

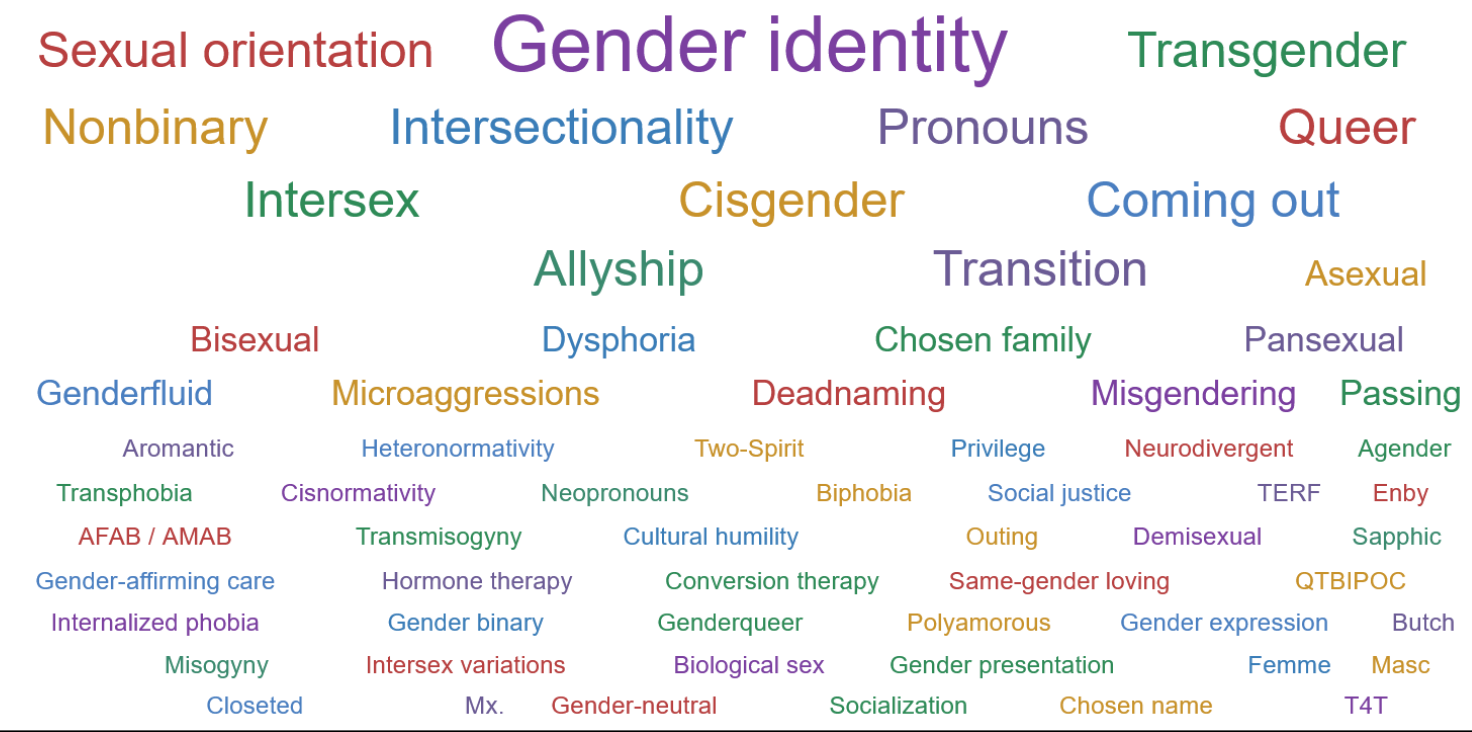
Gender Equality Office, Dr. Stefanie Wittich & Office for Anti-discrimination and Diversity, Katharina Völsch

