

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. Which status group at the university do you belong to?

- ☐ Professor
- ☐ Lecturer
- ☐ Employee
- ☐ Student
- ☐ None of these status groups

☐ Prefer not to answer

3. How long have you been employed at HfWU?

- ☐ Less than 4 years
- ☐ 4-6 years
- ☐ More than 6 years

☐ Prefer not to answer

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.

9. How old are you?

☐ Below 30

☐ 30-50

☐ Over 50

☐ Prefer not to answer

11. What is your current gender identity?

☐ Female

☐ Male

☐ Other, namely:

☐ Prefer not to answer

12. Does your gender identity correspond to the sex you were assigned at birth?

☐ Yes

☐ No

☐ Prefer not to answer

13. What is your sexual orientation?

☐ Heterosexual

☐ Homosexual

☐ Other

☐ Is not clear to me at the moment

☐ I reject such terms

☐ Prefer not to answer

14. Do you have a health impairment?

- ☐ Yes
 - ☐ No
 - ☐ I don't know
-
- ☐ Prefer not to answer

15. Which health impairment do you have? If several answers apply to you, please indicate all of them.

- ☐ 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

16. How much do you feel restricted in your work or studies because of the impairment?

- ☐ Not at all
- ☐ Somewhat
- ☐ Severely
- ☐ Very severely

☐ Prefer not to answer

17. What is your highest school-leaving qualification?

- ☐ 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 years of schooling)
-
- ☐ Prefer not to answer

18. What is your highest professional qualification?

- ☐ Apprenticeship/skilled worker qualification
 - ☐ Graduation from a technical school, vocational school, vocational or technical academy
 - ☐ Degree from a PH/HAW (teacher training college or university of applied sciences)
 - ☐ Degree from a university/art college
 - ☐ Doctoral thesis
 - ☐ Habilitation
 - ☐ Without vocational qualification
 - ☐ Other, namely:
-
- ☐ Prefer not to answer

20. Which religion or denomination do you feel you belong to?

- ☐ None
- ☐ Christian
- ☐ Muslim
- ☐ Jewish
- ☐ Buddhist

Others, namely:

☐

-
- ☐ Prefer not to answer

21. What nationality(ies) do you have?

- ☐ I have German citizenship.
 - ☐ I have German and a foreign citizenship.
 - ☐ I have a foreign citizenship.
 - ☐ I am stateless.
-
- ☐ Prefer not to answer

22. Were you, one of your parents or both parents born outside Germany (including the former GDR)?

Please assume the country borders at the time of your birth.

- ☐ Yes
 - ☐ No
-
- ☐ Prefer not to answer

23. Who in your family was born outside Germany (including the former GDR)?

Please assume the country borders at the time of your birth. If several answers apply to you, please indicate all of them.

- ☐ Myself
 - ☐ Mother
 - ☐ Father
-
- ☐ Prefer not to answer

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

Country of
birth

☐ Prefer not to answer

25. In which country was your mother born? Please state the country of birth using the current name.

Mother's
country of birth

☐ Prefer not to answer

26. In which country was your father born? Please enter the country of birth using the current name.

Father's
country of birth

☐ Prefer not to answer

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

Language at
home

☐ Prefer not to answer

28. What language was predominantly spoken in your childhood environment (e.g. friends)?

Language in
the
environment

☐ Prefer not to answer

29. What language do you mainly speak in your everyday life now?

Current
language in
everyday life

☐ Prefer not to answer

30. What is the highest school-leaving qualification of your mother?

- ☐ 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 years of schooling)
 - ☐ I don't know
-
- ☐ Prefer not to answer

31. What is the highest school-leaving qualification of your father?

- ☐ 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 years of schooling)
 - ☐ I don't know
-
- ☐ Prefer not to answer

32. What is the highest vocational qualification of your mother?

- ☐ Apprenticeship/skilled worker qualification
 - ☐ Graduation from a technical school, vocational school, vocational or technical academy
 - ☐ Graduation from a technical school, vocational school, vocational or technical academy
 - ☐ Degree from a University/PH/HAW (teacher training college or university of applied sciences)
 - ☐ Doctoral thesis
 - ☐ Habilitation
 - ☐ Without vocational qualification
 - ☐ I don't know
-
- ☐ Prefer not to answer

33. What is the highest vocational qualification of your father?

- ☐ Apprenticeship/skilled worker qualification
 - ☐ Graduation from a technical school, vocational school, vocational or technical academy
 - ☐ Graduation from a technical school, vocational school, vocational or technical academy
 - ☐ Degree from a University/PH/HAW (teacher training college or university of applied sciences)
 - ☐ Doctoral thesis
 - ☐ Habilitation
 - ☐ Without vocational qualification
 - ☐ I don't know
-
- ☐ Prefer not to answer

34. Please classify the current or most recent occupation of your mother according to the following range of occupational positions

- ☐ Worker
- ☐ Public sector employee
- ☐ Private enterprise employee
- ☐ Civil servant
- ☐ Professional soldier
- ☐ Academic in a freelance profession (doctor, lawyer, tax consultant, etc.)
- ☐ Farmer
- ☐ Self-employed in trade, commerce, crafts, industry or with services
- ☐ Unable to classify

☐ Prefer not to answer

35. Please classify the current or most recent occupation of your father according to the following range of occupational positions

- ☐ Worker
- ☐ Public sector employee
- ☐ Private enterprise employee
- ☐ Civil servant
- ☐ Professional soldier
- ☐ Academic in a freelance profession (doctor, lawyer, tax consultant, etc.)
- ☐ Farmer
- ☐ Self-employed in trade, commerce, crafts, industry or with services
- ☐ Unable to classify

☐ Prefer not to answer

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.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

I feel connected to HfWU.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

I participate in the social life of HfWU.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

I feel safe at HfWU.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

All in all, I can recommend HfWU as an institution.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

37. Satisfaction at work

When I think of all my achievements and efforts, I consider the recognition I have received to be appropriate.

