



**UNIVERSITY OF MUNSTER WWU  
DEPARTMENT OF INFORMATION SYSTEMS**

**GERMANY**

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**NATIONAL MINI REPORT  
CURRENT GENDER DISTRIBUTION**



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 710549.

## Westfälische Wilhelms- Universität Münster (WWU)

### the Department of Information Systems



According to the Global Gender Gap Report (2015)<sup>1</sup>, Germany takes 11<sup>th</sup> place out of 145 analysed countries in the global ranking for “gender gaps on economic, political, education and health criteria”. It means that Germany is among the world top countries that managed to close substantially the overall gender gap, namely 77.9% of it. However, according to the She Figures 2015 report<sup>2</sup>, in 2012 (the latest statistics available) Overall situation in Germany

**Germany had one of the lowest overall share of female researchers in the European Union (EU), namely 26.8% (even though this share had raised by 8.3% since 2005).** Female researchers in Germany among other EU countries

The proportion of women academic staff amongst grade A positions (Habilitation or professorship), although improved slightly since 2010 (14.6%), also remained in 2013 one of **the lowest in the EU (17.3%)**. The lowest share of **female researchers** in Germany is observed in **the Engineering and Technology field** (14% in 2005; 19% in 2012), meaning that interventions in this field are especially needed. Engineering and technology share.

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<sup>1</sup> World Economic Forum (2015). Global Gender Gap Report 2015. Available online at <http://www3.weforum.org/docs/GGGR2015/cover.pdf>

<sup>2</sup> European Commission (2015). She Figures - Gender in Research and Innovation: Statistics and Indicators. Available online at [https://ec.europa.eu/research/swafs/pdf/pub\\_gender\\_equality/she\\_figures\\_2015-final.pdf](https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf)



## Check the national regulations on Gender Equality in Germany

The main **laws and regulations**, which are focused on promotion of gender equality in Germany, are as follows:

### The Basic Law for the Federal Republic of Germany, Article 3: “Equality before the law”

- German: *Grundgesetz für die Bundesrepublik Deutschland*
- Full text in English (official translation) can be found at <https://www.btg-bestellservice.de/pdf/80201000.pdf>

### The Cabinet resolution of 23 June 1999: “Gender equality as universal guiding principle of the Federal Government”

- The resolution was the starting point for several subsequent federal laws on gender equality

### Joint Rules of Procedure of the Federal Ministries (2000)

- German: *Gemeinsame Geschäftsordnung (GGO)*
- Full text in English (official translation) can be found at [http://www.bmi.bund.de/cae/servlet/contentblob/150474/publicationFile/13399/Moderner Staat - Moderne Id 23340 de.pdf](http://www.bmi.bund.de/cae/servlet/contentblob/150474/publicationFile/13399/Moderner_Staat_-_Moderne_Id_23340_de.pdf)

### Coalition Agreements between the leading parties (since 2002)

- In 2002: Between the parties SPD (the Social Democratic Party) and Bündnis 90 (the Green Party), Chapter VII: “Equal treatment of women and men”
  - German: *Koalitionsvertrag 2002 – 2006: Erneuerung – Gerechtigkeit – Nachhaltigkeit*
  - Full text in German can be found at <https://www.nachhaltigkeit.info/media/1248173898php7wc9Pc.pdf>

### General Act on Equal Treatment (2006)

- Alternative title: Act Implementing European Directives Putting into Effect the Principle of Equal Treatment
- German: *Allgemeines Gleichbehandlungsgesetz (AGG)*
- Full text in English (official translation) can be found at [http://www.agg-ratgeber.de/files/pdf/AGG\\_en.pdf](http://www.agg-ratgeber.de/files/pdf/AGG_en.pdf)

### Federal Act on Gender Equality (2015)

- Alternative title: Act on Equality between Women and Men in the Federal Administration and in Federal Enterprises and Courts



