

Diversitaet_HfWU \rightarrow base 04.12.2023, 16:52

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Dear students, staff and lecturers,

The atmosphere at our university is important so that everyone has the same opportunities to reach their full potential. At a time when diversity is playing an increasingly important role in society, we see diversity as one of the fundamental pillars of a successful, inclusive and forward-looking educational institution.

That is why we want to find out more about social interaction and diversity at our university. We want to clarify in which areas there is a need for improvement. We understand diversity as multi-dimensional, with various facets such as gender, origin, sexual orientation, socio-economic background, religion, age and individual abilities. The survey is part of the "Semester of Diversity" project, which is funded by the Federal Ministry of Education and Research (www.hfwu.de/forschung-und-transfer/forschungsprofil/emotion/semester-der-diversitaet/).

Your participation in this survey is of great importance, as it helps to make our university a place where diversity is not only celebrated in greetings, but also lived.

This will make us more attractive as a university and employer and secure both our workplace and our future career progression.

Of course, your participation complies with data protection regulations and is voluntary and anonymous. It will take 15-20 minutes to complete the survey. It is not possible to scroll back through the questionnaire.

Thank you for your participation and your commitment to promoting diversity at our university.

Prof. Dr. Barbara Wild and Prof. Dr. Gerhard Pfister

1. WI	1. Which status group at the university do you belong to?		
0	Professor		
\bigcirc	Lecturer		
\bigcirc	Employee		
\bigcirc	Student		
0	None of these status groups		
0	Prefer not to answer		
	Page 04		
2 LI	ow long have you been employed at UfWII2		
J. 110	ow long have you been employed at HfWU?		
0	Less than 4 years		
\bigcirc	4-6 years		
\bigcirc	More than 6 years		
\bigcap	Prefer not to answer		

Page 08
currently?
Page 0
loyment at the HfWU?

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We understand diversity as a multidimensional concept that covers different facets such as gender, origin, age and sexual orientation. This is the topic of the next questions.

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9. How old are you?			
Below 30			
30-50			
Over 50			
O Prefer not to	answer		

11. What is your current gender identity?		
0	Female	
0	Male	
0	Other, namely:	
0	Prefer not to answer	
12. D birth	oes your gender identity correspond to the sex you were assigned at ?	
0	Yes	
\bigcirc	No	
0	Prefer not to answer	
13. V	Vhat is your sexual orientation?	
0	Heterosexual	
\bigcirc	Homosexual	
\bigcirc	Other	
\bigcirc	Is not clear to me at the moment	
\bigcirc	I reject such terms	
0	Prefer not to answer	

14. Do you have a health impairment?		
Yes		
○ No		
I don't know		
Prefer not to answer		

please indicate all of them.		
pleas	Mobility and movement impairment Visual impairment/blindness Hearing impairment/deafness Speech or language impairment Mental impairment/disease (e.g. psychosis, eating disorder, addiction) Chronic physical illness (e.g. asthma, diabetes, rheumatism, MS)	
	Performance disorder (e.g. dyslexia, dyscalculia)	
	Other impairment/disease (e.g. tumour disease, autism)	
	Prefer not to answer	
	low much do you feel restricted in your work or studies because of the irment?	
\bigcirc	Not at all	
\bigcirc	Somewhat	
0	Severely	
Ō	Very severely	
0	Prefer not to answer	

15. Which health impairment do you have? If several answers apply to you,

17. What is your highest school-leaving qualification?		
0	No school-leaving qualification	
\bigcirc	Secondary school diploma	
\bigcirc	Secondary school diploma with at least 10 years of schooling	
0	Abitur or similar higher education entrance qualification (at least twelve years of schooling)	
0	Prefer not to answer	
18. V	Vhat is your highest professional qualification?	
\bigcirc	Apprenticeship/skilled worker qualification	
0	Graduation from a technical school, vocational school, vocational or technical academy	
\bigcirc	Degree from a PH/HAW (teacher training college or university of applied sciences)	
0	Degree from a university/art college	
\bigcirc	Doctoral thesis	
\bigcirc	Habilitation	
\bigcirc	Without vocational qualification	
\bigcirc	Other, namely:	
	Prefer not to answer	

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Which religion or denomination do vou feel vou belong to?	
None	
Christian	
Muslim	
Jewish	
Buddhist	
Others, namely:	
Prefer not to answer	
	Christian Muslim Jewish Buddhist Others, namely:

