**From the male perspective: equality and diversity at German universities**

Abstract from Henriette Ullmann, University Vechta

German universities currently underlie transformation processes: there is an economization and precarization within the context of the neoliberal and/or entrepreneurial university on the one hand side. On the other, we find a new understanding of equality within academia and changed diversity policies at universities. Given international competition and a lack of qualified workforce, the universities strive to attract students and staff that have been so far under-represented within the academic system. Therefore, the “opening of universities” plays a crucial role in both the image and policies of universities in Germany.

At the same time, the out-of-date image of the „ideal academic“ being male, white, heterosexual and fully independent (i.e. no care responsibilities) still persists, making it hard for “outsiders/newcomers” to overcome structural barriers. For some time now, women have been the focus of attention in order to find out which barriers they encounter pursuing an academic career. A number of studies reflect upon the “drop-out” of women from academia or what is called the “cooling-out” process. Younger studies also take into consideration other categories than sex/gender, e.g. social background or migration background.

In my dissertation, I would like to draw the attention to the male perspective on the opening of universities. With the help of interviews, I would like to assess the following questions:

1. How do male academics perceive the so-called „opening of universities“ (i.e. diversification)?
2. Which habitus are their attitudes based on?
3. What are the implications for their individual possibilities to participate in and influence these transformation processes?

I plan to analyze the collected data with the help of Pierre Bourdieus social theory, and the concepts of habitus and field more specifically.

My assumption is that there will be differences in the acceptance or disapproval of equality measures and/or diversity policies aiming at the opening of universities according to the interviewees’ age, ethnic or social background, sexual orientation etc. Ideally, my findings will help to gain more insight in individual attitudes towards the opening of universities and thus help overcome resistance.

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