- German: *Gesetz für die Gleichstellung von Frauen und Männern in der Bundesverwaltung und in den Unternehmen und Gerichten des Bundes* or *Bundesgleichstellungsgesetz* (BGleig)
- Substituted the earlier related laws: *Frauenfördergesetz* (1994) and *Bundesgleichstellungsgesetz* (2001)
- Full text in English (official translation) can be found at [https://www.gesetze-im-internet.de/englisch\\_bgleig/index.html](https://www.gesetze-im-internet.de/englisch_bgleig/index.html)

The **main governmental bodies** responsible for promotion of gender equality in Germany are as follows:

Within the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (established in 1972), German: *Bundesministerium für Familie, Senioren, Frauen und Jugend*

- The Department for Gender Equality/Equal Opportunities (established in 1986; consists of 10 units)
- “Gender Mainstreaming” Inter-Ministry Working Group of the Federal Government under the leadership of the Secretary of State (established in 2000)

#### All federal ministries have equal opportunity commissioners

Examples of the programmes promoting gender equality in Germany on the national level are as follows:

- The Conference of Ministers for Gender Equality and Women’s Affairs (since 1991)
  - German: *Konferenz der Gleichstellungs- und Frauenministerinnen und -minister, -senatorinnen und -senatoren der Länder*
  - The website is accessible at [www.gleichstellungsministerkonferenz.de](http://www.gleichstellungsministerkonferenz.de)
- The “Modern State – Modern Administration” programme (since 1999)
  - German: *Moderner Staat – Moderne Verwaltung*
  - Full text in English of the initial brochure (official translation) can be downloaded from [http://www.bmi.bund.de/SharedDocs/Downloads/EN/Broschueren/1999/Modern State - Modern Administration Id 20537 en.html?nn=3867470](http://www.bmi.bund.de/SharedDocs/Downloads/EN/Broschueren/1999/Modern%20State%20-%20Modern%20Administration%20Id%2020537%20en.html?nn=3867470)
- Initiatives of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth
  - Website (since 2002), accessible at [www.bmfsfj.de](http://www.bmfsfj.de)
  - Funding of the Gender Competence Center at the Humboldt University in Berlin (since 2003)
    - German: *GenderKompetenzZentrum*
    - The website is accessible at [www.genderkompetenzzentrum.de](http://www.genderkompetenzzentrum.de)

Regular reports on gender equality between women and men in Germany (since 2005)



Germany is a federal republic consisting of sixteen federal states. Each state, in addition to complying with the national laws, might have own gender equality laws. For examples, a state can have a tailored gender equality strategy and a corresponding gender-mainstreaming plan to be implemented. Each state ministry has a department or a unit for gender equality, a list of all regional bodies can be found at <http://eige.europa.eu/gender-mainstreaming/countries/germany/structures>. For example, in the state North Rhine-Westphalia, where the WWU is located, there is a Department for Equalities at the Ministry of Health, Equalities, Care and Ageing (German: *Ministerium für Gesundheit, Emanzipation, Pflege und Alter des Landes Nordrhein-Westfalen*).

The European Institute for Gender Equality (EIGE) provided an overview of legal provisions and policy frameworks, as well concrete examples of practices, for promoting gender equality in Germany, which can be found at <http://eige.europa.eu/gender-mainstreaming/countries/germany>.

Further information about the development of Gender Mainstreaming at federal level in Germany can be found at <http://www.genderkompetenz.info/eng/gender-competence-2003-2010/Gender%20Mainstreaming/Bases/history/federal.html>

## Statistics on gender and gender disaggregated data

The Department of Information Systems at the WWU ([www.wi.uni-muenster.de](http://www.wi.uni-muenster.de)) is one of the Research Performing Organizations (RPOs) within the EQUAL-IST project. The Department belongs to the University of Münster's School of Business and Economics (MSBE, German: *Fachbereich 04 - Wirtschaftswissenschaftliche Fakultät*, FB4, [www.wiwi.uni-muenster.de](http://www.wiwi.uni-muenster.de)) – one of the 15 faculties at the WWU.

