gleichstellungskonzept der Fakultät für Philosophie, Kunst-, Geschichts- und Gesellschaftswissenschaften (PKGG-Fakultät)", pp. 1-2. Available online: <https://www.uni-regensburg.de/philosophie-kunst-geschichte-gesellschaft/fakultaet/frauenbeauftragte/index.html> [Aufruf 28.6.2021].

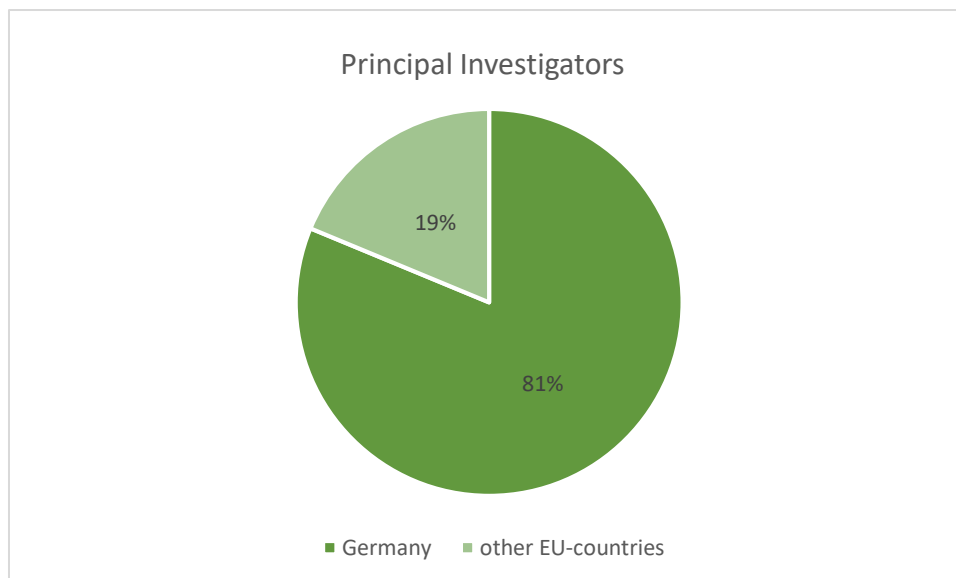


Fig. 7) National origins of PIs (As of: 23.6.2021)

In terms of equal opportunities, a standard passage in calls for applications for doctoral scholarships notes that individuals with visible and non-visible disabilities will be treated preferentially where qualifications are equal. The Graduate School has not received any applications from disabled candidates, or rather, any disabilities have not been mentioned in applications received.⁹

Objectives

The GS OSES^{UR} aims to put into practice genuine equal opportunities with respect to sex and gender, overcoming existing sexual discrimination, especially with regard to inequalities faced by women, while also preventing future inequalities. The Graduate School also promotes family friendly policies, improving the compatibility of employment and research with the demands of family life and care responsibility for both women and men alike. GS OSES^{UR} aims for equal opportunities not only in terms of sexual equality but also with respect to age, gender and sexual identity, family background and circumstances, (social) background, and both visible and non-visible disabilities.¹⁰

Our objective is to ensure fair treatment of everyone who works, researches and teaches at the Graduate School in respect of their diversity, giving them opportunities to express themselves as equals. Access will be improved in terms of equal opportunities for all those who want to study, research and work at the GS OSES^{UR}. The Graduate School will increase the awareness of its

⁹ What is meant here is an officially recognized disability according to § 2 Abs. 1 SGB IX. Cf. Information provided by the UR Disability Officer (Schwerbehindertenbeauftragte/r): <https://www.uni-regensburg.de/universitaet/schwerbehindertenvertretung/startseite/index.html> (Accessed 30.6.2021).

¹⁰ Cf. the brochure „Bausteine für einen systematischen Diskriminierungsschutz an Hochschulen“ (Building blocks for systematic anti-discrimination protection in higher education), published by the Federal Anti-Discrimination Agency, September 2020, https://www.antidiskriminierungsstelle.de/SharedDocs/downloads/DE/publikationen/Expertisen/bausteine_fue_systematischen_diskrimschutz_an_hochschulen.html?nn=304718 (Accessed 2.7.2021).

members of the issues of equality, diversity and inclusion, while protecting them from discrimination and exclusion. Discrimination will be countered and actively prevented. Conditions will be created at the GS OSES^{UR} to ensure that the existing diversity of social and cultural experiences is reflected accordingly. Through its support for early career researchers, the GS OSES^{UR} seeks to contribute to the broader transformation of universities by ensuring that there is recognition of the particular challenges that diversity-aware training of doctoral researchers entails, including ensuring that alongside support for female scholars it supports the broader anti-discrimination and pro-diversity measures being implemented at the University of Regensburg.