Including LGBTIQ+in Mentoring and Academia

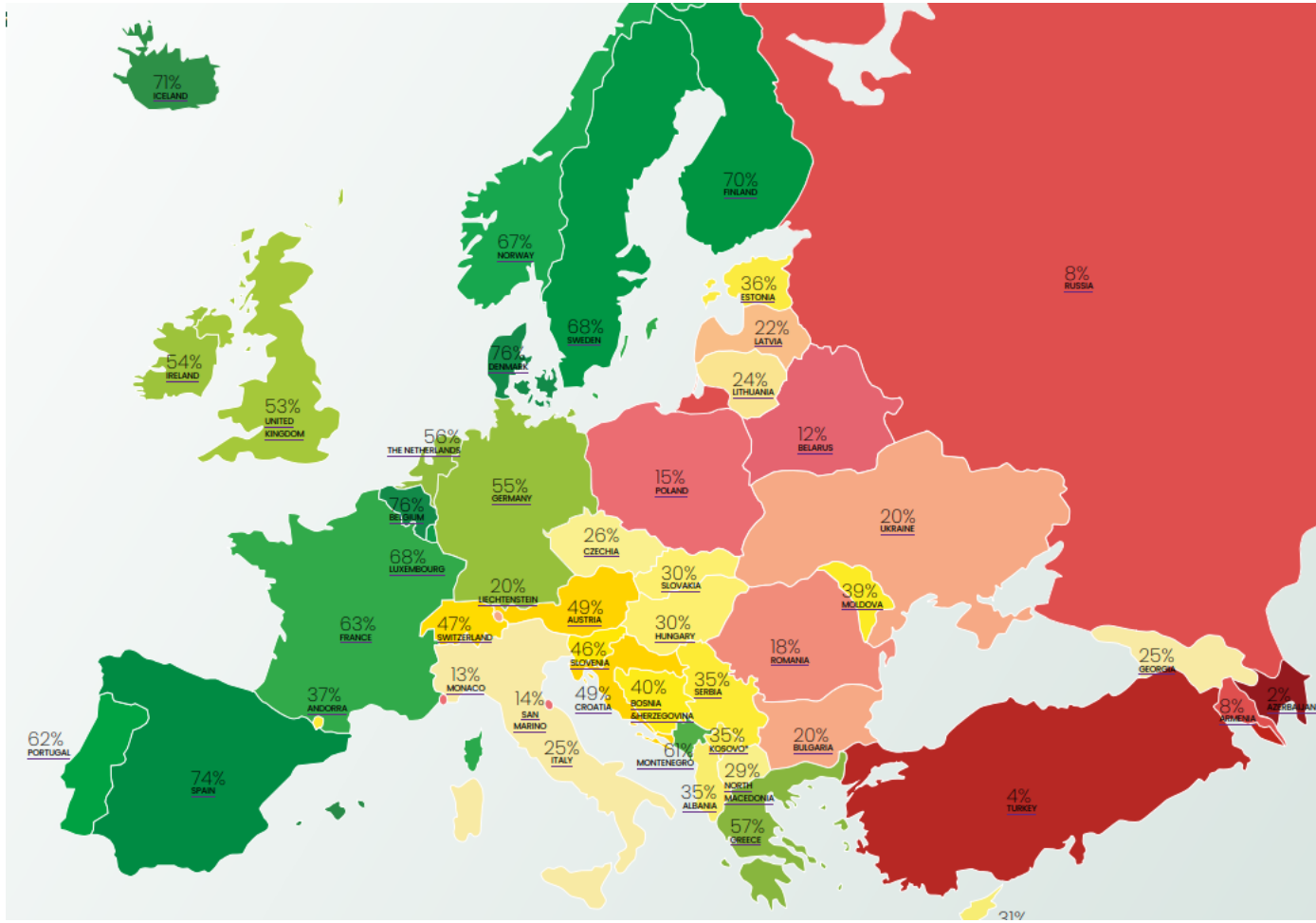


Terminology

LGBTQI+: Acronym for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and more. The + represents other identities that are not specified in this acronym, for example: pansexual, gender fluid, nonbinary, etc^{1,2} There is little to no data available for this topic area in Germany. It is often an ‘invisible’ or ‘private’ dimension of diversity.



