

DFG Research-Oriented Equity and Diversity Standards

Members of the DFG commit to the “Research-Oriented Equity and Diversity Standards” and take appropriate measures to implement and maintain them. The aim is to sustainably promote equality in the research system among all persons of different genders, backgrounds, experience and characteristics. Their talent, their potential and the richness of their ideas will benefit the enhancement of the quality of research and teaching. Responsibility for this and in particular for ensuring an appropriate ratio between women and men at all academic career levels lies with each individual institution. Other dimensions of diversity such as gender and gender identity, sexual orientation, age, ethnic origin and nationality, social origin (based on aspects such as economic situation, non-academic family background, migration history), religion and ideology, disability or chronic/long-term illness are also to be taken into account.¹ Consideration should also be given to cases where a single person combines several such dimensions of diversity (intersectionality and its significance).

Compliance with the “Research-Oriented Equity and Diversity Standards” is a relevant criterion for DFG member institutions in connection with the approval of funding for DFG research consortia. In the case of non-members, the substance of the standards on equity and diversity is also duly taken into account in the review and decision-making process for proposals submitted by higher education institutions (HEI) and non-HEI research institutions.

The structural and personnel-related equity and diversity standards correspond to the following criteria: **consistency, transparency, competitiveness and forward-looking orientation, and competence.**

A. Structural equity and diversity standards

1. Equity and diversity are pursued **consistently** and visibly at all levels of the organisation and are embedded as a strategic management task. All structural and management measures within the institution are systematically geared towards equity and diversity. The aim is to explicitly take equity and diversity into consideration in all staff- and resource-related decisions as well as infrastructure measures within the institution and integrate it in the quality assurance process.
2. **Transparency** of equality requires the collection and publication of continuous, differentiated data at all academic career levels, in particular concerning the participation of women and men. The same applies to other dimensions of diversity – as far as legally permissible.

¹ The DFG is aware of the fact that the aforementioned terminology is currently being debated (cf. for example <https://www.charta-der-vielfalt.de>) and that the social construction of inequality is itself based on terminology. At the same time, there is a need to identify central points of departure for anti-discrimination measures in research. The academic institutions implementing anti-discrimination measures are free to use their own terminology.

3. The institutions adopt a **competitive and forward-looking** approach to gender equality by empowering individuals to combine care work and career, countering gender stereotypes and accommodating individual life plans.
4. Procedures in the member organisations must be transparent, structured and formalised with respect to equity and diversity. This includes consistently countering personal dependencies and verifiably ensuring the **competence** to review and assess individuals, (academic) achievements and research projects in an unprejudiced way both in terms of the people involved and of any gender or diversity aspects in research.
5. A transparent culture of discussion and error in which tolerance and mutual respect are promoted is a vital underlying requirement in ensuring equity and diversity.
6. Institutions are aware of their responsibility towards members, employees and other persons when it comes to ensuring protection against sexual harassment, discrimination and bullying as well as the creation of an exemplary diversity-sensitive culture.

B. Personnel-related equity and diversity standards

1. Equity and – where possible – diversity should be ensured **consistently** in all phases of staff recruitment and hiring and in resource-related decisions.
2. Setting and publishing targets for the participation of women and men at all academic career levels (including employment terms and conditions) creates **transparency** for the attainment of equality. This is based on differentiated data for women and men with regard to university degrees, doctorates, junior professorships, heads of junior research groups, professorships and leadership positions in the administration of the respective institution. Data collection concepts can also be developed and implemented for other dimensions of diversity as far as is legally possible. For the purposes of data collection and reporting, institutions are referred to the recommendations set out in the Research Core Data Set (KDSF) and the definitions in the Higher Education Statistics Act.
3. To ensure equity and diversity in a way that is **competitive and forward-looking**, staffing decisions must be based strictly on track record and performance, not on non-academic criteria. Any career-inhibiting effects of diversity must be neutralised. Academic competition and the DFG's funding procedures must be designed to be accessible to structurally underrepresented groups.
4. In order to ensure **competent** and equity- and diversity-sensitive assessment of individuals, procedures must be designed to raise awareness of diversity-inhibiting performance parameters and bias effects and to detect and correct such factors.