

## What we do

### Events

Topics in the field are explored in-depth by different speakers in presentations and workshops at regular intervals. Open and lively discussions of specific topics as well as general conversations about aspects of diversity characterize our events. Events are open to everyone and free of charge. More information about upcoming events is on our website:

[www.th-nuernberg.de/KomGeDi-Veranstaltungsreihe](http://www.th-nuernberg.de/KomGeDi-Veranstaltungsreihe)

If you would like to give a presentation or if you would like to suggest a topic or a speaker, please contact us via e-mail:

E-Mail: [KomGeDi@th-nuernberg.de](mailto:KomGeDi@th-nuernberg.de)

### Research and cooperation projects

Project examples:

- International conference on "Gender and Far Right Politics in Europe"
- Project on "Migration – Bildungsperspektive Hochschule" to recruit more students with migrant family backgrounds to pursue higher education
- Research on aspects of gender-specific communication behavior
- Analysis on the impact of networks to enhance careers
- Survey on gender-specific patient satisfaction
- A sub-project on recruitment and promotion of male care workers

Selected bachelor and master topics:

- The general act on equal treatment (AGG) within personnel recruitment in companies – Example job advertisement
- Women studying STEM subjects – How to make the subjects more attractive using the example of electrical engineering
- HR concept for the 50plus-generation as labor potential in the Nuremberg metropolitan area
- Homeless young people beyond heteronormativity
- Participation of refugees in the Nuremberg area
- Violent girls - development and backgrounds
- Experiences of Afro-German children and young people

## How to contact us

### Contact:

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[www.th-nuernberg.de/KomGeDi](http://www.th-nuernberg.de/KomGeDi)



If you want to join our mailing list to receive information on a regular basis or if you have an interest in cooperating with us on research projects or in professional exchange, please contact us.

## Where to find us

### Directions

The Nuremberg Institute of Technology is located near downtown Nuremberg and is easy to reach via **public transport**.

If arriving by **car** from any direction, follow the signs to downtown ("Centrum") and for university ("Technische Hochschule").

The Competence Center for Gender & Diversity is located at location K at Keßlerplatz.

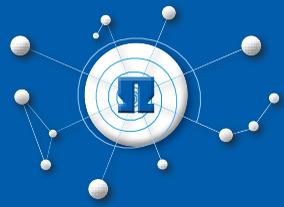


Please visit our website for more information on our campus (maps and directions):

[www.th-nuernberg.de/lageplan](http://www.th-nuernberg.de/lageplan)



# Competence Center for Gender & Diversity



## Who we are

### Nuremberg Institute of Technology

The Nuremberg Institute of Technology - short Nuremberg Tech - is one of the largest universities of applied science in Germany with more than 12,500 students. Its wide range of degree programs and extensive list of areas of specialization are all very application oriented. Twelve Faculties offer undergraduate and graduate degree programs, continuing education certificate programs and integrated or dual programs in over 60 subjects - ranging from engineering to business and from design to social sciences.

The most research-intensive of all Bavarian universities of applied science and leading in third-party funds, Nuremberg Tech maintains excellent ties with local and international companies and is an important driver of innovation in the Nuremberg metropolitan area. The university is a global player - it has more than 150 partnerships with institutions of higher education around the globe. This facilitates international exchange and has also benefited our more than 1,100 foreign students from 96 countries.

### OHM Competence Centers

The increasing dynamics and complexities of innovation create demand for close links between science and business as well as for expertise from other academic disciplines.

In 2011, Nuremberg Tech in conjunction with the Bavarian State Ministry of Education, Science and the Arts first crystallized the need to make the core competencies of the university more accessible to industry and the public sector. The OHM Competence Centers provide access to information and expertise on subjects at the intersection of our faculties' competencies. They have been integrated into the resource landscape of the Nuremberg metropolitan area and have strengthened the ties of the university to regional networks and companies.

The following OHM Competence Centers have been established:

- Center for 3D-Visualizing
- Competence Center for Analytics, Nano- and Materials Technology
- Competence Center for Corporate Development, Management Accounting and Financial Control
- Competence Center for Energy Technology
- Competence Center for Finance
- Competence Center for Gender & Diversity
- Competence Center for Logistics
- Usability Engineering Center
- Environment Institute Neumarkt

## Competence Center for Gender & Diversity: What we are

The Competence Center for Gender & Diversity (KomGeDi) is an interdisciplinary, cross-faculty institution at Nuremberg Tech that addresses issues of gender studies and social diversity within the university internally as well as externally. The center was established on November 16, 2011.

KomGeDi promotes professional exchange within the university, coordinates research projects and organizes events, which are open to the public (e.g. presentations, discussions, workshops).

Additional areas of work are the participation in the development of concepts for Nuremberg Tech, transferring know-how between the competence center and regional partners, and contributing to the national gender and diversity academic field.

### Objectives

Concentrating, generating, and transferring expertise on gender and diversity

- Building empirical and theoretical knowledge by pooling and developing available competences
- Raising awareness about gender justice and the value placed on diversity both on- and off-campus
- Contributing to the development of a coherent policy regarding gender and diversity within the university and beyond

On the basis of human rights, the German Constitution (Grundgesetz), and the General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz), we aim to raise awareness of established discrimination, to contribute to creating equal opportunities and to helping all people to engage in society.

We are working on concepts and tools to promote equal opportunities.

## Our expertise

The heads of KomGeDi have many years of experience in practice, teaching and research. Our interdisciplinary cooperation allows us special insight into the combination of social science and business perspectives. Our student assistants come from very different degree programs such as social work, materials engineering, electrical engineering and business administration.

Within the university, KomGeDi is anchored in the Faculties of Business Administration, of Applied Mathematics, Physics and Humanities, and of Social Sciences. We participate in various university committees and cooperate with the University Service for Equality (Hochschulservice für Gleichstellung), the University Service for Family (Hochschulservice für Familie) and the university's Research Services (Zentralstelle für Wissens- und Technologie-Transfer). Outside Nuremberg Tech, we are connected with various organizations, institutions, companies and individuals in the region as well as with national and international scientific networks.

The center's work to date has focused on the following diversity dimensions and topics:

- Gender realtions
- Migration/ interculturalism/ transculturality
- Age
- Sexual orientation
- Cross- and intersections of these fields (e.g., women + age; diversity management; human rights)

In the future, we expect to expand to other aspects of diversity – such as disability / accessibility, social origin / economic uncertainty.

## Worth knowing

### Gender

What socially constructed notions of masculinity and femininity shape our expectations, opportunities and behaviors? How can traditional attributions and limitations in gender relations be overcome?

### Diversity

People differ: in terms of age, social and cultural backgrounds, religion and ideology, gender or sex, physical abilities, national origin, sexual orientation, etc. Do the members of these groups face and experience the same basic conditions under which they can develop as valued members of society, without experiencing discrimination?

### Gender-equitable writing style

Gender equity can also be expressed in writing or speech. In German, there are various ways to approach some aspects of this issue with regard to nouns: e.g., Studierende, Fachleute, PartnerInnen, Bewerber/innen, Schülerinnen und Schüler, Techniker\_innen. The center uses the underscore notation in German, because it has been designed to account not only for men and women, but also for individuals who either cannot or wish not to be assigned to a gender group. (For details in German, please visit our homepage.)

In English, gender-equitable writing takes a somewhat different approach. Titles, labels and names should be as inclusive as possible and not emphasize differences in sex or gender (not stewardess or male nurse, but rather flight attendant and nurse). Another example is the use of the pseudo-generic terms or forms such as man or he should be avoided. If possible, reformulate to avoid using he entirely, or if not possible, use he and/or she.