Measures

The Graduate School offers early career scholars specific support in preparation for the challenges that they might face in both academic and non-academic careers. It does so by putting into practice equal opportunities measures that are already being implemented at the University of Regensburg.¹¹ Since 2012, the Graduate School has cooperated in various ways with relevant institutions¹² while also developing its own measures.

In order to improve equal opportunities, the GS OSES^{UR} implements the following measures:

1) Structural measures

In accordance with the GS OSES^{UR} Statute, a position has been created for an equal opportunities officer (and deputy). This role not only involves highlighting formal and structural equality and diversity issues, while also serving as a point of contact where there are problems, but also informing doctoral researchers about gender skills training and sensitivity programmes available both at the University and at external institutions. The officers can also organize events on equality themselves.

A key element of our programme for Equal Opportunities, Diversity and Inclusion is the Code of Conduct. By signing this document, the members of the GS OSES^{UR} commit to accepting and respecting the Graduate School's measures with respect to equal opportunities, diversity and inclusion of members of the university and society at large.

2) Recruitment of early career researchers

In selecting and accepting doctoral researchers, in the supervision and grading of dissertations, and in course of the thesis defense (*viva voce*) of doctoral research, there can be no discrimination of any individual owing to their sex and gender, their ethnic, national, cultural or social background, their religious views, or their sexual orientation.

¹¹ Cf. the Equal Opportunities Policy of the UR, „Gleichstellung in Forschung und Lehre an der Universität Regensburg“ and the equivalent policies of the two faculties that are involved in GS OSES^{UR}, PKGG und SLK, with all three documents available at: <https://www.uni-regensburg.de/chancengleichheit/dokumente-statistik/index.html> (Accessed 27.4.2021).

¹² Koordinationsstelle Chancengleichheit & Diversity, Familien-Service, International Office, Welcome-Center, Zentrum zur Förderung des wissenschaftlichen Nachwuchses (WIN).

These guiding principles also apply when offering postdoctoral positions and fellowships. The equal opportunities officer of the GS OSES^{UR} is involved at all stages of the recruitment process for early career researchers.

- Call for applications: gender-sensitive and non-discriminatory language will be used; descriptions of the requirements for the role will not be formulated too specifically; there will be references to equal opportunities, compatibility of family, care duties and employment (for example, flexible working hours and conditions, including options for part-time work).
- Selection: transparent and up-to-date; the gender gap should be actively challenged (by taking into account current proportions of male/female members, gender balance and unconscious bias); there will be efforts to overcome underrepresentation in terms of gender balance (cascade model); where candidates possess equal qualifications, preference will be given in accordance with the measures for inclusion and diversity (i.e. prioritizing marginalized groups and underrepresented sexes).
- Employment: support will be provided with ensuring recognition of international qualifications¹³ in close cooperation with the International Office and Welcome Center at UR, as well as the Coordination Office for Equal Opportunities and Diversity (Koordinationsstelle Chancengleichheit & Diversity)

3) Equal Opportunities and Diversity as a key element of the doctoral program

Doctoral and postdoctoral researchers at the GS OSES^{UR} can make use of the equal opportunities and mentoring programs at both UR and also at the faculties PKGG and SLK, which are involved in the Graduate School. These institutions organize workshops, lectures, advisory sessions and opportunities for networking that support the development of early career scholars in terms of research and employment.¹⁴ The GS OSES^{UR} will invite successful scholars as role models to Regensburg on fellowships or to give lectures.

- The GS OSES^{UR} will encourage doctoral and postdoctoral researchers to participate in diversity programs and, where appropriate, in programs supporting women that are offered both at the (Mentoring-Programm¹⁵) and outside it (for example, the mentoring program of the German Association for East European Studies – DGO).¹⁶ We will also encourage early career researchers to consider the relevance of gender and diversity issues to their research projects, with the outcomes of any reflections to be incorporated into the research design (see: the DFG Guidelines Guidelines for Safeguarding Good Research Practice).¹⁷
- The GS OSES^{UR} in-house mentoring program should in future be increasingly aimed at disadvantaged groups (in respect of gender/sex and background).