1 Rainbow Map Europe 2023

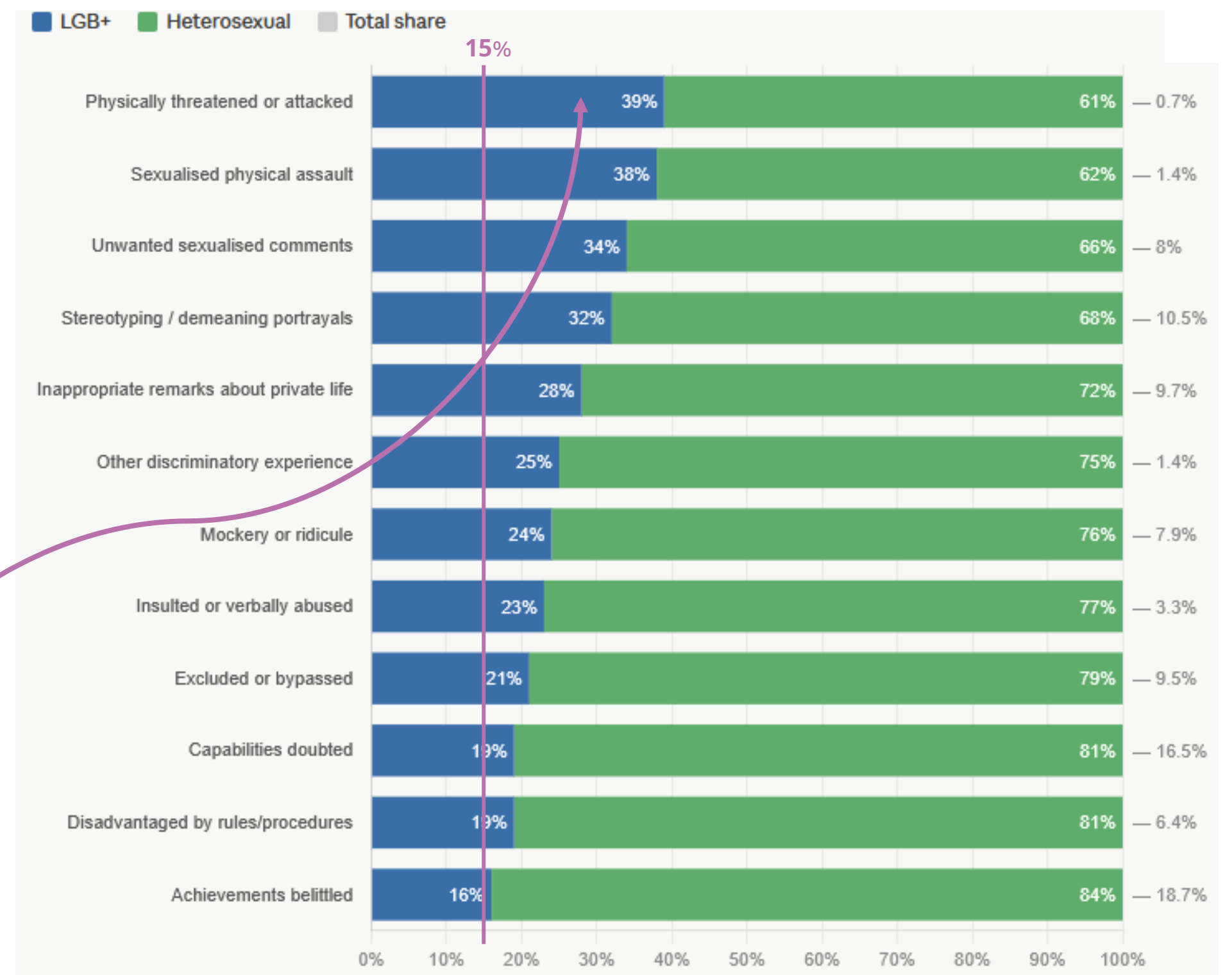


The Rainbow Map ranks 49 European countries on their respective legal and policy practices for LGBTIQ people³

2 LGBTIQ+in Higher Education

- Structural invisibility: Data, Reports, Support
- 45% avoid holding hands with their partner⁴
 - 39% have experienced physical threats or attacks⁵
 - Students face higher rates of violence, discrimination, risk of dropping out

3 Self-reported Experiences



Proportions of heterosexual and LGB+ students among groups with self-reported negative experiences. LGB+ share within the cohort 15%^{5,6}

4 What about Your University?⁷

Do you have ...	Yes	No
Gender-neutral toilets / changing rooms available?		
Name change before legal process possible?		
Inclusive language guidelines in place?		
LGBTIQ+ inclusive mentoring program?		
LGBTIQ+ contact point or officer?		
Anti-discrimination policy explicitly covering LGBTIQ+?		
LGBTIQ+ community group or regular meetup?		

5 Share Your Experience!⁸

We're proud of ...

Our open-minded equality team / contact

Participating to Pride Run (Luxemburg)

Preferred name for students

Meetups w. LGBTQIA+

Our Rainbow Walk (Zebra pad)

Meet-ups

Mentoring

We're still working on ...

Policy

Mentorship program (Latvia)

References & Pictures

(1) LGBTQIA+ Glossary, LGBTQ Resource Center, University of California <https://lgbtq.ucsf.edu/glossary-terms>; (2) Word cloud based on: LGBTQ Resource Center! Own illustration, created with Claude (Anthropic); (3) ILGA-Europe (2023). Rainbow Europe Map and Index 2023. <https://www.ilga-europe.org/report/rainbow-europe-2023/> [cropped]; (4) European Union Agency for Fundamental Rights (2020) EU LGBTI survey II. A long way to go for LGBTI equality. Country Data Germany https://fra.europa.eu/sites/default/files/fra_uploads/lgbt-survey-country-data_germany.pdf; (5) Meyer, J., Strauß, S., & Hinz, T. (2022). Die Studierendenbefragung in Deutschland: Fokusanalysen zu Diskriminierungserfahrungen an Hochschulen. (DZHW Brief 08) (2022). Hannover: DZHW. https://doi.org/10.34878/2022.08.dzhw_brief; (6) Own illustration based on: Meyer/Strauß/Hinz (2022), translated and created with Claude (Anthropic) (7) Portrait: Mattis Weber [cropped] (8) Portrait: Markus Farnung, [cropped]; (7) (8) Responses collected at eument-net Expert Exchange, Luxembourg, June 2026

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