

Gender equality concept and women's promotion plan



for the University of Music and Theatre
"Felix Mendelssohn Bartholdy" Leipzig

Update for the years

2022 – 2026

prepared by the Equal Opportunities Officer of
the HMT

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1. Preamble

Due to the specific nature of an artistic university, the Equal Opportunities Department at the University of Music and Theatre "Felix Mendelssohn Bartholdy" Leipzig deals with diverse, disparate topics and covers a broad range of tasks. In addition to equal opportunities for all genders and the advancement of women, topics include family friendliness, gender aspects in teaching, diversity, inclusion, etc. Equality work at the HMT Leipzig sees itself as a university-wide cross-cutting task and is also increasingly concerned with topics relating to diversity and anti-discrimination. In order to improve the networking of cross-cutting issues and tasks, the Equal Opportunities team is to be expanded in future to include a Diversity department. This will be formed from the merger of the central Equal Opportunities Officer, the Anti-Discrimination Officer and the Inclusion Officer. In the longer term, this synergy will lead to the creation of a diversity concept for the HMT Leipzig. In the course of this, Equality is also striving to find new methods of public relations work to strengthen the visibility and reach of its offerings (including through enhancements in the course of a planned relaunch of the university website). With the present equal opportunities concept and women's promotion plan, the HMT Leipzig is making an active contribution to the equal opportunities mandate it has been given. In doing so, it reaffirms its long-term goals, which it has already formulated in previous gender equality concepts, and adjusts its measures based on the current situation and newly emerging needs at the HMT. The basis is a presentation of current and previous successful gender equality activities to sustainably improve the equality of women and men of all members and affiliates of the university and to increase the representation of women at all qualification levels of the university. This concept applies equally to all areas represented at the HMT Leipzig.

The innovative and future-oriented teaching and learning anchored in the mission statement with a focus on individual support, which sees the personal profiling of its students as an important goal of artistic education, is to be ensured in a way that is equal to opportunities. Accordingly, the university is committed to protecting all members and affiliates of the university from discrimination and disadvantage in accordance with the General Equal Treatment Act (AGG).

Within this context, the HMT is proud to point out that among its many successful alumni there are many women who have recently been asserting themselves in artistic fields that were previously predominantly occupied by men. These include, for example, the conductors Mirga Gražinytė-Tyla and Giedrė Šlekytė, as well as Eva Klesse, who received an appointment as percussion professor at the Hanover University of Music, Drama and Media in 2018. Also to be mentioned are the graduates of the "Hans Otto" Acting Institute such as Henriette Hölzel, winner of the Erich Ponto Prize in 2022, Julia Keiling, winner of the Conrad Ekhof Prize in 2022 and Lisa Jopt. Lisa has been the new president of the Guild of the German Stage (GDBA) since 2021, making her the first woman to head the union in its 150-year history.

HMT Leipzig knows that it is on a path on which the tasks now facing it represent stages on the way to the long-term goal of "gender equality" to which the Saxon University Development Plan, also in its continuation until 2025, commits all Universities in Saxony.

The HMT Leipzig still has a lot of catching up to do when it comes to appointing women to professorships.

The HMT Leipzig sees its gender equality work as a defining quality feature and is reinforcing it both externally and internally. The Rectorate and the Senate represent the goals of the gender equality concept and are strongly committed to a gender-equitable university. They call on the members and affiliates of the university to support the implementation of the equal opportunities concept.

2. Review of 2022 – Overview of University structure

The 2022-2026 update shows the numerical development of gender relations at the HMT, which has already been presented in the previous gender equality concepts. This is done with particular attention to the comparison with the data from the 2018/2019 winter semester which was mentioned in the last gender equality concept. The current surveys refer to the second half of 2022 (hereafter referred to as 2022 for short) in the case of professionals at the HMT. The people listed in the inventory were recorded in the administration's statistics with the genders "female" and "male" with the exception of a few people who did not specify their gender. Therefore, the analytical explanations in the following are limited to the gender variants "female" and "male" as well as the "not specified" category.

First, a brief overview of the current figures: As of the 2022/23 winter semester, 1179 students were enrolled at the HMT. This includes 24 students from other universities who are currently studying at the HMT as guests in an exchange programme (Erasmus, DAAD, etc.), as well as 66 students in the master class and 20 doctoral students. They are all taught or supervised by 128 full-time lecturers and 360 assistant lecturers. The administration and the central institutions currently employ 63 staff members.

The gender balance varies between the different areas. As in previous years, more women than men continue to study at the HMT, the percentage of female students in 2022 has slightly changed compared to 2019 (female share of students: 2019: 55.1%; 2022: 56.6%).

The total numbers of lecturers mentioned have decreased compared to the comparative year of 2019 (full-time lecturers: -3; full-time lecturers: -6), whereas those of employees in the administration/central facilities have increased (+ 7).

	W - 2019	W - 2022	M - 2019	M - 2022	Ges. - 2019	Ges. - 2022	Percentage female Proportion - 2019	Percentage female Proportion - 2022
Full-time teachers	51	52	80	76	131	128	38.9 %	40.6 %
Assistant lecturers	152	151	214	209	366	360	41.5 %	41.9 %
Employees Administration / headquarters Facilities	34	36	22	27	56	63	60.7 %	57.1 %

In teaching, on the other hand, men clearly outnumber women, both among full-time and freelance teachers, at around 59 % each. While the proportion of women among full-time teachers increased from 38.9 % in 2019 to 40.6 % in 2022 (difference: + 1.7 percentage points), the proportion of assistant lecturers increased by a mere + 0.4 percentage points (from 41.5 % to 41.9 %) in the same period. In the administrative/central facilities staff category, the proportion of women has fallen noticeably compared to 2019 (difference: - 3.6 percentage points), although overall it is still higher than for men.

2.1 Students of the HMT

Currently, there is a large difference between the number of female and male students in many disciplines/programmes. The relative proportion of female students is particularly high in the following fields/courses of study: Dramaturgy (82.1 %), music education (70.6 %), early music (65.9 %), musicology (64.3 %) and string instruments/harp (61.4 %).

In contrast, it is particularly low in jazz/popular music (22.5 %), church music (33.3 %), composition/sound composition (36.4 %) and wind instruments/percussion (38.1 %). The two disciplines of singing and conducting/piano are in the middle of the field: 56.7 % and 57.9 % women study here respectively.

