

DIVERSITY POLICY OF GMIT

According to Article 14.2 of the Mongolian Constitution, to Article 5.1.4 of the Educational Law of Mongolia, to Article 4.1.2, 11.1, 11.3 of the Law of Mongolia on Promotion of Gender Equality, and to Article 2.3 of the Statute of GMIT, the German-Mongolian Institute for Resources and Technology (GMIT) promotes “diversity” as one of the essential corner stones. GMIT actively welcomes students, employees and guests from all national, ethnic, cultural, and religious backgrounds, regardless of their sexual orientation – GMIT fosters intercultural environment based on equality and diversity.

GMIT is committed to diversity and equality for all stakeholders, irrespective of gender, race, ethnic origin, disability, age, nationality, national origin, sexuality, religion or belief, marital status and social class. GMIT opposes all forms of unlawful/unfair discrimination, and promotes intercultural atmosphere and diversity by implementing best practices.

1. Background introduction:

The German-Mongolian Institute for Resources and Technology (GMIT) implemented the concept of diversity and gender equality in its policies and activities since 2013.

GMIT emphasizes on diversity, non-discrimination, and gender equality in organizational regulations and policies, long-term strategies, as well as in the Code of Conduct for Staff and the Code of Conduct for Students. The university facilitates a conducive gender-responsive environment to promote gender equality, orchestrated by the Diversity Liaison Officer. So far, 49 percent of all GMIT alumni are female. Successfully, they started a professional career in the male-dominated engineering sector of Mongolia. For an engineering university like GMIT, this high ratio of female graduates is a strong proof that the German-Mongolian Institute for Resources and Technology has set gender equality as a strategic management approach. Currently (Fall Semester 2021), 115 female students are enrolled at GMIT (38.5%), 89 female students in the academic year 2020-2021. Based on academic excellence, 49 percent of all scholarships in the academic year 2020-2021 have been awarded to female students.

In order to make a valuable contribution, GMIT is strengthening research projects by female students and professors in close cooperation with Mongolia’s industry, especially in the mining sector and related downstream industries. Herewith, the German-Mongolian Institute for Resources and Technology is setting exemplary standards among the higher educational institutions in Mongolia. GMIT was awarded as the best “Gender conscious organization” in Mongolia by the Mineral Resources Women's Association and the Ministry of Mining and Heavy Industry in 2021. The university approach on diversity and gender equality supports an increasing number of female staff members (academic and administrative), and is encouraging female high school students all over the country to study in the field of engineering. Diversity and gender equality are utterly important corner stones for the benefit of the Mongolian society.

Diversity generally includes:

- a. Equal Opportunity
- b. Gender Mainstreaming
- c. International Cooperation/Intercultural sensibility and awareness
- d. Socially Engaged Campus

2. Equal Opportunity:

2.1 Objective: equal opportunity for all means: student recruitment, scholarship, gender-equal participation in research teams, gender-equal involvement in Rectorate and academic/administrative management teams, equal salary in same position, fair incentives, special care for elderly employees and disabled students/staff.

2.2 Main activities:

- Equal Opportunity for Student enrollment
- Equal Opportunity for Staff development
- Support for special care groups

3. Gender Mainstreaming:

3.1 Objective: In addition to making a valuable contribution toward training of future engineers and capable technicians for the Mongolian extractives industry, GMIT is a state university that is setting new standards exemplary to other higher educational institutions. The GMIT emphasizes on increasing the number of women in the mining sector and related downstream industries by encouraging and pursuing a 30 percent quota among female students (at least), a 25 percent quota for women among the core teaching teams of all six undergraduate programs and a 25 percent female representatives amongst international long-term visiting professors.

3.2 Main activities:

- Support female students and prospective female students to study engineering
- Improve knowledge and skills for promoting gender equality of students and staff (policies, trainings, events etc.)

4. International Cooperation/Intercultural sensibility and awareness:

4.1 Objective: Although one of the main objectives of GMIT certainly is to enhance academic and cultural exchange between Mongolia and Germany, it promotes cooperation and diversity that goes beyond this bi-national outlook. Internationality has been an integral part of the GMIT concept since the very beginning as the university follows European quality standards in education, uses curricula which combine German engineering expertise and international cutting-edge research with Mongolian needs that are, in many ways, also global challenges. Working internationally requires intercultural understanding, and means to be

able to communicate and cooperate in an intercultural way. Therefore, international orientation and connectivity means to foster intercultural understanding and intercultural spirit.

