

## Why we need gender equality

Gender equality can be: firm, strong, built on a stable foundation based on legal frameworks, so that performance commissioners and the equal opportunity commissioner can work with it within the framework of internal university guidelines.

But gender equality can mean so much more. Tasks can be developed in a creative way - university wide through multiple measures. This all happens in line with the Gender Equality Plan of the faculties and the central institutions. Innovative ideas and lasting projects arise. For example: Gender professorships, mentoring-programs for junior scientists, scholarships for researches in the field of Gender- and queer-studies and so much more.

Gender equality work thrives and prospers, because all areas of the university are involved. And that is how we create the life of our university – all together. For a campus, where everyone has equal rights and equal opportunities.

The FernUniversität has been able to increase its proportion of women in almost all areas since the first gender equality concept in 2010. For example, the proportion of female professors has increased by 11 percent, the proportion of female academic staff has increased by 17 percent, and the proportion of female Master's students has increased by 10 percent.

As a result, the FernUniversität also performs well in national rankings compared to other German universities. It occupies a top position, for example, with its increase in the proportion of female professors. Furthermore, the FernUniversität's gender equality concept has been praised, for example in the successful application for the Female Professors Program, a prestigious federal and state initiative.

This shows that it works when gender equality is made a top management task. Additionally, with a gender mainstreaming approach, as laid out in the equality plans, all members of the university feel committed to equality and implement it in their diverse areas.