A completely equal distribution is only found in the "Hans Otto" Drama Institute - 32 women and 32 men are currently studying there. Since the winter semester 2018/2019, this balance has been an essential, firmly agreed criterion in the composition of the acting classes.

At an advanced stage of scientific and artistic studies at the HMT, the following picture emerges: The number of doctoral students in 2022 is the same as in 2019. The percentage breakdown has increased in favour of men from 55 % PhD students to 60 %. Out of the current total of 66 students in the master's class, 57.6 % are female. This is a large increase in the percentage of women compared to 2019: At that time, 66 people were also studying in the master's class, but only 42.4 % of this group were female.

The ratio of exchange students at the HMT is now almost balanced again: whereas in 2019 there were nine female and 15 male students, this year there are 13 women and 11 men. A similar result is shown by the breakdown in 2015 (15 w; 12 m).

At the university level, women remain slightly in the majority among the students, as in 2019, with 56.6 % (668 women, 508 men, three undefined). The subject-specific breakdown shows, however, that in most subjects the gender ratio among students cannot be described as balanced.

2.2 Full-time teachers by member groups

The following table shows how the numerical ratio between w and m permanent colleagues has changed in teaching since 2019.

	W – 2019	W – 2022	M – 2019	M – 2022	Ges. – 2019	Ges. – 2022	Percentage female Proportion – 2019	Percentage female Proportion – 2022
Female professors C4/W3	6	9	26	22	32	31	18.7 %	29.0 %
Female professors C2 + 3/WS	19	18	26	26	45	44	42.2 %	40.9 %
Academic Employees	26	25	28	28	54	53	48.1 %	47.2 %

With 27 female professors, the proportion of women among the total of 75 C4/W3 and C2+3/W2 professorships is currently 36.0 %. This is an increase of 3.5 percentage points compared to the previously evaluated year 2019. While at first glance this can be seen as a positive trend, it must be borne in mind that there are only three more women holding top professorships in 2022 and that there is a decrease of -1 in C2+3/W2 professorships. Overall, the gender ratio of professorships cannot be described as satisfactory. As far as increasing the proportion of women in professorships, especially in category C4/W3, is concerned, there is therefore an urgent need for action.

The HMT Leipzig is aiming for a proportion of female professors of 35.3 % by the end of the target agreement period, which it will achieve through the 36.0 % quota. While this can be seen as compliance with the agreement, continued improvement of the trend is also of absolute necessity here. The fact that non-compliance with the target agreements can have serious consequences for the HMT has already been confirmed once in the past: HMT fell far short of the proportion of women in its professorships striven for in the 2014 – 2016 target agreements, and as a result had to repay a substantial sum in the mid-five-figure range to the SMWK.

In the university ranking according to equality aspects from CEWS 2021, the HMT was mostly ranked in the middle group. This is to be noted as progress insofar as the HMT was partly not even listed in the previous studies by the CEWS. As far as the "Women's share of academic and artistic staff below lifetime professorship 2012 and 2017" is concerned, the HMT is in 27th place nationwide and is thus even still counted in the top group. However, the HMT is among the bottom of the list of German artistic universities in terms of the "proportion of professorships held by women in 2014 and 2019" (34th out of 43). It is to be expected that the HMT will not rise noticeably in this ranking in the near future compared to other artistic universities in light of the fact that the target of 35.3% professorships awarded to women was only just reached.¹

Breakdown by subject

It should be noted that among the C4/W3 and C2+3/W2 professorships in three disciplines (Early Music, Conducting/Piano, Sacred Music), no position has been awarded to a woman. Only in the field of dramaturgy is this the opposite case: There is no male professor there; two female professors teach. In the fields of composition/setting and jazz/popular music, only one woman holds such a professorship (composition/setting: 1 w, 4 m; jazz/popular music 1 w, 6 m). The professorships in musicology and drama are equally divided.

Academic employees

Among the academic staff, one woman (and thus one person in total) is employed less than in 2019. Thus, the shift of - 0.9 percentage points is to the disadvantage of women.

¹ Löther, Andrea: University ranking according to equality aspects 2021. (cews.public, 24).
Cologne: GESIS - Leibniz Institute for the Social Sciences, 2021, p.69 and p.75/online:
<https://nbn-resolving.org/urn:nbn:de:0168-ssoar-74765-6> (last accessed on 27.11.2022)

Teaching appointment procedure

The following values of the application and staffing process refer to the period from 01.07.2021 to 30.06.2022. During this period, three professorships (internal and external) were advertised. Of the 150 applicants, 57 were women (38.0 %). Although 16 women were invited to the 39 interviews (41.0 %), it is striking that each of the new positions was filled by a man. Another internal as well as external job advertisement took place in this time frame for the staff members for teaching-related tasks. Seven women were among the 39 applicants (17.8 %). Three women (out of a total of seven, i.e. 42.8 %) were invited to the interview. The position was filled by a woman.

2.3 Assistant lecturers and full-time employees in the teaching profession

If we look at the gender ratio of lecturers, in the winter semester 2022/23 (as in 2019), men predominate (151 w vs. 209 m). The ratio of the two areas of full-time employees and lecturers has changed only slightly compared to 2019: In 2019, there were 131 full-time employees in the teaching profession compared to 366 lecturers (proportion of lecturers: 73.6 %), the figures for 2022 were 128 full-time employees in the teaching profession and 360 teaching staff (proportion of teaching staff: 73.7 %). The discrepancy between lecturers and full-time teachers has thus remained high; this is definitely a problem that has (still) yet to be solved. The increase in the fee rates for the HMT's lecturers continues to contribute to defusing the situation. Without the lecturers, teaching at the HMT could not be provided to the extent required by law even today.²

2.4 Students and teachers

The statistics do not provide any reliable basis for drawing conclusions from the gender ratio among teachers to that among students. However, it remains to be noted that the majority of women among the students (56.6 % w vs. 43.4 % m) is faced with the much clearer majority of men among the teaching staff (permanent staff: 40.6 % w vs. 59.4 % m). The extreme difference between the proportion of women among students and teachers in certain subjects is likely to continue to have a demotivating effect on young female artists. For example, in FR Piano/Conducting and in Early Music, the high number of female students is in no way reflected in the gender ratio of teaching post holders – the 2019 analysis reached a very similar conclusion.