Agree completely	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Do not agree at all	Prefer not to answer
			<input type="radio"/>

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

Agree completely	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Do not agree at all	Prefer not to answer
			<input type="radio"/>

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

Agree completely	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>	Do not agree at all	Prefer not to answer
			<input type="radio"/>

38. Burdens at work.

To what extent does the following burden you?

I am often under time pressure.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

I am often interrupted and disturbed while working.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

I am experiencing – or expecting – a deterioration in my work situation.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

My own job is at risk.

Agree completely

☐☐☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

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.

Agree completely

☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

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).

Agree completely

☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

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).

Agree completely

☐☐☐☐☐☐

Do not agree at all

Prefer not to answer

☐

44. In your opinion, to what extent are the following aspects implemented in your teaching?

I provide information about counselling services at the university.

- ☐ Much too little
 - ☐ Rather too little
 - ☐ Just right
 - ☐ Rather too much
 - ☐ Much too much
 - ☐ I don't know
-

☐ Prefer not to answer

I offer opportunities to discuss individual problems and concerns.

- ☐ Much too little
 - ☐ Rather too little
 - ☐ Just right
 - ☐ Rather too much
 - ☐ Much too much
 - ☐ I don't know
-

☐ Prefer not to answer

I am sensitive to discrimination and work against it

- ☐ Much too little
 - ☐ Rather too little
 - ☐ Just right
 - ☐ Rather too much
 - ☐ Much too much
 - ☐ I don't know
-

☐ Prefer not to answer

My teaching materials and examples portray people with diverse characteristics and do not stereotype them.

- ☐ Much too little
 - ☐ Rather too little
 - ☐ Just right
 - ☐ Rather too much
 - ☐ Much too much
 - ☐ I don't know
-

☐ Prefer not to answer

My teaching materials contain gender-sensitive language (no exclusive use of masculine form).

- ☐ Much too little
 - ☐ Rather too little
 - ☐ Just right
 - ☐ Rather too much
 - ☐ Much too much
 - ☐ I don't know
-

☐ Prefer not to answer

My teaching provides skills in dealing with people with diverse characteristics.

- ☐ Much too little
 - ☐ Rather too little
 - ☐ Just right
 - ☐ Rather too much
 - ☐ Much too much
 - ☐ I don't know
-

☐ Prefer not to answer

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 ascribed ethnicity

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to gender

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to sexual orientation

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to age

☐ Never
 ☐ Once
 ☐ Several times
 ☐ Regularly
 ☐ I can't estimate this
 ☐ Prefer not to answer

Due to social background

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to political views

Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
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☐☐☐☐☐☐

Due to parenthood

Never

Once

Several times

Regularly

I can't
estimate this

Prefer not to
answer

☐☐☐☐☐☐

Due to regional origin

Never

Once

Several times

Regularly

I can't
estimate this

Prefer not to
answer

☐☐☐☐☐☐

Due to German language skills

Never

Once

Several times

Regularly

I can't
estimate this

Prefer not to
answer

☐☐☐☐☐☐

Due to a disability

Never

Once

Several times

Regularly

I can't
estimate this

Prefer not to
answer

☐☐☐☐☐☐

Due to religion/religious practice

Never

Once

Several times

Regularly

I can't
estimate this

Prefer not to
answer

☐☐☐☐☐☐

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 ascribed ethnicity

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to gender

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to sexual orientation

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to age

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to social background

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to political views

Never Once Several times Regularly I can't estimate this Prefer not to answer

☐ ☐ ☐ ☐ ☐ ☐

Due to parenthood

Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Due to regional origin

Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Due to German language skills

Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Due to a disability

Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Due to religion/religious practice

Never	Once	Several times	Regularly	I can't estimate this	Prefer not to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other:

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

Discrimination because of...

- ☐ ...ethnicity
- ☐ ...gender
- ☐ ...sexual orientation
- ☐ ...age
- ☐ ...social background
- ☐ ...political views
- ☐ ...parenthood
- ☐ ...regional origin
- ☐ ...German language skills
- ☐ ...disability
- ☐ ...religion/religious practice
- ☐ All equally serious
- ☐ I don't know

☐ Prefer not to answer

48. Who or what was responsible for your discrimination?

Multiple entries possible.

- ☐ Student
- ☐ Professor
- ☐ Lecturer
- ☐ Administrative staff
- ☐ Material conditions/technical equipment
- ☐ Procedures/regulations
- ☐ Other(s), namely:

- ☐ Prefer not to answer

49. In what context did your discrimination take place?

Multiple entries possible.

- ☐ Infrastructure (buildings, paths, access, aids etc.)
- ☐ Teaching: What the lecturers said
- ☐ Teaching: Discussion
- ☐ 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
- ☐ Other, namely:

- ☐ Prefer not to answer

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?

- ☐ Important
 - ☐ Rather important
 - ☐ Rather unimportant
 - ☐ Unimportant
 - ☐ I don't know
-
- ☐ Prefer not to answer

51. Would you yourself like to have more knowledge and competence in gender and diversity issues?

- ☐ Yes
 - ☐ No
 - ☐ I don't know
-
- ☐ Prefer not to answer

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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At the HfWU, there is currently a concrete need to take measures to take measures against discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the feeling that I have to pretend in order to be respected on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There should be more offers at HfWU such as training and workshops on diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The self-management of students (e.g. in the student council) should be promoted more strongly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

56. There are 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](#)

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.