## Statistics on the Gender Distribution among Students and Staff Members at the WWU and its faculties

The Equal Opportunities Office at the WWU (German: *Büro der Gleichstellungsbeauftragten der WWU*, [www.uni-muenster.de/Gleichstellung](http://www.uni-muenster.de/Gleichstellung)) provides public access to comprehensive statistics on the gender distribution among students and staff members at the WWU as a whole, as well as at each of its faculties, in particular at the MSBE.

The following Statistics on the Gender Distribution is available for (I) the years 2003-2007 ([http://www.uni-muenster.de/imperia/md/content/gleichstellung/statistik-brosch\\_re-2003-2007-web.pdf](http://www.uni-muenster.de/imperia/md/content/gleichstellung/statistik-brosch_re-2003-2007-web.pdf)) and (II) the years 2008-2012 ([http://www.uni-muenster.de/imperia/md/content/gleichstellung/statistik-brosch\\_re-2013-web.pdf](http://www.uni-muenster.de/imperia/md/content/gleichstellung/statistik-brosch_re-2013-web.pdf)).

Comprehensive statistics for the years 2013-2017 will be published in 2018.

For *each* statistic available under the aforementioned links, the following numbers were calculated: (1) total number of people (German: *insgesamt*), (2) number of women (German: *davon weiblich* or *weiblich*), and (3) share of women (German: *Anteil in %*).





### ***Students and graduates (section 1)***

- Students in Winter Semester 2007/08 (I); 2012/13 (II) (section 1.1)
  - Enrolled students per study level (bachelor, master, doctoral etc.) (section 1.1.1)
  - Students per faculty (section 1.1.2)
- Freshmen in Winter Semester 2007/08 (I); 2012/13 (II) (section 1.2)
  - Freshmen per study level (bachelor, master, doctoral etc.) (section 1.2.1)
  - Bachelor freshmen per faculty (section 1.2.2)
  - Master freshmen per faculty (section 1.2.3)
- Graduates in 2003–2007 (I); 2008–2012 (II) (section 1.3)
  - Graduates per study level (bachelor, master, doctoral etc.) (section 1.3.1)
  - Graduates per faculty (section 1.3.2)
- Doctoral students per faculty in Winter Semester 2007/08 (I); 2012/13 (II) (section 1.4)
- Doctoral and habilitation graduates per faculty in 2003–2007 (I); 2008–2012 (II) (section 1.5)
  - Doctoral graduates per faculty (section 1.5.1)
  - Habilitation graduates per faculty (section 1.5.2)

### ***Academic staff members (section 2)***

2003–2007 (I)

- Not tenured academic staff members (section 2.1)
  - Not tenured academic staff members per faculty in 2003–2007: type *Angestellte* (section 2.1.1), type *Beamte* (section 2.1.2), for the Faculty of Medicine (section 2.1.3)
- Tenured academic staff members (section 2.2)
  - Tenured academic staff members per faculty in 2003–2007: type *Angestellte* (section 2.2.1), type *Beamte* (section 2.2.2), for the Faculty of Medicine (section 2.2.3)
- Professors (section 2.3)
  - Professors per faculty in 2003–2007: professorship type C2 (section 2.3.1), professorship type W1 (section 2.3.2), professorship type C3 (section 2.3.3), professorship type W2 (section 2.3.4), professorship type C4 (section 2.3.5), and professorship type W3 (section 2.3.6)

2008–2012 (II)

- Not tenured academic staff members (section 2.1)
  - Not tenured academic staff members per faculty in 2008-2012 (section 2.1.1)
  - Not tenured academic staff members, who are employed full time, per faculty in 2011-2012 (section 2.1.2)
  - Not tenured academic staff members, who are employed full time, per source of funding and per faculty in 2012 (section 2.1.3)
- Tenured academic staff members (section 2.2)
  - Tenured academic staff members per faculty in 2008-2012 (section 2.2.1)