² Current fee rates for lecturers at the HMT since SoSe 2021: €39.00; €45.00, €50.00. For comparison, status as of SoSe 2019: €32.00; €37.00, €42.00

2.5 Administration – central facilities

	Female	Male	Total	Percentage female share
2006	28	15	43	65.1 %
2010	27	16	43	62.8 %
2015	28	18	46	60.9 %
2019	34	22	56	60.7 %
2022	36	27	63	57.1 %

Since 2019, the number of staff in the administration/central institutions has increased by + 7. Within this context, the number of women employed in administration and central institutions is still higher than the number of men, but there is a convergence of the two genders by -3.6 percentage points.

The management of the 2 central institutions has an equal gender distribution. The library, for example, is run by a woman, the KBB by a man.

For the 3 departments, the ratio of men to women is identical to that of 2019: The Finance/Household/Human Resources and Internal Service/Technology departments are headed by two men. One woman is responsible for the Student Affairs/International Affairs department.

The IT department is staffed exclusively by men and is assigned to the Chancellor.

Staffing procedures: Administration and Central Institutions

For the period from 01.07.2021 to 30.06.2022, a clerk and two other employees (internal and external) were sought. A total of 89 people applied for the first position, 72 of whom were women (73.4 %). Four women out of a total of five applicants (80 %) were invited for an interview. The position is now held by a man. 39 applications (and 33 written by women; 84.6 %) were received by the HMT for the two other vacancies. Eleven people were invited for interview, including ten women (90.9 %). The position was filled by a woman in each case.

2.6 Central bodies and committees, deaneries and equal opportunities officers

Rectorate – Deaneries

The Rectorate of the HMT is largely male (Rector – one female Prorector, one male Prorector – Chancellor). Among the deans in Faculty I, both the deanship and the vice-deanship are male. In Faculty II, it is exactly the opposite. Due to its size, Faculty III has two vice-dean positions, one of which is held by a woman. The deanship is also held by women.

Overall, there is no balance between male and female representation at the management level of the university, which is not least due to the low proportion of female professors.

Senate – University Council

After the election of the student Senate members in November 2022, eight men and three women sit on the Senate out of a total of eleven eligible voters. One woman votes in each of the groups of professors, staff and students.

Overall, the numerical gender ratio in the Senate has deteriorated significantly compared to 2019 (six men and five women). However, the imbalance in the filling of professorships is also reflected here: in addition to the one female professor, five male professors are represented in the Senate.

Since 2010, the University Council has changed partly in terms of personnel, but not in terms of gender. It is still made up of two women and three men in an almost perfectly balanced way.

Student Council

The gender ratio in the student council in 2022 (as of November) is as follows: five women and two men.

Gender equality area

At the HMT, nine people are active in the field of gender equality, seven of whom are women and two men since the elections in WS 2022/23. In addition to the central Equal Opportunities Officer, who also holds the office of the Women's Representative, and her deputy (working in the administration) in both functions, there is one Equal Opportunities Officer for each of the three faculties. Since the elections in the winter semester 2009/10, a man has been continuously entrusted with this office in Faculty I. In addition, in the university elections in November 2022, a student was elected in Faculty II to the office of Deputy Equal Opportunities Officer. There is one deputy for each of the equal opportunities officers of the faculties, among them there are currently three students (Faculty II (1 m) and III (2 w)).

The central Equal Opportunities Officer of the HMT is supported by a student assistant in office work for 2 hours per week. The university's Equal Opportunities Officer has an adequately equipped office.

3. Objectives and measures

3.1 Subject area 1: Employee structure

As a slide for the following remarks on HMT, a passage from the Saxon Higher Education Development Plan 2025 (hereinafter referred to as: HEP 2025) on the current status of the implementation of the equality mandate with regard to the proportion of women at Saxon universities compared to the rest of Germany is cited:

The equal opportunities mandate given to the universities in the HEP 2020 continues to be of great importance. Although there have been improvements in the proportion of women at Saxon universities, they are only in the lower midfield in a national comparison. The equal opportunities mandate must be consistently pursued by the universities. (Saxon HEP 2025, point 5.5., p. 58)³

Elsewhere in the Sächsischer HEP 2025, it says:

The universities are pursuing a targeted promotion of women in the scientific system. Within the framework of the internal quality assurance within the universities, a systematic monitoring of gender equality policy should take place. Gender equality will be implemented as a quality criterion.⁴

The fact that the SMWK attaches key importance to the topic of "Women in the Academic System" and endeavours to promote active work on it was expressed in 2018, among other things, by the convening of a conference entitled "Women in Academia" at the SMWK, which was also attended by the Equal Opportunities Officer of the HMT.⁵

The Leopoldina Academy of Sciences published a statement on women in academia in September 2022. It states: "Men still dominate the German academic system, and women are glaringly underrepresented in leadership positions. [...] Only a quarter of all universities and colleges are headed by women. Significantly fewer women than men are appointed to high-ranking professorships, and their share remains far behind the share of women among students and doctoral candidates in almost all disciplines. This is not only a problem of justice. It also endangers the future viability of German academia. If academia does without the creativity of women, it will suffer: in international competition and in competition with the non-academic labour market for excellent personnel. Diversity increases success – this also applies to academia."⁶ Universities are therefore fundamentally responsible for the "targeted promotion of women". In a nationwide comparison, Saxony's universities lag behind universities in other federal states, despite the progress that has been made. The HMT is not currently contributing towards this positive development at state and federal level.

³ https://www.studieren.sachsen.de/download/Hochschulentwicklungsplanung_Sept.2021.pdf

⁴ Ebenda, P. 31

⁵ November 2018, SMWK, Dresden. – Of course, it is important to specify in this context that the HMT, as an artistic institution, has both scientists and artists working at it. This is a fact that is not always reflected in the wording of the SMWK. Despite repeated references, the term "science" was retained, but, as became clear, for example, at this conference, it was also used to refer to the artistic fields of education, which ultimately represent an important part of the Saxon university system.

