

Mission statement for the Equity Committee at the Institute of Mathematics

“The advancement of comprehensive gender equity at all levels as a strategic management and cross-sectional task is a central and overarching goal of the University of Würzburg.”¹

There are often short-term opportunities to implement equity measures. Slow decision-making processes and too much long-term planning might generate a risk of not being able to take advantage of these opportunities. For this reason, a permanent Equity Committee has been set up at the Institute of Computer Science to discuss and implement further equal opportunity measures. At the Institute of Mathematics, it was also decided to set up an Equity Committee. It was formed in the winter term 2023/24 and began its work immediately. Both committees consist of professors as well as members from the mid-level faculty and the student body. Within the committee at the Institute of Mathematics, decisions are made by majority vote.

The aim of the Equity Committee at the Institute of Mathematics is to directly take measures or propose measures to the institute’s leadership. These measures are intended to promote equality between women and men or to ensure that students, teachers, and researchers feel included and can thrive at the Institute regardless of their gender. The committee aims to promote a research, teaching, and learning environment in which everyone feels respected and recognised.

The Equity Committee exchanges information with other equity committees at the university. In particular, it coordinates cross-institute measures with the Equity Committee of the Institute of Computer Science, such as the organisation of joint activities. The following list summarises the tasks of the Equity Committee at the Institute of Mathematics:

- It serves as the primary point of contact, especially for women, facing issues of a discriminatory or disadvantageous nature. In particularly serious cases that require greater confidentiality, the chairperson or the contacted member may directly reach out to other relevant bodies without further consultation, such as the university's newly established help desk for sexual harassment. Committee members are obliged to maintain confidentiality and are not bound in these matters by instructions from line managers.
- It develops proposals for solutions to issues within its area of responsibility brought to its attention. If these proposals are approved by those affected, the committee collaborates with the institute’s executive board to determine whether the measures should be implemented directly or require approval from the institute’s leadership, based on the scope of the problem and the proposed solution.

¹ From: Konzept der Julius-Maximilians-Universität Würzburg zur Gleichstellung der Geschlechter in Studium, Lehre, Forschung und akademischer Selbstverwaltung 2021-2025; translated.

- The Equity Committee at the Institute of Mathematics decides on the use of the institute's equity funding for the implementation of equal opportunities measures.
- It manages this equity funding and establishes clear allocation rules. The committee then reviews the applications for funding in a well-founded, transparent and, and comprehensible manner.
- It is involved in the drafting of future objective agreements with the university on gender equality and supports the faculty Women's representative in implementing measures from the current objective agreement. It also monitors and documents the implementation of this agreement.
- It provides information on gender studies, such as research on gender stereotypes related to mathematical abilities or unconscious biases in reference letters.
- It ensures that the institute's external image is gender-sensitive and assists regularly updating the gender equality pages on the institute's homepage. For example, it collects "best practice examples" from the Institute of Mathematics and provides information about them.

adopted in the meeting of the collegial management of the Institute on 19.02.2024