¹³ Cf. <https://www.netzwerk-iq.de/foerderprogramm-iq/programmuebersicht>

¹⁴ For an overview of the measures offered by the UR women's representative, see: <https://www.uni-regensburg.de/chancengleichheit/frauenfoerderung-frauenbeauftragte/index.html> as well as the opportunities offered by the women's representative of the PKGG faculty: <https://www.uni-regensburg.de/philosophie-kunst-geschichte-gesellschaft/fakultaet/frauenbeauftragte/index.html> and the equivalent at the SLK faculty <https://www.uni-regensburg.de/sprache-literatur-kultur/fakultaet/frauenbeauftragte/frauenfoerderung/index.html> [Accessed: 30.6.2021]

¹⁵ <https://www.uni-regensburg.de/chancengleichheit/mentoring/>

¹⁶ <https://www.dgo-online.org/junge-dgo/mentoring-programm>

¹⁷ https://www.dfg.de/en/research_funding/principles_dfg_funding/good_scientific_practice/index.html

- The GS OSES^{UR} will support diversity-related and anti-discriminatory teaching and research, with its members offered targeted support to take up gender themes and questions of diversity in their teaching.
- Participation in external courses, events and training relating to equal opportunities and anti-discrimination for PIs, postdocs and doctoral researchers at the GS OSES^{UR} will receive financial and administrative support.
- The GS OSES^{UR} supports intercultural diversity and a climate of openness in close cooperation with the UR's Welcome Center.
- The Graduate School has measures in place for doctoral researchers who come from non-academic backgrounds.

Furthermore, those teaching at GS OSES^{UR} should be offered diversity-related and sensibility training regarding discrimination if such measures are not covered by the University of Regensburg.

An important aspect of both equal opportunities measures and work-life-balance is ensuring the compatibility of family life (including care responsibilities) and work. Conditions should be created for all genders during the period of doctoral studies that enable the fulfilment of responsibilities relating to the PhD and to care and family life. The Graduate School supports such efforts through measures including:

- Fixed elements of the GS OSES^{UR} program will be scheduled for the most family-friendly times possible.
- Flexible arrangements for e-learning together with the introduction of virtual lecture theatres and online meetings will improve the compatibility of family life and work likewise after the pandemic.
- Flexible working hours and arrangements for working from home, as well as part-time positions, improves the compatibility of academic careers and family life.
- The Graduate School will make 5,000 EUR available annually for parents (grant holders) of young children, providing them with funding towards childcare costs, with a "family scholarship" of 200 EUR awarded monthly, with an additional 100 EUR monthly for each subsequent child. Periods dedicated to childcare can form the basis for an extension of doctoral scholarships should the dissertation not have been completed without the standard 42 months. Providing a contribution towards childcare, travel and accommodation costs for a person providing childcare and for the child itself in case of necessary work-related trips by a parent.¹⁸

In addition to the above, the GS OSES^{UR} also draws upon services provided by the relevant institutions at the University (the Family Service) and the faculties SLK and PKGG in order to realize the following measures:

- Childcare during academic events, especially weekend activities
- Summer childcare for schoolchildren on campus
- Information, advice and mediation services relating to the compatibility of family and careers¹⁹
- Support for early career scholars with children from student assistants
- Arranging flexible workplaces for early career researchers with children

¹⁸ This funding measure is subject to budgetary approval and restrictions.

¹⁹ For an overview of the measures offered by the UR Familien-Service, see: <https://www.uni-regensburg.de/universitaet/personalentwicklung/familie/wissenschaftliches-personal/index.html>

4) The Graduate School as a role model internally and externally

Creating visibility for equal opportunities and diversity:

- Publishing the equal opportunities program on the GS OSES^{UR} website
- Increasing the visibility of early career researchers within and beyond academia in order to create role models ourselves
- Making use of gender-sensitive linguistic forms in official GS OSES^{UR} publications and in internal documents (forms, reports, etc.)
- Making crucial GS OSES^{UR} documents (forms, reports, etc.) available in English and German, or alternatively, reports can be written in either of the languages.

Quality Control

In order to ensure the effective implementation of the equal opportunities program, the GS OSES^{UR} commits to regular monitoring of the measures outlined here by the equal opportunities officers. This involves:

- regularly enquiring into the doctoral researchers' needs with respect to equal opportunities measures
- collecting data and producing statistical analysis regarding the proportion of female researchers, while also conducting questionnaires regarding further aspects of diversity at GS OSES^{UR}
- Career-Tracking – or keeping tabs on graduates' career paths, including maintaining long-term contact through the AMUROst²⁰ Alumni*ae Association
- Critical self-reflection and supervision of the above issues in the committees of the GS OSES^{UR}
- The equal opportunities officers producing an annual report for the Members' Assembly

The aim of the triennial evaluation is not only to monitor progress but also to identify structural and indirect forms of discrimination, as well as existing barriers that go against the principles of equal opportunities and diversity in order to adapt the measures outlined above, if necessary.

Translation: Dr. Paul Vickers (Regensburg)

²⁰ AMUROST e.V. is the Alumni*ae Association of the joint Elite Study Programme in East European Studies ([Elitestudiengangs Osteuropastudien](#)) at LMU Munich and UR and the [Graduate School for East and Southeast European Studies](#) (at both LMU and UR): <https://amurost.org/>.