⁶ (Deutsche Akademie der Naturforscher Leopoldina e. V. (2022). Women in academia: developments and recommendations, p.4)

3.1.1 Appointments

As already explained under point 2.2, the numbers of applicants and those who take up the advertised professorships (41.0 % of those invited to interview were female, no woman was selected for the respective position) are alarming and the consequences to be expected or resulting from this for the HMT are devastating. Not only due to the fact that this extreme imbalance between female and male job holders in this category also continues in the permanently (e.g.: Senate) or temporarily established (e.g.: appointment committees) councils as well as in executive positions. The HMT also runs the risk of not being able to maintain its overall respectable positions in university rankings according to gender equality aspects. In its agreements on objectives coordinated with the SMWK, the HMT continuously sets out, among other things, gender equality objectives which (in the long term) aim to ensure equal gender representation in professorships⁷ and whose non-compliance is punished by the SMWK with substantial financial recoveries. Within the target agreement period 2017 – 2021, 100 % of the targets are recorded as having been achieved, by a remarkably narrow margin within the gender equality area (36.0% share of female professors out of the expected 35.3 %). Further improvements should be sought at this point. Another reason why the HMT must do everything in its power to strengthen the female proportion of professorships is that an unbalanced gender ratio, particularly in senior and management positions, can more easily form a breeding ground for all kinds of discrimination. Experts repeatedly point out this connection, especially in the course of the specifics of the #MeToo debate at music and art academies.⁸

The fact that the number of female professorships in the C4/W3 area has increased by + 10.3 percentage points to 29.0 % since 2019 slightly cushions the unsatisfactory overall balance of the proportion of women in professorships at the HMT and is a thoroughly encouraging signal in this context. However, this figure should by no means serve as a fig leaf for the worrying development in the filling of professorships. The SMWK is also concerned about the non-achievement of the gender equality goals, and so half of the repatriation amounts were made available to the management of the affected universities in Saxony "on a project-related basis" for the "improvement of gender equality work" and flows, among other things, into the coaching offers for appointment procedures that are currently being carried out.⁹

⁷ This goal was also explicitly formulated in the target agreements of 11.12.2013: [The aim of the efforts is] "to achieve a balanced relationship between the genders at all levels of qualification" (Target agreements HMT – SMWK of 11.12.2013, p. 11). This passage has been deleted from the current version of the target figures.

⁸ e.g. Antje Kirschning, Women's Representative of the Hanns Eisler University of Music Berlin, in her statement during the "Closeness & Distance" campaign day (joint event of the University of the Arts and the Hanns Eisler University of Music, Berlin, on 24 May 2019 at the Hanns Eisler University of Music). Furthermore, the Holzheid Commission, which was commissioned in July 2018 as a result of the incidents in Munich to review the structures at the Munich University of Music and Drama and the measures taken until then to provide the best possible protection against sexual harassment, discrimination and abuse of power at the Munich University of Music and Drama, should also be cited. In its final report, it states with regard to gender relations in the professorate at the Munich University of Applied Sciences: "We are convinced that a more balanced gender ratio in the professorial body (so far approx. 75:25) would also reduce the potential risk of sexual abuse of power, harassment and violence. An increase in the proportion of women among professors would be desirable. (This opinion was [...] also shared by men.)" (Report of the Holzheid Commission, <https://website.musik-hochschule-muenchen.de/de/images/PDFs/Meldungen/Bericht-Gutachterkommission-Hochschule-fuer-Musik-und-Theater-Muenchen-042019.pdf> P. 14f.). From this, the commission derives the following recommendation: "The commission pleads for increasing the proportion of women in the professorate (...)" (ibid. p. 20)

3.1.2 Promotion of young talent

Since July 2021, the mentoring project has been coordinated by a colleague who currently holds a full, temporary position.

During the term of the present equal opportunities concept, the equal opportunities department advocated for the continuation of the mentoring programme at the HMT; unfortunately, it is not yet possible to speak of a continuation. The project is extremely successful – an average of 25 students per year are supervised by mentors from professional practice and thus prepared in a targeted manner for later professional practice.

For the year 2024, funding was again successfully obtained for the two current projects within the framework of the study success funds:

- Improvement of professional qualifications and career transition by setting up a structured mentoring programme for the period from 01.01.2024 to 31.12.2024
- Improvement of the overspace situation by extending the opening hours for the period from 01.01.2024 to 31.12.2024

Qualifying positions: Currently (as of November 2022), one staff member and two staff members are employed on a temporary basis for academic or artistic qualification. One 1.0 FTE and one 0.5 FTE (former qualification positions) have now been made permanent. In the area of school music, a 0.5 FTE qualification position is currently vacant; in all likelihood, it will be filled for the summer semester of 2023.

3.2 Subject area 2: Teaching and research

Although the HMT does not provide a systematic range of courses in the field of gender studies, the issue of gender plays an increasingly important role in teaching and research at the university. The aim is to increasingly implement, consolidate and continuously expand the measures that have now been successfully implemented with this content orientation during the term of the new gender equality concept.

At the moment, scientific and artistic works on gender issues produced at the HMT are being systematised and will be made accessible on the website in future.

The following selection of outstanding examples from the last few years provides an insight into the HMT's engagement with gender issues in teaching, research and artistic productions:

With the establishment of the event series "Music and Gender", the HMT has been implementing one of the goals formulated in GK 15 for this area since the end of 2016.

⁹ For the first time, the SMWK made this offer to the university managements at the meeting of the State Rectors' Conference. Thanks to a reference from the coordination office to a letter dated 2 April 2019 to the university administrations reminding them of this offer, the Equal Opportunities department is now also informed of the support envisaged by the SMWK. The quotes are taken from the letter from the SMWK to the rectors dated 2 April 2019.

The series of events is coordinated by two female professors (musicology and music education/didactics) and the HMT's Equal Opportunities Officer. In the meantime, the Rectorate has also made a firm financial commitment of EUR 250 per year.

Outstanding researchers and artists have been recruited for previous events, including Prof. Dr. Beatrix Borchard (Hamburg) and Piv.-Doz. Dr. Katharina Hottmann (Hamburg), Dr. Anke Charton (University of Vienna): "Some He-She-Thing or other – Stimmvorstellung und Geschlechterbilder", Prof. Dr. Matthias Henke (University of Siegen): "From Leipzig to New York – the music patron Emmy Rubensohn", Prof. Mario Dunkel (Oldenburg): Jazz and Gender Research.

