

Considering Gender/Sex & Diversity in Science and Research - 10 points for implementation at Goethe University Frankfurt -

In its mission statement, Goethe University Frankfurt acknowledges the social responsibility of research and teaching, including the necessity to align science with the needs of as many people as possible, and to integrate different perspectives. Reflections on a possible relevance of gender/sex & diversity deliver an important contribution to research quality and equal opportunities concerning the application of this knowledge. That is why Goethe University considers the integration of gender/sex & diversity in research and teaching as a university-wide task – implemented by researchers of different faculties and career levels, accompanied by the science-supporting administration, and backed by the university management's firm commitment. Gender/sex & diversity are reflected, and – where applicable – considered in the formulation of the research object and the research question, in the literature search as well as previous studies, in the planning and implementation of data collection or experiments, in the analyses of research data, in the presentation of results, and in the transfer of findings. In taking concrete measures, Goethe University has embedded the systematic consideration of gender/sex & diversity in ten identified fields of action, thereby delivering impulses for the Germany-wide discourse on the subject.

1. Gender/sex & diversity are reflected in scientific processes

Goethe University considers various dimensions and intersectional overlaps of gender/sex & diversity in its Equal Opportunities Strategy, based on its definition of diversity, Anti-Discrimination Policy as well as Inclusion Action Plan. **Starting now**, the complexity of gender/sex & diversity must be considered in research and teaching. To avoid reducing the topic to singular characteristics, gender should not be viewed as binary and the intersection between sex, gender and other diversity dimensions need to be considered. Even if research projects do not conclusively identify any differences with regard to gender/sex & diversity, this should be explicitly documented. Goethe University conveys these principles in its communications, including in publications, events, and trainings.

2. The systematic reflection of gender/sex & diversity is part of Goethe University's identity

Goethe University's concept on "Gender Reflexive Research: Focusing on Gender/Sex Aspects in Research in Relation to the Subject" has created various support formats that have embedded the topic throughout the entire university. **Starting now**, a systematic reflection of gender/sex & diversity in research must be firmly anchored in the next University Development Plan [Hochschulentwicklungsplan, HEP], and suitable instruments developed within Goethe University's "Central Gender Equality and Diversity Action Plan" [Aktionsplan Chancengleichheit, AC].

3. The inclusion of gender/sex & diversity in scientific activities is subject-specific

Goethe University addresses gender/sex & diversity on a subject-specific basis within the framework of the faculties' "Gender Equality & Diversity Action Plans" (GEDAP) as well as the faculties' respective strategy and development agreements [Strategie- und Entwicklungsvereinbarung, SEV] with university management. **Starting now**, challenges and discourses derived from reflecting on the possible relevance of gender/sex & diversity in the respective subject must be evaluated in the SEV and GEDAP processes. Appropriate strategies and measures, aligned with the goals of the HEP and the AC, will be formulated, and their implementation regularly reviewed.

4. Reflections on gender/sex & diversity are embedded in education and further qualification

Goethe University promotes the analysis of gender/sex & diversity in teaching, including the "Gender Studies" degree and certificate program at the CGC, or support services open to all lecturers and offered by the Equal Opportunities Office. The so-called "Small Gender Projects" [Kleine Gender Projekte], CGC colloquia and the GRADE Center Gender serve to strengthen the expertise of early career researchers.

Starting now, gender/sex & diversity must be integrated into the study and continuing education programs, especially in the life and natural sciences as well as in GRADE programs, among others.

5. Professional expertise on gender/sex & diversity is valued and promoted

Goethe University stands for a professional approach to gender, sex and diversity, including, for example, specific professorships for women's and gender studies, the Cornelia Goethe Center for Women's and Gender Studies (CGC), and the GRADE Center Gender. It values its researchers' expertise in this field.

Starting now, their visibility both within and outside the university must be promoted and their expertise integrated into the university's overall organization. When it comes to professorship appointments, a possible expertise on gender/sex & diversity should be taken into account in both the advertisement as well as the evaluation of candidates, potentially in the form of (partial)denominations if the topic is relevant to the subject area.

6. There is a continuous professional exchange on gender/sex & diversity

Goethe University actively promotes the exchange on gender/sex & diversity between researchers to ensure their successful inclusion. **Starting now**, spaces and suitable formats for exchange and debate on this topic must be made available to all researchers. To that end, a working group for the life and natural sciences is to be initiated within the CGC, and a contact person for gender/sex & diversity in research will be appointed in each of Goethe University's Profile Areas, to offer peer group counseling of researchers.

7. The interdisciplinary dialog on gender/sex & diversity in science is strengthened

At Goethe University the interdisciplinary dialog on gender/sex & diversity is an integral part of scientific work. **Starting now**, cross-faculty structures, such as the Center for Critical Computational Studies, the Frankfurt Institute for Advanced Studies or the Forschungskolleg Humanwissenschaften, must be strengthened as places for this reflection. The life and natural sciences must be more strongly integrated into the exchange.

8. Gender/sex & diversity are considered in funding applications and internal calls for proposals

Goethe University encourages the consideration of gender/sex & diversity aspects in applications for third party-funded projects as part of the application services provided by Research Support (RS) and Gender & Diversity Consulting. **Starting now**, reflections on the potential relevance of gender/sex & diversity in relation to the research project must be considered in all of Goethe University's internal calls for research proposals and funding measures.

9. Data on gender/sex & diversity are tracked as part of research data management

Goethe University researchers are actively encouraged to record data on humans, animals and/or human or animal material also with regard to gender and sex, as well as – where humans are concerned – different diversity dimensions as part of their research data management activities. **Starting now**, researchers must be made more aware of the need to collect these data even if they may initially not seem relevant for the research project. In addition, if applicable and possible, gender/sex & diversity dimensions should be identified in raw data or data publications to enable later analyses and establish references.

10. The inter-institutional exchange on gender/sex & diversity promotes the continuous development of strategies

Goethe University supports initiatives within the framework of its networks aimed at reflecting the significance of gender/sex & diversity in research. It seeks to engage in a dialog on its scientific findings with politics, business and civil society. In addition, it promotes the cross-university discourse with colleagues from national and international research institutions. **Starting now**, suitable formats must be expanded, and Goethe University researchers supported in their efforts to provide impulses for gender/sex & diversity in expert associations, research infrastructures, among sponsors, in society, and within Goethe University.