

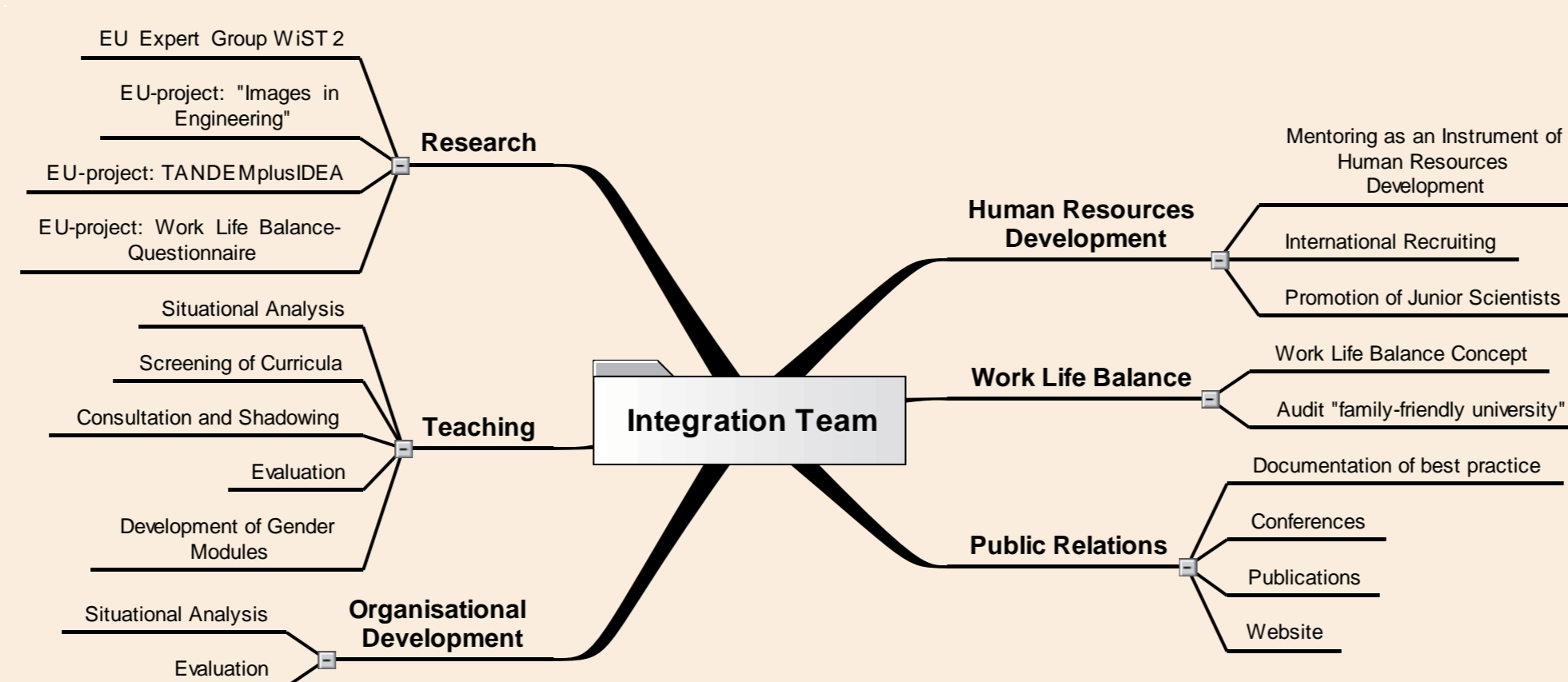
Gender in the Mainstream of Science –

Changing the Scientific Culture

Institutional Integration of Gender and Diversity at Aachen University of Technology

As an elite university, RWTH Aachen wants to make a substantial contribution to the promotion of top-level research at German universities and to global competition. Yet these goals can only be reached if the diverse potentials and competencies of our employees and students are truly acknowledged and valued. With its trend-setting “Mobilising People” policy which was formulated within the framework of RWTH’s “Institutional Strategy” in 2007, RWTH Aachen meets these complex challenges and sets new standards.

The Integration Team is responsible for the development of a coherent Human Resources and Organisational Development concept regarding Gender & Diversity aspects within the scope of the “Mobilising People” policy. With its scientific background, the Integration Team is the first address for faculties and facilities at the university regarding questions of gender and diversity issues. It also aims to constantly explore and broaden new aspects of the scientific field of Gender & Diversity.



Changing the Scientific Culture through

- Implementation of a coherent Human Resources and Organisational Development concept with focus on Gender & Diversity aspects
- Contribution to the establishment of equality and diversity as fundamental principles at all levels of decision-making
- Promotion of equality and diversity in teaching, research and administration
- Change of organisational culture and processes at the university
- Attraction and retention of high qualified and diverse students and scholars

Current Projects of the Integration Team

- Development of a comprehensive and sustainable equality concept
- Support of administrative and academic facilities in the development of measures and projects
- Analysis and evaluation of existing activities regarding Gender & Diversity aspects
- Evaluation of best practice regarding Gender & Diversity in science and teaching
- Participation in the EU-projects “Images in Engineering” and “WiST II Survey” – on career development and work life balance
- Member in the working group WiST II (Women in Science and Technology)

Integration Team – Human Resources, Gender and Diversity Management

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