As an individual scientific event in the field of gender studies, which dealt with women artists of the past and present, the Musicology and Gender Studies – a Clara Schumann conference is worth mentioning. This took place with numerous renowned guests from science and art on 08.02.2019 in the HMT's music hall. The conference programme was concluded by a panel discussion on the topic "Gender relevance in the classical music business" (Organiser: Musicology students; event within the Clara Schumann Year of the City of Leipzig).¹⁰

In the areas of teaching and doctoral studies, the following topics are currently worth mentioning: "Die Frau am Clavier" (Seminar), "Diversitätssensibler Musikunterricht" (Seminar) and "Frauen und Musikverlage: An investigation of the correspondence of the Breitkopf & Härtel publishing house with female actors in the 19th century" (dissertation project).

The loose series of articles in the university's own MT-Journal can be read as a further contribution to music research, also from the perspective of gender issues. Again and again, the articles are accompanied by concerts, so that one can certainly speak of a happy symbiosis of a scientific and artistic approach to topics of women's and gender studies in the musical field.

A best practice example can currently be seen at the Institute of Musicology and the Department of Composition/Texture at the HMT. The "Kulturen der Heimcomputermusik" project [Cultures of Home Computer Music], funded by the German Research Foundation, began in October 2022. Three research assistants and two research assistants are employed here, including a total of four women. People from three continents (Asia, Europe and North America) and four nations (Germany, Iran, Japan and the United States of America) are working together in the Leipzig project to research for the first time the actors and networks of these global and diverse musical practices in different cultural contexts for the early history of music for home computers.

Since 2022, the HMT Leipzig has had a lecturer for university didactics at the HDS-Saxony. In cooperation with the HMT and the HGB, it develops specific training formats for the needs of Leipzig's art and music colleges. In September 2022, a first joint training course was held on the topic of "Discrimination-critical perspectives at the interface between art and education".

¹⁰ <http://www.hmt-leipzig.de/home/fachrichtungen/institut-fuer-musikwissenschaft/chronik-archiv/forschungsarchiv/genderforschung>

Students also contribute to the development of the repertoire from a gender perspective, both in their academic work and with their artistic programmes. For example, at the height of the #MeToo debate, two students of early music made clear reference to it in their final theses and raised the question of women in the arts from this perspective anew.¹¹ Numerous final theses and projects on gender issues were produced in the dramaturgy department during the reporting period. Several theses on gender issues in music and music education are also currently being written.

Numerous scenic artistic events at the HMT also reflect on gender roles, such as the studio production of the opera *Orfeo ed Euridice* (Parma version) by C. W. Gluck (summer semester 2019, FR Class. singing). Further highlights in the summer semester 2021 include the music theatre project "Les Femmes de Kurt Weill" with the "Roter Mond Ensemble" (HMT students) in the Mendelssohn Hall of the Gewandhaus, as well as the opera production "Dichterliebe" by Christian Jost based on the "Liederzyklus" by Robert Schumann on the subject of the many facets of love.

In addition, events such as the Faculty III forum "Identitäten in der Musik - Musik und Identitäten" [Identities in Music - Music and Identities] (SoSe 2021) and the dedication of the memorial plaque for the English composer, conductor, writer and women's rights activist Ethel Smyth (1858-1944) at Salomonstraße 19 (initiated by the Zonta Club Leipzig Elster) took place with HMT members in attendance.

The engagement of the students and teachers of the "Hans Otto" drama institute with dramatic world literature and modern texts in the scene and monologue classes of the basic studies, as well as in the subject of theatre history, implements the confrontation with all the essential contradictions and conflicts of humanity. The development of the manifold relationships of the sexes represents, alongside the social contradictions, a central object of work for drama theatre and has been developing ever since within the context of the respective current discourses. This process is reflected in the courses, in the intellectual access to the material and ultimately in the artistic results of this work.

3.3 Subject area 3: Raising HMT public awareness of equality

Equality work at the HMT Leipzig sees itself as a university-wide cross-sectional task. Raising the awareness of the HMT public for issues relevant to gender equality and the transparency of gender equality work and issues within the HMT are central concerns. In this endeavour, the HMT has made great progress in recent years, but there is still a need for improvement with regard to the visibility of the counselling services and stronger networking within the university on the topic of diversity. In future, the establishment of the Diversity Office and the creation of a diversity concept for the HMT Leipzig are intended to counteract this and increasingly increase the visibility of diversity-related topics (see point 1.).

¹¹ Viola Blache: Topic of the BA thesis: "Susanna. Daphne. Lucretia. On the topic of re-enactment and its arrangements in baroque vocal music"; Jennifer Gleinig: Repertoire Exam (MA): "Il Destino delle donne - The Fate of Women: Silvia - Dido - Dejanira - Maria« & MA graduation concert: "Il Destino delle donne - The Fate of Women: Medea & Ariadne"

3.3.1 Transparency

On the one hand, equality between men and women is a concern for society as a whole, and the self-image of the HMT is manifested in the way it is observed and implemented at the HMT, and must of course be reflected in the actions of each individual university member and associate. On the other hand, the university's equal opportunities mandate is legally anchored and laid down in various places in the SächsHSFG (e.g. § 5 para. 3). Its enforcement is an important criterion in quality assurance (§ 9 para. 1 SächsHSFG) and is the subject of the target agreements between the SMWK and the HMT (§ 10 para. 2 SächsHSFG). Equal opportunities are defined in the Saxon HEP 2025 as a "strategic management task".¹² Making these anchors of gender equality visible to the university public forms a basis for the gender equality work at the HMT, which will continue to be worked on during the term of this GK, for example by continuously updating the page of the gender equality section on the university website and providing links to the corresponding basic texts on gender equality. In addition, the Equal Opportunities department will continue to inform the HMT public about its activities and concerns by regularly publishing articles on topics relevant to equal opportunities in the MT Journal. With the planned website relaunch of the HMT in March 2023, the gender equality area will also benefit from a new platform.

A catalogue of contact persons for specific issues has been compiled and is currently available in the HMT buildings. In future, accessing it will be made even easier via the new website.

In order to be able to continue to make the topics and services of the equal opportunities section accessible to foreign HMT members and staff across possible language barriers, the equal opportunities concept is to be translated into English and the introduction to the equal opportunities section on the website is to be introduced and continually updated in English.

The extensive collection of literature on equality, gender roles and gender mainstreaming in the university library is constantly being expanded. These writings are easily accessible on the page of the Equal Opportunities section via links to the terms gender, gender role, feminism, masculinity, equality and university law.¹³

In addition to the natural further maintenance of such acquisitions and these entries, it will also be examined whether relevant journals such as Missy Magazin, Emma, An.schläge or other brochures on current gender equality issues can be made available in a "critical reading corner".