- Tenured academic staff members, who are employed full time, per faculty in 2008-2012 (section 2.2.2)
- Professors (section 2.3)
  - Professors per faculty in 2008-2012: professorship type W1 (section 2.3.1), professorship type W2/C3 (section 2.3.2), professorship type W3/C4 (section 2.3.3)
- Newly appointed professors per professorship type in 2010-2012 (section 2.4)

### ***Management (section 3)***

- Deans and associate deans in 2009 (I); 2012 (II) (section 3.1)
- Rector, chancellor, and vice-rectors in 2009 (section 3.2) (only for II)
- All managerial personnel in 2012 (section 3.3) (only for II)

The statistics for the years 2013 and 2014 is available for the following groups:

- students and graduates at [http://www.uni-muenster.de/Gleichstellung/daten\\_stud.html](http://www.uni-muenster.de/Gleichstellung/daten_stud.html)
- academic staff members at [http://www.uni-muenster.de/Gleichstellung/daten\\_wiss.html](http://www.uni-muenster.de/Gleichstellung/daten_wiss.html)
- professors at [http://www.uni-muenster.de/Gleichstellung/daten\\_prof.html](http://www.uni-muenster.de/Gleichstellung/daten_prof.html)

Useful links to the statistics on the gender distribution at other universities in the state North Rhine-Westphalia, as well as in Germany in general can be found at <http://www.uni-muenster.de/Gleichstellung/links.html>



## Statistics on the Gender Distribution among Students and Staff Members at the Department of Information Systems

Statistics on the gender distribution among bachelor students participating in the Bachelor of Science (BSc) in Wirtschaftsinformatik study programme (<https://www.wi.uni-muenster.de/prospective-students/our-courses-study/bachelor-science-wirtschaftsinformatik>) and master students participating the Master of Science (MSc) in Information Systems study programme (<https://www.wi.uni-muenster.de/prospective-students/our-courses-study/master-science-information-systems>) could be found for the years 2014-2016. Statistics on the gender distribution among doctoral students, postdoctoral researchers, and professors could be found for the years 2015-2016. Please see the previous sub-section to get information about the detailed statistics on the gender distribution at the University of Münster's School of Business and Economics (MSBE) - the faculty to which the Department of Information Systems belongs.

*Table 1 Students participating in the BSc in Wirtschaftsinformatik study programme*

Year	Total Number	Number of men	Number of women	Share of women
<b>2016</b>	511	444	67	13,1%
<b>2015</b>	465	407	58	12,5%
<b>2014</b>	424	376	48	11,3%

*Table 2 Students participating in the MSc in Information Systems study programme*

Year	Total Number	Number of men	Number of women	Share of women
<b>2016</b>	210	165	45	21,4%
<b>2015</b>	205	168	37	18,0%
<b>2014</b>	172	144	28	16,3%

*Table 3 Doctoral students at the Department of Information Systems*

Year	Total Number	Number of men	Number of women	Share of women
<b>2016</b>	53	42	11	20.8%
<b>2015</b>	51	39	12	23.5%

*Table 4 Postdoctoral researcher at the Department of Information Systems*

Year	Total Number	Number of men	Number of women	Share of women
<b>2016</b>	19	16	3	15.8%





<b>2015</b>	19	17	2	10.5%
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*Table 5 Professors at the Department of Information Systems*

<b>Year</b>	<b>Total Number</b>	<b>Number of men</b>	<b>Number of women</b>	<b>Share of women</b>
<b>2016</b>	6	5	1	16.7%
<b>2015</b>	6	5	1	16.7%

## Organisation's current gender equality plans and programmes

In order to improve gender balance among researchers in Germany, many initiatives, laws, and policies have been established on both national and regional levels (see Section 2.1 above). The higher education acts of all states in Germany obligate universities to issue Gender Equality Plans (GEPs), which means that, at least officially, the absolute majority of German universities have developed GEPs (usually called “women promotion plans”, German: *Frauenförderpläne*). However, it is often the case that the GEPs remain ‘on paper’ and do not lead to real structural change. The challenge is, therefore, to foster the implementation of GEPs and sustainability of the implemented actions.

