

“Belonging@UTN - for a non-discriminatory togetherness”

Short version of UTN's equality and diversity concept

UTN's equality and diversity concept, entitled “Belonging@UTN - for a non-discriminatory togetherness”, aims to establish an inclusive and respectful culture at the university in which all members of the university feel safe and a sense of belonging, regardless of origin, gender, age, religion, sexual orientation or disability. The concept is designed to promote equality and diversity and strengthen the university's academic excellence.

Important gender equality goals by 2030 include an increase in the proportion of women in academic areas, particularly in professorships, as well as a gender-balanced distribution in permanent positions and in management bodies. One target is 40% female students and academic staff and at least 35% female professors in all departments. The planned measures include:

- **Recruitment and promotion of female students**, through special programs such as Girls' Day and cooperation with the Bavarian Student Council.
- **Supporting female academics**, especially in the early stages of their careers, through mentoring and coaching offers.
- **Increasing the proportion of women in professorships** through targeted approaches to qualified female academics and unconscious bias training for appointment committees.
- **Protection concept against hate and agitation**, which is being developed specifically for female academics and is based on the recommendations of the Leopoldina.
- **Establishment of an Office for Family and Social Affairs** to support parents and family caregivers, including family-friendly scheduling and consideration of setting up a daycare center on campus.
- **Incident reporting systems** to establish clear processes for dealing with discrimination, sexual harassment and other forms of abuse of power.

Responsibility for implementing the concept lies with the Founding Board, with evaluations in 2027 and 2029. In future, Objectives and Key Results (OKRs) are to be introduced and regularly reviewed in order to measure progress. A continuous update of the concept is also planned.

UTN's diversity concept is supported by ongoing measures such as the implementation of workshops. Further initiatives are also planned for the future, such as the development of a strategic diversity concept and the promotion of diversity skills in order to anchor and promote diversity in the long term.

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