¹² <https://www.studieren.sachsen.de/download/HochschulentwicklungsplanungSeptember21.pdf>
(S.47)

¹³ <https://www.hmt-leipzig.de/de/home/hochschule/interessenvertretungen/gleichstellung>

In the summer semester of 2022, a poster campaign was developed to increase the visibility of the equal opportunities section. This takes the layout of the brochure (see 3.5) and informs a) with the motto "no consent - no creativity, with consensus to creativity" about the required consent of both parties when it comes to physical contact and b) about respectful communication and togetherness in university life. The posters have already been put up in most classrooms at the HMT and also provide information about contact persons and their contact details.

3.3.2 Communication

The information event held once a year in cooperation with the Staff Council as part of the staff plenary assembly has proven its worth and is used by the HMT Equal Opportunities Officer to inform colleagues specifically about current results and concerns of the equal opportunities work. Of course, other forums also serve the same purpose. All these forums also serve to engage in constructive discussions with the HMT public on current issues.

Direct contact with deans and the Rectorate is uncomplicated and regular. The already good networking of the Equal Opportunities Department with all committees is to be further cultivated in regular discussions and goal-oriented working meetings. The exchange at student level benefits on the one hand from the fact that there is currently one male student in Faculty II and two female students in Faculty III who hold the office of deputy equal opportunities officer. Nevertheless, this (by the way, also atmospherically) good networking of the gender equality area does not yet seem to be completely satisfying in that some university members still have too little clarity about the responsibilities and importance of gender equality work. In this way, the Equal Opportunities department will develop new networking and information strategies and constantly refine the visibility and accessibility of its offers.

The GK20's demand for gender-sensitive language at the HMT Leipzig was met with the HMT Senate's resolution on 07.12.2021, which recommended the use of gender-sensitive and inclusive language in order to actively contribute towards equal rights for all genders and appreciative and respectful interaction. In all regulations and legal texts of the HMT, the gender asterisk * is to be applied in the formulations in order to show that both genders are being referred to. Depending on the text and context, the use of the gender asterisk, the gender colon and the gender-neutral designation of persons is supported.

3.3.3 Training

Further training courses in the area of gender competence, but also in other gender-relevant subject areas, and diversity, are available to members and staff of the HMT at all levels. They are more or less accepted depending on personal interests. In addition to improving communication and information in this respect, it is also advisable to continue to work intensively on persuasion. This should also involve the coordination office for the promotion of equal opportunities at Saxon universities and colleges.

As outlined in point 3.3.1, a more comprehensive coaching programme on the topic of "Gender equality in appointment and staffing procedures" is currently being implemented at all levels of the HMT.

3.3.4 External networking

Like the HMT as a whole, its gender equality area in particular is also well networked at local, state and federal level. For example, it has been involved for years in the implementation of the EU Charter for Equality between Women and Men in the area of "Universities and Scientific Institutions" in Leipzig (overall responsibility: Ms Genka Lapön, Equal Opportunities Officer of the City of Leipzig); one of the network meetings took place at the HMT in 2016. In addition, the equal opportunities departments of the HMT and the City of Leipzig are continuously engaged in constructive, subject-related exchange. Work on the network meetings "Wissenschaft und Chancengleichheit" resumed on 25.11.2022 after a pandemic-related break and is to be continued with biannual meetings. In 2021/22, the HMT Leipzig participated in the "Orange your City" campaign to mark the International Day for Combating Violence against Women (WiSe 2021/2022).

Like her predecessor, the Equal Opportunities Officer of the HMT will actively participate in shaping the LaKoG (State Conference of Equal Opportunities Officers) from 01.12.2022 as one of three Saxon state spokespersons. She is constantly working closely with the coordinator for gender and diversity at the Coordination Office for the Promotion of Equal Opportunities at Saxon universities and colleges. At the federal level, the participation of the HMT's equal opportunities officers in the BuKoF commission of the universities of art and those of art and science should be mentioned, among other things. Since September 2022, the HMT's Equal Opportunities Officer has been the spokesperson for the BuKoF's "Künstlerische Hochschulen" commission.¹⁴ The HMT's Chancellor is a member of the Working Group on Sexualised Discrimination of the Rectors' Conference of the German Universities of Music, which was formed in the course of the #MeToo debate at the universities of music. The participation in the many aforementioned committees not only allows the continuous maintenance of contacts with individual universities in the German-speaking world, but also provides numerous valuable impulses for ongoing work processes at the HMT.

¹⁴ <https://bukof.de/kommissionen-liste/kuenstlerische-hochschulen/>

Due to the Covid-19 pandemic, the activities of the Equality Department (Girls' Day and Boys' Day as well as the Family Afternoon) could not take place in the 2020-2022 period. Within the context of updating the Equality Concept 2022 – 2026, the Equal Opportunities department decided not to continue the Girls' Day and Boys' Day activities; instead, an action day on equality and diversity topics (anti-discrimination, inclusion, etc.) is to take place every two years in future together with the Diversity department. The idea of the family afternoon remains; it is to take place again for the first time in spring 2023. On the Open Day, the Equal Opportunities Officer will be available to answer questions from the guests during a consultation hour. This practice is to be continued.

3.3.5 Support for the Equal Opportunities Department

In view of the fact that all HMT Equal Opportunities Officers work part-time, this area is still and increasingly reaching the limits of its capacity. The #MeToo debate has, for worrying reasons, led to increased attention and discussion of the related issues in society as a whole, but especially in directly affected areas such as the arts universities. This has also been and continues to be accompanied by a sharpening of perception, an increase in awareness of gender equality issues and an increase in academic involvement with the same, which is reflected in the central gender equality office not least in the increase in counselling sessions and in the accumulation of requests and demands of various kinds.

In addition, an above-average number of enquiries have recently been addressed to the Central Equal Opportunities Officer by non-university institutions and group(ing)s and by the media, for example in connection with studies or political work,¹⁵ which have been dealt with in writing or in formats such as interviews or expert discussions. The measures formulated in the GK 15 and GK 20, which were largely implemented by the gender equality sector, also represented an ambitious work programme for the actors during the reporting period and thus represented a further challenge.