At the WWU, a report on the initiatives for promoting gender equality is prepared annually:

- The latest 2015 report (in German) can be found at [https://www.uni-muenster.de/imperia/md/content/gleichstellung/dokumentezurgleichstellung/jahresbericht\\_gleichstellung\\_2015.pdf](https://www.uni-muenster.de/imperia/md/content/gleichstellung/dokumentezurgleichstellung/jahresbericht_gleichstellung_2015.pdf)
- All reports (in German) can be downloaded from <https://www.uni-muenster.de/Gleichstellung/Jahresberichte.html>

Moreover, each faculty has to submit annually a GEP (*Frauenförderplan*), where the following information is presented and discussed: (1) statistics on the gender distribution among bachelor and master students and (2) implemented activities towards gender equality.

In addition to that, once in 3 years the university and each faculty have to deliver a strategy for supporting promotion of women for the upcoming 3 years. Based on this information, the WWU framework for promotion of women (German: *Frauenförderrahmenplan*) is updated. Current version of the WWU *Frauenförderrahmenplan* can be found at <https://www.uni-muenster.de/Gleichstellung/Frauenfoerderrahmenplan.html> (in German).

## Initiatives for Promoting Gender Equality at the WWU

The equal opportunity policy at the WWU is based on two pillars: (1) gender mainstreaming on an organizational level and (2) classical equal opportunity policy on an individual level. In line with the gender mainstreaming approach, in order to raise awareness about the importance of gender equality, a consideration of gender is integrated in many procedures and at all levels at the WWU. The self-commitment of the WWU to equal opportunity policy is firmly anchored in



[muenster.de/en/about/statement/index.html](https://www.uni-muenster.de/en/about/statement/index.html)). The WWU gender concept, which follows the research-oriented standards on gender equality developed by the German Research Foundation (German: *Deutsche Forschungsgemeinschaft*, DFG, [http://www.dfg.de/en/research\\_funding/principles\\_dfg\\_funding/equal\\_opportunities/research\\_oriented/](http://www.dfg.de/en/research_funding/principles_dfg_funding/equal_opportunities/research_oriented/)), defines equal opportunity objectives, measures, and strategies of the WWU. The WWU strives to follow the DFG criteria and objectives for achieving gender equality in decision-making bodies and all groups of university members.

The two objectives of the WWU equal opportunity policy are (1) Compatibility of studies, academic career, and family life and (2) promotion of women in their academic careers.

(1) Compatibility of studies, academic career, and family life.

Since 2008 the WWU has obtained the **“Family-Friendly University” certification** by the “Beruf-und-Familie” gGmbH of the Hertie Foundation (<https://www.uni-muenster.de/familien/ueberdasaudit/index.html>) and has successfully completed the re-auditing processes in 2012 and 2014. There are several ongoing intervention programmes at the WWU that facilitate a better compatibility of academic careers, studies, and family life. Attention is being paid to the sustainability of these programmes, which are believed to bring value not only to individual staff member or students, but the university as a whole. **Dual Career Service** (one 50% position) is one of these programmes established since 2009 ([https://www.uni-muenster.de/en/research/international\\_academics/dual\\_career/index.shtml](https://www.uni-muenster.de/en/research/international_academics/dual_career/index.shtml)). The goal of the programme is to support the partners of new employees to integrate into the regional job market. The Dual Career Service programme provides assistance with locating job offers, establishing contacts to employers, and looking for suitable further trainings and useful internships.

(2) Promotion of women in their academic careers.

The second strategic objective of the WWU equal opportunity policy is to support women in achieving an academic career, which reflects their academic achievements and where they can use their full potential.

