What we do

Events
The center hosts regular lectures and workshops with changing speakers that provide a platform for the discussion of specific topics. Various facets of diversity as well as more general issues are discussed at these events. Events are open to all and free of charge.

Information about upcoming events is available on our website: www.th-nuernberg.de/komgedi-veranstaltungsreihe

If you would like to give a presentation or to suggest a topic or a speaker, please contact us via e-mail:
E-mail: hs-genderdiversity@th-nuernberg.de

Research and cooperation projects
Examples:
- A guide to queer life in the Nuremberg metropolitan region (brochure)
- "MHNIntersectionality" research project – Adding intersectional impetus to work on gender equality at universities with a focus on technology or engineering
- Lecture series "Women and right-wing extremism"
- International conference on "Gender and Far Right Politics in Europe"
- "Migration – Higher Education Prospects" project geared to recruiting more students with migrant (family) backgrounds to pursue higher education
- Research on aspects of gender-specific communication behaviour
- Analysis of the career-boosting impact of networks
- A survey on gender-specific patient satisfaction – including a sub-project looking at the recruitment and promotion prospects of male care workers
- Age-Gender-Diversity – Approaches to achieving equality of opportunity in the workplace for older women

You will find a selection of the topics of bachelor's and master's theses we have supervised on our homepage.

How to contact us

Contact
Competence Center for Gender & Diversity
Nuremberg Institute of Technology
Prof. Renate Bitzan, Dr.rer.pol.
Faculty of Applied Mathematics, Physics and Humanities
Kollereiplatz 12
90489 Nürnberg
Germany
or
Prof. Lala Maja Hofmann, Dr.rer.pol.
Faculty of Business Administration
Bahnhofstraße 87
90402 Nürnberg
Germany
E-mail: hs-genderdiversity@th-nuernberg.de
www.th-nuernberg.de/komgedi

Are you interested in attending our events or cooperating with us on research projects? Feel free to get in touch with us for more information.

Where to find us

Directions
The Nuremberg Institute of Technology is located near the city center and its locations are readily reached by public transport.

If arriving by car from any direction, follow the signs for the city center ("Centrum") and for the university ("Technische Hochschule"). The university is clearly signposted.

The Competence Center for Gender & Diversity is in Location K (Kollereiplatz). The center’s events typically take place either at Location K or at Location B at Bahnhofstraße.

Please visit our website for more information on our campus (map and directions):
www.th-nuernberg.eu/home/maps-and-directions/page.html
What is the Competence Center for Gender & Diversity?

The Competence Center for Gender & Diversity (KomGeDi) is an interdisciplinary, cross-Faculty institution at Nuremberg Tech that addresses issues pertaining to gender studies and to diversity within and beyond the university. The center was established on November 16, 2011.

KomGeDi promotes professional exchange within the university, coordinates research projects, and organizes events that are open to the public (lectures, discussions, workshops). The center is also involved with conceptual planning at Nuremberg Tech and with the transfer of expertise from the competence center to its regional partners. It also contributes to national and international scholarship on gender and diversity issues.

Objectives:
- Bundling, generating, and transferring expertise on gender and diversity
- Generating empirical and theoretical insights by pooling and developing existing skills and knowledge
- Raising awareness of questions relating to gender justice and the value placed on diversity both on- and off-campus
- Contributing to the development of appropriate policies and practices in relation to gender and diversity within and beyond the university

Our expertise

The heads of KomGeDi have many years of experience as teachers, researchers, and practitioners. Our interdisciplinary cooperation allows us to combine, in particular, social science and business perspectives. Our student assistants come from highly diverse degree programs including social work, materials engineering, electrical engineering, and business administration.

Within the university, KomGeDi is anchored in the Faculty of Business Administration, the Faculty of Social Sciences, and the Faculty of Applied Mathematics, Physics and Humanities. The center participates in the work of various university committees and cooperates with the University Service for Diversity and Occupational Health (Hochschulservice für Familie, Gleichstellung und Gesundheit) and the university’s Research Services (Zentralstelle für Wissenschafts- und Technologie-Transfer). Outside Nuremberg Tech, we have links with various organizations, institutions, companies, and individuals in the region and with national and international academic networks.