However, wherever possible, the university management provides personnel and financial support to the gender equality department, especially for particularly labour-intensive activities (e.g. through SHK, project-related funding, e.g. for the planning and implementation of Girls' Day/Boys' Day and the family afternoon). Even though the Equal Opportunities department does not have its own budget, there is still no need for action here, as the university management has always provided the funds requested by the Equal Opportunities Officers. The Equal Opportunities department will continue to count on the uncomplicated personnel and financial support of the university management in future.

¹⁵ E.g. small and large inquiries of the parliamentary groups in the state parliament, legislative projects, etc.

The entire gender equality department of the HMT receives great recognition within and outside the HMT, which is reflected, among other things, in the repeated re-election of individual members of this body. However, repeated requests from the university management to the HMT Equal Opportunities Officer for the assumption of further tasks, offices or representation of the HMT, also express the general appreciation and trust that is placed in the work of the HMT's Equal Opportunities department.

3.4 Subject area 4: Family friendliness – compatibility of family and work/study

Family friendliness is anchored in the basic order of the HMT:

The HMT supports its members in the compatibility of family, work and education (family friendliness). (§ 1, para. 5 Basic Rules of the HMT, dated 17 June 2013)

According to the Saxon HEP 2025, the compatibility of work and family or study and family is one of the overarching goals of the Saxon universities, for which they create "internally controllable framework conditions".¹⁶

HMT Leipzig's Equal Opportunities department has achieved a lot in this area. It is true that the HMT has not participated in the audit procedure "Family-Friendly University" nor in the Familie in der Hochschule – Charta ["Family at University"] Best Practice Club programme (sponsor: Robert Bosch Stiftung – Centre for Higher Education Development (CHED)), but it is aware of the issue and the resulting demands on the HMT and is working in a goal-oriented manner to find solutions to problems.

The HMT Leipzig is planning to sign the "Familie in der Hochschule" charter of the "Familie in der Hochschule e.V." in 2023. To this end, the university management is working with the Equal Opportunities department to develop the statement and goals and successfully implemented examples for signing and joining the "Familie in der Hochschule e.V." association. In addition, the university agrees in its target agreements with the SMWK (as of 01.01.2021) that it will evaluate its membership and make the result available to the SMWK by the end of 2024 (p.3).

Although there is still a need for action on the issue of "childcare", there has also been progress in this area in recent years. – probably not least due to the persistent reference to deficits¹⁷ in this regard by the equal opportunities officers of the Leipzig academic institutions within the context of the network meetings "EU Charter for Equality between Women and Men – Universities/Scientific Institutions" with the City of Leipzig that the City of Leipzig has taken extensive KITA construction measures, on which the media reported extensively in the spring of 2019. The Equal Opportunities Officer of the HMT, together with the Equal Opportunities Officer of the neighbouring university HGB, has continued talks with the departments of the two universities in recent years to realise

¹⁶ Sächsischer HEP 2025, p. 24 / https://www.studieren.sachsen.de/download/Hochschulentwicklungsplanung_Sept.2021.pdf

¹⁷ The importance of flexible childcare, especially for professional groups such as musicians and "theatre people" was also underlined.

quotas of childcare places to be reserved in childcare facilities close to the university. In the meantime, this has been abandoned, as few enquiries were made in consultations on this topic. Thus, there are currently no quota places available, but the constant exchange with the city and the networks continues in order to be able to constantly assess demand and the situation.

Both large buildings of the HMT have resting and nursing rooms (one in Dittrichring was recommended in 2017 in an LVZ article by a midwife group as exemplary and one of the best in Leipzig, but it is only open to members of the HMT). The rest and breastfeeding room in Grassistraße was redesigned and equipped in 2017 and the one in Dittrichring was renovated.

Both rooms are regularly checked and their use has become established.

Also a reliable and considerate rota, which is essential for the performance of family duties, must repeatedly be reinforced. One FR, for example, currently has an indication that the irregular presence of lecturers is causing organisational problems for students with children. There is currently no need for action with regard to the flexible access regulations for student parents to practice facilities in the HMT rooms.

Due to the coronavirus pandemic, there were also enormous requests at the HMT at short notice from students with family responsibilities who were unable to attend their classes/examinations (online and face-to-face (after the 2020 summer semester)) due to a lack of childcare. This could be compensated for by alternative examination services. Efforts should be made here to ensure that the topic of equal opportunities in examinations is guaranteed through examination types that are broader in scope anyway. Compensation for disadvantages or similar measures are only necessary if there are disadvantages in individual cases due to examination conditions designed according to group-related standards. The HMT finds individual solutions (based on the disadvantage compensation procedure for impaired students) in order to better ensure family-friendliness. The aim is to make the process definition uniform in order to create more transparency.

Student parents can find out about their rights and existing support services via the info link from the Studentenwerk and other corresponding links that were posted on the equal opportunities page of the university website in the wake of GK 15. Further materials are available in the Equal Opportunities office and in the Student Affairs/International Affairs department and are handed out to the students during consultations. The Equal Opportunities Officer works very closely with the Head of the Student Affairs and International Affairs department.

Also in the wake of CC 15, the family afternoon event format for the children of the HMT's members and staff was resumed. This will finally take place again in 2023 (every two years) and is very popular with young and old.

Within the context of the topic of "family friendliness", the good cooperation of the HMT with other Leipzig universities and the Coordination Office for Equal Opportunities Saxony should also be mentioned. The Equal Opportunities, Diversity and Family Office of the University of Leipzig, together with the Student Union, has published a new format of the "Studium mit Familie" brochure as well as facilitating numerous offers in times of pandemic, which always benefit HMT students.

The use of psychosocial counselling by students is not expected to decrease in the future. Consequences of the pandemic, the increase in mental illnesses of already "burdened groups" and the challenges regarding the financial situation in the transition from pandemic to endemic, as well as the current energy crisis, make equality work all the more important.

3.5 Subject area 5: Gender-based discrimination and violence

Since the revelations in the Weinstein scandal in 2017 and the affair surrounding Siegfried Mauser, the #MeToo debate has led to a new importance being attached to the topic area of "sexualised violence", especially at artistic universities. The HMT public has also been and continues to be concerned with the content of the debate and, in this context, is also reflecting on its own positioning.