- In order to help female early-stage researchers who intend to stay in academia and reach tenure / professorship, the WWU has established the **mentoring programme *Erstklassig!*** (English: “First class!”, <https://www.uni-muenster.de/Gleichstellung/mentoring.html>).
- Female researchers at the WWU can also apply for financial assistance to (a) obtain further education or specific training/coaching and (b) cover travel expenses to conferences. The goal of this **funding programme for the promotion of women academics** (<https://www.uni-muenster.de/Gleichstellung/einzel.html>) is to help women to improve their qualifications and to facilitate networking within the scientific community.
- For female professors with (new) management tasks, the WWU has created an individualized **coaching programme** ([http://www.uni-muenster.de/Gleichstellung/Programme\\_fuer\\_Professorinnen.html](http://www.uni-muenster.de/Gleichstellung/Programme_fuer_Professorinnen.html)). Additionally, the **programme “Erfolgreich managen für Erst- und Neuberufene”** (English: “Management skills



for new professors”) raises awareness among both male and female new professors about gender equality, which is highlighted as their responsibility during personnel hiring.

- Since 2014 the **programme “Frauen managen Hochschule”** (English: “Women in University Management”) is continuously offered on a 2-year cohort basis. This programme not only helps women academics to develop expertise in university management, but also focuses on their personal growth and on the development of an interdisciplinary learning network.

Further information about the WWU initiatives for promoting gender equality can be found at:

- [https://www.uni-muenster.de/imperia/md/content/gleichstellung/dokumentezurgleichstellung/textbausteine\\_in\\_englisch\\_2016\\_07\\_04.pdf](https://www.uni-muenster.de/imperia/md/content/gleichstellung/dokumentezurgleichstellung/textbausteine_in_englisch_2016_07_04.pdf) (in English)
- [https://www.uni-muenster.de/imperia/md/content/gleichstellung/dokumentezurgleichstellung/gleichstellungsprofil\\_kompakt\\_englisch\\_2015\\_01.pdf](https://www.uni-muenster.de/imperia/md/content/gleichstellung/dokumentezurgleichstellung/gleichstellungsprofil_kompakt_englisch_2015_01.pdf) (in English)
- <https://www.uni-muenster.de/Gleichstellung/Frauenfoerderprogramm.html> (in German)

## Initiatives for Promoting Gender Equality at the Department of Information Systems

No specific documentation reporting on initiatives for promoting gender equality at the Department of Information Systems could be identified. However, the text of the 2016 *Frauenförderplan* for the University of Münster’s School of Business and Economics (MSBE), the faculty to which the Department of Information Systems belongs, could be found and analysed.

In order to promote gender equality at the MSBE, the following objectives were specified in the 2016 *Frauenförderplan*:

- To further increase the share of female students, particularly in the Information Systems study programmes (Bachelor of Science in Wirtschaftsinformatik and Master of Science in Information Systems)
- To ensure gender balance among academic and non-academic employees at the MSBE
- To support female doctoral and postdoctoral researchers
- To foster the reconcilability of work and family life

The governmental bodies responsible for promotion of gender equality at the MSBE are the MSBE Equal Opportunities Officer (the Officer) and the MSBE Equal Opportunities Commission (the Commission). Their work is focused on the design, coordination, and implementation of the initiatives for promoting gender equality within and outside the MSBE. The tasks of the Officer and the Commission cover the following areas:

- Monitoring of duly implementation of already existing initiatives for promoting gender equality at the MSBE, as well as evaluating their impact.
- Continuous review and adjustment of the MSBE *Frauenförderplan* (annually) and the strategy for supporting promotion of women (once in 3 years).