The center’s work to date has focused on the following issues arising in the context of gender and diversity:
- Gender relations
- Migration/nationalities/interculturality/transculturality
- Age
- Disability/accessibility
- Sexual orientation
- Issues arising where these areas intersect (e.g., women + age; diversity management; human rights)

Who we are

Nuremberg Institute of Technology

Nuremberg Tech is one of the largest universities of applied sciences in Germany with more than 13,000 students. We are developing ideas for the world of today and tomorrow – and researching to find solutions to society’s most challenging questions. As one of the most research-intensive of all Bavarian universities of applied sciences and a leader in third-party funding, Nuremberg Tech maintains excellent ties with local and international companies and is an important driver of innovation in the Nuremberg metropolitan area. The Nuremberg Institute of Technology is a leader in the area with partnerships with 160 institutions of higher education around the world.

The wide variety of fields of study and our practical orientation allow us to pursue the technical, economic, societal, and creative challenges of our time and to provide our graduates access to excellent professional prospects. Twelve Faculties offer accredited bachelor’s and master’s degree programs, including part-time programs for professionals, certificate programs, and dual system options. The Nuremberg Institute of Technology is an audited “family-friendly” university and is committed to improving the balance between studies, profession, and families.

OHN Competence Centers

As innovation becomes more dynamic and more complex, close links between science and business and access to knowledge from outside one’s immediate field of expertise are becoming increasingly essential. Nuremberg Tech’s target agreements with the Bavarian State Ministry of Education, Science and the Arts have focused from the outset on the importance of bundling cross-Faculty expertise at the university and applying it to interdisciplinary challenges. Deep involvement of the university with the core and interdisciplinary components of the Nuremberg metropolitan area has been pursued and the university has with regional networks and companies strengthened.

The following OHN Competence Centers have been established:
- Center for 3DVisualization
- Competence Center for Analytics, Nano- and Materials Technology
- Competence Center for Corporate Development, Management Accounting and Financial Control (CMAC)
- Competence Center for Energy Technology
- Competence Center for Logistics
- Competence Center for Gender & Diversity
- Competence Center for Usability Engineering

Worth knowing

Gender

What socially constructed conceptions of masculinity and femininity shape our expectations, opportunities and behaviours? How can traditional attributions and boundaries in gender relations be overcome?

Diversity

People are not all the same: they can be grouped by age, social and cultural backgrounds, religions and world views, genders and sexual identities, physical abilities, national origins, sexual orientations, and more. Are the members of all these different groups given the chance to flourish as esteemed members of society in equal measure without encountering discrimination?

Gender-equitable writing style

Gender justice depends not least on finding gender-inclusive ways to speak and write.

In German, there are various ways to ensure that nouns used to describe groups of people include woman, man, or all genders. See, for example, Studen*innen, Fach*rechtliche, Part*nahmen, Bewerber/innen, SchülerInnen und Schüler, and Techniker*innen or Techniker*innen. In German, the center uses the underscore or the gender star in the examples that describes not only man and woman, but also individuals who cannot or do not wish to be assigned to either of these genders. You will find further details on our homepage.

Gender-equitable writing in English typically takes a different tack and strives to be inclusive by avoiding emphasis on gender differences. Titles, labels, and names should not indicate differences in sex or gender (e.g. not steward/stewardess or male nurse, but rather flight attendant and nurse). Pseudo-generic terms or forms such as “man” or the pronoun “he” should be avoided. Can you use “human” or “person” instead? “Humankind” rather than “mankind”, for example? Or can you default to the plural to include all genders? Where singular pronouns are strictly necessary, “he or she” may be used. Singular “they” is also acceptable and has, like the underscore or the gender star in the German examples above, the advantage of including people who do not use either pronoun.

© Rawpixel_Ltd/Fotolia.com