

Bard College Berlin Gender Equality Plan

Bard College Berlin upholds the highest standards of gender equality at all levels, from enrollment, hiring and recruitment, to workplace practices and career support. This policy encompasses a commitment to gender equality in the representation of personnel, from academic and non-academic staff to the university leadership, in the maintenance, reporting and review of data, the provision of support and training, and the provision of dedicated resources in the form of an Office of Diversity, Equity and Inclusion, and regular workshops and information sessions for all members of the college.

The policy adheres to the obligations of the college under §5c of the Berlin University Law, Articles 1-3 of the German Basic Law, Paragraphs 3 and 6 of the Federal Framework Act for Universities, the European Commission's Gender Equality Strategy for 2020-2025, and the German Research Foundation's (DFG's) DFG Research-Oriented Equity and Diversity Standards.

In accordance with the areas mandatory under Horizon Europe, this policy is published on the website and signed by the legal representative of the college, and actively communicated (in Academic Senate, faculty, staff, student orientations and other general meetings of the university). The Office of [Diversity, Equity and Inclusion](#) established by the college is staffed by qualified experts in the field of [gender equity](#), awareness training and institutional review processes, and reports to the Academic Senate on its activities. Bard College Berlin provides sex/gender disaggregated data and monitoring on personnel and students with annual reporting based on indicators. Mandatory awareness-raising and informational sessions are provided for faculty, staff, and students, as well as regular sessions dealing with gender equity issues in teaching, career progress, research and workplace relations. Mandatory awareness-raising sessions are also provided to all members of the university on preventing [gender-based misconduct](#).

Policy Commitments

- Creating a culture of respect in all areas of institutional activity
- Creating equal opportunities for all in work and study throughout the University
- Enhancing family-friendliness for work and study across the University
- Maintaining equal representation of women in the University at all levels
- Incorporating the priority of gender equality into its hiring procedures
- Preventing gender-based misconduct through awareness training sessions, and procedures for reporting and redress
- Maintaining a Diversity, Equity and Inclusion Office with dedicated personnel and informational resources for the promotion of gender equality



Signed: Dr. Florian Becker (Managing Director, Legal Representative of Bard College Berlin)