- Promote the MSBE in PR materials as a place to study and work, which supports and ensures equal opportunities.
- Organise events raising awareness about the existing gender equality issues, such as the annual panel talk “Opportunities and challenges for women in the economic professions” (German: *Frauen in die Wirtschaft - Chancen und Herausforderungen für Frauen in den Wirtschaftswissenschaften*) organized within the annual Münster University Day (German: *Hochschultag*, <http://www.hochschultag-ms.de/>).

The following initiatives for promoting gender equality at the MSBE were designed by the MSBE Equal Opportunities Commission and implemented in practice:

- Initiatives targeted at (potential) students
  - Opportunity to obtain a combined degree by selecting courses from two study programmes: one study programme is then considered a *major* one and another - a *minor* one. The idea here is that female students might be more willing to participate in the Information Systems study programme if they can combine particular courses from it with another study programme.
  - The MSBE and specifically the Department of Information Systems participate in the “Girls’ Day” programme (<http://www.girls-day.de/>), which takes place once a year throughout Germany. The idea is that school girls can spend one day at, in this case, the Department of Information Systems and be guided by the Department tutors.
- Initiatives targeted at staff members
  - Staff members at the MSBE have an opportunity to apply for attending training courses related to gender equality.
  - The reconcilability of work and family life is fostered at the MSBE by (a) providing an option to work part-time and have flexible working hours and place, (b) offering child care service during the events organized by the MSBE, and (c) providing additional support to the employees with children (currently planned).
  - Participation in the programme “Frauen managen Hochschule” (English: “*Women in University Management*”), which is aimed at increasing the participation of women in the university management boards. The programme lasts 2 years and provides specific training courses.
  - The MSBE strives to promote further initiatives aimed at increasing interest in academic careers among female students and staff members (currently planned).

The MSBE also offers advisory services for both male and female students and staff members. Consultations in the following areas are offered: (a) labour law, (b) scholarships for young researchers, (c) travel to international conferences and congresses and opportunities for networking and internationalisation, and (d) further career options.

## Engagement Strategy at the WWU

The following people have confirmed participation in the WWU GEP Working Group (WG):



This project has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement No 710549.

1. Prof. Dr. Dr. h.c. Dr. h.c. Jörg Becker - Managing Director of the Department for Information Systems <https://www.wi.uni-muenster.de/departement/is/people/joerg-becker>
2. Dr. Armin Stein - Managing Director of the European Research Center for Information Systems (ERCIS), EQUAL-IST Project Management Board Member <https://www.wi.uni-muenster.de/departement/is/people/armin-stein>
3. Dr. Michael Räckers - CEO of the Department for Information Systems <https://www.wi.uni-muenster.de/departement/is/people/michael-raeckers>
4. Dr. Katrin Bergener - Managing Director of the WWU Centre for Europe <https://www.wi.uni-muenster.de/de/institut/is/personen/katrin-bergener>
5. Nadine Ogonek – Research Assistant at the Department for Information Systems, member of the MSBE Equal Opportunities Commission <https://www.wi.uni-muenster.de/departement/is/people/nadine-ogonek>
6. Bettina Distel – Research Assistant at the Department for Information Systems <https://www.wi.uni-muenster.de/de/institut/is/personen/bettina-distel>
7. Janine Tratzki – WWU Consultant for Equal Opportunity Affairs <https://www.uni-muenster.de/Gleichstellung/janine-tratzki.html>
8. Elena Gorbacheva - EQUAL-IST WWU Project Leader <https://www.wi.uni-muenster.de/departement/is/people/elena-gorbacheva>
9. Madita Rabe - EQUAL-IST WWU Project Assistant <https://www.wi.uni-muenster.de/departement/is/people/anna-madita-rabe>

It is intended to extend this list in the course of the EQUAL-IST project. It was agreed that the GEP WG members at the WWU meet twice a month to discuss all the ongoing issues and questions. As participation in the working group is a voluntary activity, in order to motivate people to join, it was decided to combine the meetings with lunch breaks. The GEP WG members were also encouraged to join the EQUAL-IST Capacity Building Sessions, as well as participate in joint publications.

