

# **Gender Equality Award 2025 of the University of Münster**

The Gender Equality Award of 2025 is awarded by the Rectorate of the University of Münster. The award is endowed with €20,000 and can be divided among multiple winners. It distinguishes outstanding projects and measures dedicated to the advancement of women and the promotion of equal opportunities for women and men in all member groups of the University of Münster. Please refer to the following guidelines for details on how to apply and how the prize is awarded.

## **Award Guidelines for the Gender Equality Award 2025**

### **1. What is the purpose and endowment of the Gender Equality Award 2025?**

#### **I Object of the Award**

The University of Münster awards the Gender Equality Award to distinguish outstanding projects and measures dedicated to the advancement of women and the promotion of equal opportunities for both women and men. The prize is intended to recognise and support projects and structural measures undertaken by all member groups represented at the University.

#### **II Amount and Allocation of the Award**

The prize is endowed with €20,000 and can also be divided between multiple winners. It is awarded every two years by the Rector to individual members, groups of members, working areas, institutions, departments or faculties of the University of Münster.

### **2. Who and what can be awarded?**

#### **III Measures and Projects Worthy of Distinction**

The award is intended to promote projects and measures which:

- can only be implemented with the support of the award money.
- have already been carried out or initiated and can be repeated or continued with the help of the award money.
- have already been completed (but no longer than two years prior) on the condition that the award money is reinvested for gender equality projects or measures.

The Gender Equality Award can be awarded to distinguish:

- measures that promote women by reducing existing disadvantages.
- measures that improve the compatibility of work and family for women and men (e.g. to increase the proportion of fathers who take parental leave).
- measures that raise awareness of gender equality issues or enhance the gender competence of employees and/or students.
- measures or projects designed to increase the number of women at qualification levels where women are underrepresented.
- measures or projects designed to increase the number of women students in programmes with a low percentage of women.

- measures that improve the study situation of student parents.
- measures that improve working conditions and workplace design in workplaces with predominantly female employees.
- networks that provide advice and information to women.
- measures that promote the safety of women.

The award cannot be used to distinguish outstanding research achievements carried out by faculty members and academic staff.

## IV Further Information

### 3. Who can submit a nomination?

All members and affiliates of the University have the right to submit a nomination.

### 4. What formalities must be observed?

Nominations and applications must be submitted in writing, informally, in single copy via in-house mail, as well as electronically via email. They must be justified in detail and signed. The justification must include a description of the measures and their results, or alternatively, the project and its objectives, which merit recognition. Additionally, the nomination must include a maximum two-year timeline for the implementation of the measures/project and corresponding cost and finance plan.

### 5. How and by when should the nominations be submitted?

Nominations and applications should be submitted to the principal Equal Opportunity Officer of the University of Münster, Dr Bente Lucht, Georgskommende 26, 48143 Münster. Electronic submissions should be sent via email to: [gleichstellungsbeauftragte@uni-muenster.de](mailto:gleichstellungsbeauftragte@uni-muenster.de).

**The application deadline is 15 September 2025.**

### 6. Who decides on the award and how is it presented?

Award decisions are made by the selection committee, consisting of the Rector, the principal Equal Opportunity Officer and the chair of the Equal Opportunity Committee by virtue of their office, as well as four additional members of the Equal Opportunity Committee, appointed amongst themselves. These additional members are to consist of one representative each from the group of professors, the group of academic staff, the group of students and the group of non-academic staff. The chair is elected by the committee members.

The awarded individuals or groups will be publicly announced by the Rector of the University of Münster. The award will be presented by the Rector at the New Year's reception.

### 7. Reports

For ongoing and future projects, a report must be submitted upon completion (i.e. no later than December 2027) to the Equal Opportunity Committee and the principal Equal Opportunity Officer.