

Diversity Policy for the Cluster of Excellence “The Politics of Inequality”

Statement of Equality, Diversity and Excellence

In order to achieve excellence in research, the members of the Cluster of Excellence “The Politics of Inequality” at the University of Konstanz strive for a work environment that is free of discrimination. Equal opportunities are promoted regardless of ethnic origin, gender, social and religious background, disability, age or sexual orientation, in accordance with the German General Act on Equal Treatment. We strive to be an equitable and inclusive community, respecting diversity and respecting the dignity and worth of every person. We are convinced that such a working environment creates the best conditions for our staff and our researchers, thereby fostering excellence and well-being in all areas of our Cluster.

The creation of an equitable community, one that is diverse and respectful of diversity, requires the commitment of every member of our Cluster, including researchers, research support staff, students and guests. For its part, the Cluster will strive to make considerations of equity a part of the processes of setting policies, developing procedures, and making decisions at all levels of the institution, in line with the University of Konstanz’ Equal Opportunity Plan and the DFG’s Research-Oriented Standards of Gender Equality. In all our hiring decisions we strive to increase the representation of underrepresented groups.

Our support for equity is grounded in a university-wide commitment to achieving a working environment that is free of discrimination and family-friendly, as defined in the University of Konstanz’ Code of Practice on Gender Equality. This also includes the striving for gender-equitable language, in line with the University of Konstanz’ self-commitment.

German General Act on Equal Treatment: https://www.gesetze-im-internet.de/englisch_agg/

University of Konstanz equal opportunity plan <https://www.uni-konstanz.de/en/equalopportunities/gender-equality-in-science-and-studies/standards/equal-opportunity-plan/>

DFG Research-Oriented Standards of Gender Equality
https://www.dfg.de/en/research_funding/principles_dfg_funding/equal_opportunities/research_oriented/index.html

University of Konstanz’ Code of Practice on Gender Equality <https://www.uni-konstanz.de/en/equalopportunities/gender-equality-in-science-and-studies/standards/code-of-practice-on-gender-equality/>

University of Konstanz’ self-commitment for gender equitable language

<https://www.uni-konstanz.de/en/equalopportunities/gender-equality-in-science-and-studies/standards/gender-equitable-language/>