21. V	21. What nationality(ies) do you have?		
0	I have German citizenship.		
0	I have German and a foreign citizenship.		
\bigcirc	I have a foreign citizenship.		
0	I am stateless.		
0	Prefer not to answer		
	Were you, one of your parents or both parents born outside Germany uding the former GDR)?		
Plea	se assume the country borders at the time of your birth.		
0	Yes		
\bigcirc	No		
0	Prefer not to answer		
	Page 20		
23. V GDR	Who in your family was born outside Germany (including the former)?		
	se assume the country borders at the time of your birth. If several vers apply to you, please indicate all of them.		
	Myself		
	Mother		
	Father		
	Prefer not to answer		

Country of birth	
O Prefer not to	answer
	Page 22
25. In which cour using the current	ntry was your mother born? Please state the country of birth name.
Mother's country of birth	
O Prefer not to	answer
	Page 23
26. In which cour using the current	ntry was your father born? Please enter the country of birth name.
Father's country of birth	
O Prefer not to	answer

24. In which country were you born? Please enter your country of birth using

the current name.

cmianooa?	
Language at home	
O Prefer not to	answer
28. What languag (e.g. friends)?	e was predominantly spoken in your childhood environmen
Language in the environment	
O Prefer not to	answer
29. What languag	e do you mainly speak in your everyday life now?
Current language in	

everyday life

Prefer not to answer

27. What language did you predominantly speak with your parents in your

30. \	What is the highest school-leaving qualification of your mother?
0	No school-leaving qualification
0	Secondary school diploma
\bigcirc	Secondary school diploma with at least 10 years of schooling
0	Abitur or similar higher education entrance qualification (at least twelve years of schooling)
0	I don't know
	Prefer not to answer
\cup	
O	
31. V	What is the highest school-leaving qualification of your father?
31. V	What is the highest school-leaving qualification of your father? No school-leaving qualification
31. V	
31. V	No school-leaving qualification
31. V	No school-leaving qualification Secondary school diploma
31. V	No school-leaving qualification Secondary school diploma Secondary school diploma with at least 10 years of schooling Abitur or similar higher education entrance qualification (at least twelve

\bigcirc	Apprenticeship/skilled worker qualification
0	Graduation from a technical school, vocational school, vocational or technical academy
0	Graduation from a technical school, vocational school, vocational or technical academy
0	Degree from a University/PH/HAW (teacher training college or university of applied sciences)
\bigcirc	Doctoral thesis
0	Habilitation
\bigcirc	Without vocational qualification
\bigcirc	I don't know
	Drofor not to answer
\bigcirc	Freier not to answer
0	Prefer not to answer
0	
33. V	What is the highest vocational qualification of your father?
33. \	
33. V	What is the highest vocational qualification of your father?
33. V	What is the highest vocational qualification of your father? Apprenticeship/skilled worker qualification Graduation from a technical school, vocational school, vocational or
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32. What is the highest vocational qualification of your mother?

\bigcirc	Worker
\bigcirc	Public sector employee
\bigcirc	Private enterprise employee
\bigcirc	Civil servant
\bigcirc	Professional soldier
\bigcirc	Academic in a freelance profession (doctor, lawyer, tax consultant, etc.)
\bigcirc	Farmer
\bigcirc	Self-employed in trade, commerce, crafts, industry or with services
\bigcirc	Unable to classify
	Prefer not to answer
\cup	
O	
O	
	Please classify the current or most recent occupation of your father
	Please classify the current or most recent occupation of your father rding to the following range of occupational positions
	rding to the following range of occupational positions
	rding to the following range of occupational positions Worker
	rding to the following range of occupational positions Worker Public sector employee
	Worker Public sector employee Private enterprise employee
	Worker Public sector employee Private enterprise employee Civil servant
	Worker Public sector employee Private enterprise employee Civil servant Professional soldier
	Worker Public sector employee Private enterprise employee Civil servant Professional soldier Academic in a freelance profession (doctor, lawyer, tax consultant, etc.)
	Worker Public sector employee Private enterprise employee Civil servant Professional soldier Academic in a freelance profession (doctor, lawyer, tax consultant, etc.) Farmer

34. Please classify the current or most recent occupation of your mother

according to the following range of occupational positions

How do you feel at HfWU? Where do you see a need for action? Have you experienced discrimination?

Your opinion is needed here in order to be able to assess which areas the university should pay particular attention to.

36. Perception of coexistence and well-being

I feel good at HfWU.	
	Prefer not to answer
Agree completely	Do not agree at all
I feel connected to HfWU.	
	Prefer not to answer
Agree completely	Do not agree at all
I participate in the social life of HfWU.	
	Prefer not to answer
Agree completely	Do not agree at all
I feel safe at HfWU.	
	Prefer not to answer
Agree completely	Do not agree at all
All in all, I can recommend HfWU as an	institution.
	Prefer not to answer
Agree completely	Do not agree at all

37. Satisfaction at work

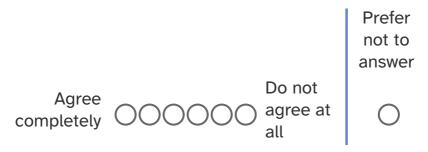
When I think of all my achieve	nents and efforts,	, I consider the	e recognition I h	ave
received to be appropriate.				