As early as 2016, the "Guidelines for the Protection against Sexualised Discrimination and Violence" at the University of Music and Theatre "Felix Mendelssohn Bartholdy"¹⁸ in Leipzig came into force. It has been presented to the university public in many ways (e.g. staff plenary meeting, HMT internal bodies) and can be accessed via a link on the equal opportunities page of the homepage.¹⁹ It is also systematically handed out to every first-year student at the HMT and to all colleagues who take up a new position at the university. The HMT has received much recognition for its preparation of the guideline – one of the first in Saxony. In the course of the establishment of the Diversity Office and the appointment of an anti-discrimination officer (June, 2022), the HMT aims to revise the guideline and add further areas of discrimination.

In the winter semester 2019/20, a brochure entitled "Wir müssen reden" was published on the initiative of a student working group. It is available in the university buildings and secretariats and is handed out to newly enrolled students at the beginning of the semester.²⁰ Even more low-threshold than the guideline in terms of language, scope and design, this brochure aims to provide information on this complex of topics and contribute towards the prevention of sexual discrimination.

On the initiative of a "sexual abuse" student working group which had formed in the meantime in the course of the #MeToo debate at the HMT, the HMT organised a large event "Abuse of Power and Sexualised Discrimination in Music (Education)" with a

¹⁸ Created by the Senate commission "Guidelines" under the direction of a student of dramaturgy

¹⁹ https://www.hmt-leipzig.de/home/hochschule/interessenvertretungen/gleichstellung/info_137679/Richtlinie_HMT.pdf

²⁰ The brochure is available for download on the HMT's equal opportunities page: https://www.hmt-leipzig.de/home/hochschule/interessenvertretungen/gleichstellung/info_item_361475/HMT_BroschureMachtmissbrauchDruckversion.pdf

high-profile guest panel ²¹, a podium and workshops on 22 June 2018. The event was also met with nationwide interest and had a very positive reception; in the meantime, it has also been imitated elsewhere.

In the meantime (winter semester 2019/20), the political working group PAK was founded at the HMT on student initiative, which deals with a wide range of socially relevant topics at the university. The Equal Opportunities department is in contact with the PAK and the Student Council (StuRa) and supports student concerns. This also includes a self-defence course for women, which was offered for the first time at the HMT in the summer semester of 2019 and was also offered to men in the autumn. Furthermore, a workshop on the topic of "Critically reflecting on masculinity" was held in autumn of 2022 together with the PAK. Likewise, in cooperation with the Institute for Music Education, three workshops have already been held by Rosalinde e.V. on the topic of "sexual diversity in music teaching" and were very well received by the music education students. In the summer semester of 2022, a seminar on the topic of "Diversity-sensitive music teaching" (with a focus on the topic of sexual diversity) was held in parallel at the same institute for the first time, which should also be continued under other diversity-related aspects if possible.

In its networks, the Equal Opportunities department is also concerned with the consequences of #MeToo and the strategies derived from it for the university (e.g. BuK-oF Commission for "Artistic Universities", regular exchange and visits to events at other universities on this topic such as the action days #wessenfreiheit at the HGB and "Nähe und Distanz" [Proximity and Distance] on 24 May 2019 at the Hanns Eisler in Berlin).²²

The HMT's Equal Opportunities department is currently involved in the development of a 10-point plan for dealing with sexual and discriminatory violence at music and art colleges, which is being drawn up with the commission of the Federal Conference of Women's and Equal Opportunities Officers (bukof). The 10-point plan is to be implemented at universities in the future and aims to establish measures for prevention and adequate intervention options. In addition, the bukof commission will organise networking meetings of the arts universities.

Important impulses within this context are also owed to the participation of the HMT's Chancellor in the nationwide working group on sexualised discrimination, as well as the exchange with the psychosocial counselling centre for HMT students at the Leipzig Student Union.

The HMT knows that it has a constant duty to do everything it can to prevent the risk of sexualised discrimination and violence through concrete measures and, if necessary, to sanction assaults. In this context, the Equal Opportunities Department is committed to setting up a complaints office at the HMT in accordance with the AGG (anchored in point 6 of the HEP 2025). In the course of the planned website relaunch (2023), a low-threshold reporting and contact form for discrimination cases should also be set up.²³

²¹ Organisers: StuRa of the HMT and mentoring with the support and active participation of equal opportunities; guest panel discussion: Moritz Eggert (HMT Munich), sookee (Berlin), Wallis Giunta (Opera Leipzig), Oliver Grimm (HMT Leipzig), moderation: Nhi Le

²² A joint event of the Hanns Eisler University of Music and the UdK Berlin

²³ The StuRa of the TU Chemnitz offers a best practice example in Saxony: <https://www.stura.tu-chemnitz.de/vorfall-melden>

Study on discrimination experiences of students and teachers at the HMT:

In June 2022, a student of music education gave a presentation on his examination thesis: a study on the topic of "Discrimination experiences of students and teachers at the Leipzig University of Music and Theatre". 185 people at the HMT (students, lecturers and permanent staff) took part in a corresponding survey.

Structural data from the study revealed, among other things, that a general problem at music colleges is the high number of teaching assistants, who make up 73.6 % of the total teaching staff, earn less than permanent employees, have less social security and have no say in official university committees. Of the 185 respondents in his study, there were 104 (= 56.2 %) who had already experienced discrimination themselves. 53 % had already observed discrimination. Treptow's conclusion was: People who had not yet experienced discrimination would not perceive it. People who had experienced discrimination would assess the climate of the HMT more negatively. He named teachers in particular as the triggers of discrimination at the HMT. Women were discriminated against with regard to their gender (17 out of 18) and their migratory background (51 %, mainly from Asia). The latter were assumed, for example, to be "taking away" study places from German applicants. 60 % of respondents said that they did not know of any contact point at the HMT that they could turn to if they needed help. Only 8 % had made use of such help. 85 % of the respondents demanded that the HMT should take action against discrimination.

The HMT is increasingly addressing these demands, has already become active in various places and continues to envisage confrontations and strategies for creating a space that is as free of discrimination as possible for all members of the university.

4. Concluding remarks

This equality concept applies as an update of the GK 2020 for the years 2022 – 2026. The suggestions and projects in the area of gender equality outlined here are within the scope of the current ideal, personnel and financial possibilities of the HMT. The HMT reserves the right to update and expand this concept at any time if necessary (e.g. comparison with the specifications and criteria of competitions). This related in particular to the incorporation of even more expensive visions, provided that their realisation would be financially secured by winning a tender or competition.

The HMT has once again set itself ambitious goals with this concept. It is aware of its strengths and weaknesses in the area of equality. It is working on eliminating deficits and preserving and expanding its achievements and performance.