

Executive summary

Analysis and guidelines for quality assurance of gender equality measures in academia

Results from the project **STARQ**

Executive summary

From 2019 until 2023, CEWS conducted the project Standards, Guidelines and Quality Assurance for Measures for Gender Equality in Academia (StaRQ), funded by the Federal Ministry of Education and Research in Germany (BMBF). The project investigated the quality assurance of gender equality measures in academia based on the fields of action gender sensitivity, mentoring and recruitment procedures (with a focus on active recruitment). The project team developed practice-oriented recommendations for each of these three fields of action.

For the analysis, the team chose a theoretical and a practical approach. The project started with a systematic literature overview. The [German Academic Web \(GAW\)](#) crawl then served as a data basis to find out more about gender equality measures in practice. The StaRQ team used methodological approaches from the field of web data mining (web crawl) to analyze university websites in the GAW corpus. In addition, an online survey on structures and standards for the development and review of gender equality measures was conducted among university gender equality officers and experts.

The key findings were published in March 2023 in the following publication: *Bestandsaufnahme und Handlungsempfehlungen zur Qualitätssicherung von Gleichstellungsmaßnahmen in der Wissenschaft: Ergebnisse aus dem Projekt StaRQ* (Analysis and guidelines for quality assurance of gender equality measures in Academia: Results from the StaRQ project). The publication is in German. All three guidelines (gender sensitivity, mentoring and active recruitment in appointment procedures) are also available in English.

More information on the StaRQ project and the guidelines:

<https://www.gesis.org/en/starq/home>

More information on CEWS:

<https://www.gesis.org/en/cews/cews-home>

This summary refers to the publication:

Steinweg, Nina; Roland, Lisa; Poggenburg, Kristin; Strohmann, Heike; Otto, Wolfgang; Abraham, Christine; Schumacher, Theresa; Jungbluth, Lucas (2023): *Bestandsaufnahme und Handlungsempfehlungen zur Qualitätssicherung von Gleichstellungsmaßnahmen in der Wissenschaft. Ergebnisse aus dem Projekt StaRQ*. Edited by GESIS - Leibniz-Institut für Sozialwissenschaften: Köln. (URL: <https://nbn-resolving.org/urn:nbn:de:0168-ssoar-85368-1>).