When I think of all my achievements and efforts, I consider my personal prospects to be adaequate.



When I think of all my achievements, I consider my salary/wage to be appropriate.



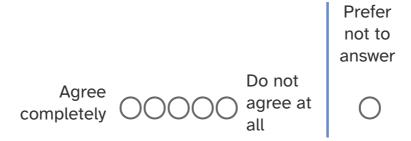
38. Burdens at work.

To what extent does the following burden you?

I am often under time pressure.	
	Prefer not to answer
Agree completely OOOOO agree	
I am often interrupted and disturbed while working.	
	Prefer not to answer
Agree Completely OOOOO agree	
I am experiencing – or expecting – a deterioration is	n my work situation.
	Prefer not to answer
Agree completely OOOOO agree	
My own job is at risk.	
	Prefer not to answer
Agree Completely OOOOO agree	
	ı

42. Climate of diversity

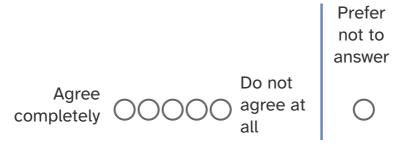
HfWU is committed to the diversity of its members and associates and sees this diversity as enriching. It is my experience that people in my working environment, e.g. my colleagues, superiors and supervisors, share this view.



In my direct working environment, employees are encouraged and supported with consideration of their personal characteristics (e.g. age, gender, skin color, health status, life and family models, ethnic, national, social or economic backgrounds, gender identities or sexual orientation).



In my direct working environment, no one is treated unfairly because of their personal characteristics (e.g. age, gender, skin color, health status, life and family models, ethnic, national, social or economic background, gender identity or sexual orientation).



45. Have you witnessed discrimination at HfWU without being affected by it yourself?

If you have observed discrimination with different characteristics, please indicate the frequency. If you can think of other areas, you can note these in the text field. It is not always clear what happened. Then indicate what you suspect.

Please select an answer for all points.

Due to ascrib	ed ethnicit	У			
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
0	0	0	\bigcirc	0	0
Due to gende	r				
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
0	0	\circ	\bigcirc	0	0
Due to sexual	orientatio	n			
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
0	\bigcirc	\circ	\bigcirc	0	0
Due to age					
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\bigcirc	0	\bigcirc	\bigcirc	\circ	0
Due to social	backgroun	nd			
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
0	\circ	\bigcirc	\bigcirc	0	0
Due to politic	al views				
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer

\bigcirc	\bigcirc	\bigcirc	\bigcirc	0	0
Due to parenth	nood				
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\bigcirc	\bigcirc	\bigcirc	\circ	\circ	0
Due to regiona	al origin				
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\bigcirc	\bigcirc	\circ	\bigcirc	0	0
Due to German	n languag	e skills			
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\circ	\circ	\circ	\bigcirc	0	0
Due to a disab	oility				
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\bigcirc	\bigcirc	\circ	\bigcirc	0	0
Due to religior	n/religious	practice			
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\circ	\bigcirc	\circ	\bigcirc	0	0
Other:					

46. Have you yourself experienced discrimination at HfWU? If you have been discriminated against because of different characteristics, please indicate the frequency. If you can think of other areas, please note them in the text field.

Due to ascrib	ed ethnicit	Y			
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\bigcirc	0	\circ	0	\circ	0
Due to gende	er				
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
0	\circ	\circ	\bigcirc	0	0
Due to sexua	l orientatio	n			
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\bigcirc	0	\circ	\bigcirc	0	0
Due to age					
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
0	\circ	\bigcirc	\bigcirc	0	0
Due to social	backgroun	nd			
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\bigcirc	\circ	\circ	\bigcirc	\circ	0
Due to politic	al views				
Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
\circ	\bigcirc	\circ	\bigcirc	0	0

Due to parenthood I can't Prefer not to Several times estimate this Once Regularly Never answer Due to regional origin I can't Prefer not to Never Once Several times Regularly estimate this answer Due to German language skills I can't Prefer not to Several times estimate this Never Once Regularly answer Due to a disability I can't Prefer not to estimate this Several times Never Once Regularly answer Due to religion/religious practice

Never

Other:

Once

Several times

Regularly

I can't

estimate this

Prefer not to

answer

47. Which form of discrimination do you personally feel most burdened by? Discrimination because of...

0	ethnicity
0	gender
0	sexual orientation
0	age
\bigcirc	social background
0	political views
\bigcirc	parenthood
0	regional origin
\bigcirc	German language skills
\bigcirc	disability
0	religion/religious practice
\bigcirc	All equally serious
0	I don't know
0	Prefer not to answer

