

# Gender Equality in Academia and Research

## Gender and Diversity Controlling (DE)

The approach to ‘Gender and Diversity Controlling’ that has been implemented at Goethe University Frankfurt (Germany) since 2010 features a standardised procedure steered at central level that grants the rather autonomous, diverse faculties (“Fachbereiche”) freedom to design tailor-made initiatives. Its introduction traces back to the university’s gender action plan (“Frauenförderplan 2009-2013”).

The Gender & Diversity Controlling coordinator is in charge of steering the controlling procedures and of managing the compilation of gender and diversity statistics within the university. Every two years, the faculties are obliged to report on the status quo related to gender (in)equalities and on their Gender and Diversity Action Plan (GEDAP). The process is steered by the Gender & Diversity Controlling coordinator who provides the faculties with data, tools and advice. Based on their own assessment and on the advice received from the coordinator, the faculties set up the action plan for the next two years. The Gender & Diversity Controlling coordinator and, subsequently, the University Senate’s commission on gender equality and diversity assess the new action plan. Subsequently, the faculties are supposed to adjust the plan based on this feedback. Gender & Diversity Controlling has become well-established and widely accepted across the university. Notably, the scope and quality of the Gender and Diversity Action Plans at faculty level have enhanced since Gender & Diversity Controlling was first set up.

### FURTHER INFORMATION

- [Gender & Diversity Controlling at Goethe University Frankfurt](#)
- [Flyer about Equality at Goethe University Frankfurt](#)
- [Women’s Representative and the Equal Opportunities Office](#)
- [Full description on EIGE's compendium of good practices](#)
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