Mult	iple entries possible.
	Student
\Box	Professor
	Lecturer
	Administrative staff
	Material conditions/technical equipment
	Procedures/regulations
	Other(s), namely:
Ш	
	Prefer not to answer
Mult	iple entries possible. Infrastructure (buildings, paths, access, aids etc.)
	Teaching: What the lecturers said
	Teaching: Discussion
	Teaching: Design of teaching materials
- 1 - 1	Teaching: Design of teaching materials
	Teaching: Design of teaching materials Teaching: Other
	Teaching: Design of teaching materials
	Teaching: Design of teaching materials Teaching: Other Teaching context (office hours, conversations in the corridors, etc.)
	Teaching: Design of teaching materials Teaching: Other Teaching context (office hours, conversations in the corridors, etc.) Organisation/administration
	Teaching: Design of teaching materials Teaching: Other Teaching context (office hours, conversations in the corridors, etc.) Organisation/administration Leisure/sports activities at the university
	Teaching: Design of teaching materials Teaching: Other Teaching context (office hours, conversations in the corridors, etc.) Organisation/administration Leisure/sports activities at the university Awarding of jobs/internships/scholarships

48. Who or what was responsible for your discrimination?

50. Gender and diversity competence means that all people are recognised and valued regardless of characteristics such as gender, nationality, ethnic origin, religion or belief, disability, age, sexual orientation and identity. In a climate of acceptance and mutual trust, a barrier- and discrimination-sensitive learning and working environment is developed in which the diverse potentials of all are promoted.

In your opinion, how important are competences in the area of gender and diversity in your everyday professional life or everyday study life?

\bigcirc	Important
\bigcirc	Rather important
\bigcirc	Rather unimportant
\bigcirc	Unimportant
\bigcirc	I don't know
0	Prefer not to answer
51. V	Vould vou vourself like to have more knowledge and competence in
	Vould you yourself like to have more knowledge and competence in ler and diversity issues?
	ler and diversity issues?
	ler and diversity issues? Yes
	ler and diversity issues?
	ler and diversity issues? Yes

52. Would you like your teachers or supervisors to have more knowledge and competence in gender and diversity issues?
○ Yes
No I don't know
Prefer not to answer

53. Diversity on campus

	Not at all true	Not really true	True	Completely true	Prefer not to answer
All in all, all members of our university, regardless of certain personal characteristics, are respected and recognised.	0	0	0	0	0
At the HfWU, there is currently a concrete need to take measures to take measures against discrimination.	0	0	0	0	0
I have the feeling that I have to pretend in order to be respected on campus.	0	0	0	0	0
There should be more offers at HfWU such as training and workshops on diversity.	0	0	0	0	0
The self- management of students (e.g. in the student council) should be promoted more strongly.	0	0	0	0	0

56.	There ar	e various	counselling	services	for	HfWU	employees.	Which	ones
do	you know	?							

If you would like to familiarise yourself with the offers, you will find all the links at the end of the survey.

Contact persons for anti-discrimination
Contact persons for questions related to sexual harassment
Equal Opportunities Officer
Diversity Officer
Equal Opportunities Officer
International Office
Teaching Competence Centre
Staff Council (Personalrat)
Psychological counselling centres in Nürtingen or Geislingen
Officer for equality and family-friendly work and study conditions
Representative body for severely disabled persons
Prefer not to answer

57. Which counselling services have you already used?

If you would like to familiarise yourself with the offers, you will find all the links at the end of the survey.

Contact persons for anti-discrimination
Contact persons for questions related to sexual harassment
Equal Opportunities Officer
Diversity Officer
Equal Opportunities Officer
International Office
Teaching Competence Centre
Staff Council (Personalrat)
Psychological counselling centres in Nürtingen or Geislingen
Officer for equality and family-friendly work and study conditions
Representative body for severely disabled persons
Prefer not to answer

Thank you very much for your participation.

Here you will find all the links to the counselling services for HfWU employees:

Contact persons for anti-discrimination

Contact persons for questions related to sexual harassment

Equal Opportunities Representative

Diversity Officer

Equal Opportunities Officer

International Office

Teaching Competence

Centre Staff Council (Personalrat)

Psychological counselling centres in Nürtingen or Geislingen

Officer for equality and family-friendly work and study conditions

Representative body for severely disabled persons

Last Page

Thank you for your participation!

We would like to thank you very much for your help.

Your answers have been saved, you can now close the browser window.

Dr. Charlotte Kempf, Hochschule für Wirtschaft und Umwelt Nürtingen-Geislingen – 2023