4.2 Main activities:

- 10% of GMIT's graduates should have spent some time studying abroad, ideally, they have had a semester or an internship abroad. GMIT shall have at least five (5) active student exchange programs with universities abroad until 2025, among them min. three (3) in Germany. GMIT shall have min. one (1) active double degree program with a German partner university (addressing German and Mongolian students).
- Implement staff exchange programs with German and international universities due to improve the professional skills of staff – based on signed Memorandum of Understanding (MoU).

5. **Socially Engaged Campus:**

5.1 Objective: GMIT will develop a socially engaged campus promoting healthy lifestyle and ecofriendly culture. It promotes family friendly employment and study conditions.

5.2 Main activities:

- Promote a diverse population of students and staff. Provide child care options or expand existing offerings to support students, faculty and staff with families
- Create marketing materials that authentically represent diversity (incl. possibilities for disabled students and employees) at GMIT campus
- Implement students' project ideas related to green campus approach (CSR strategy)

6. **Implementation:** Job description of the Diversity Liaison Officer

The Diversity Liaison Officer shall provide:

- Diversity related annual plan and report, as well as budget plan;
- Running gender statistics, equality analysis, diversity checklists;
- Advising about the consequences of discrimination on grounds of gender, race, age, disability, religion and sexual orientation;
- Acting as an advocate for and presenting the needs of members of ethnic minority groups;
- Deal with gender/diversity matters within the GMIT community: respond to complaints and provide information on options for complainants; forward submitted complaints to the Ethics Committee;
- Raising awareness of equality issues and promoting change;
- Preparing and delivering presentations; write, implement and review Gender/ Diversity policies, procedures, forms, and other documents;

- Research, apply and promote diversity initiatives and share best practice;
- Coordinating events, competitions and/or trainings for students and/or staff related to intercultural communication, cultural competency, gender differences, disability, sexual harassment, and other topics etc.;
- Report about diversity and/or gender equality to GIZ, to international institutions like MNCEA, to the Ministry of Education and Science, and to the National Human Rights Commission of Mongolia (if applicable). Develop systems for reporting any incidents of discrimination;
- The Diversity Liaison Officer is a **member with voting rights** at:
 - Academic Senate;
 - Recruitment/Selection committees (esp. Professor position and Head's position);
 - Ethic Committee for Students.
- The Diversity Liaison Officer is a **member with consulting rights** at:
 - Admission Committee;
 - Ethic Committee for Staff;
 - Scholarship Committee.
- The Diversity Liaison Officer actively engages students, faculty, and staff to further behavior and attitudes that support diversity, equity, and inclusion.

7. Requirements and election:

An employee who is elected as Diversity Liaison Officer covers an additional function next to the position she/he was hired for. The Diversity Liaison Officer shall work closely with the Rectorate's Office to support the Rectorate of GMIT.

The candidate shall meet following requirements:

- At least 2 years of working experience at GMIT;
- Bachelor Degree or higher;
- Experience and training in cultural diversity and cultural sensitivity, incl. a strong passion for the topic "diversity and gender equality";
- Commitment to promoting equality, diversity and inclusion;
- Motivation to implement activities for staff, students, and the community.

The key skills of a Diversity Liaison Officer:

- Good listening skills;
- The ability to relate to a wide range of people;
- Excellent verbal and written communication skills (Mongolian and English);
- Maturity;
- Confidence;
- Open-mindedness;
- Patience;
- Negotiation skills.

The election procedure:

1. Announcement by HR department, incl. requirements (e.g. staff member since two years, excellent English proficiency), as well as information about tasks / duties / responsibilities;
2. Within four (4) weeks, GMIT employees are invited to apply;
3. The application shall be done by submitting a motivational letter to the HR department;
4. HR invites all staff members to a meeting (in-person or online), and provides the related motivation letters. During the meeting the applicant(s) present themselves and answer questions in English language. HR moderates this meeting. A quorum is given, if more than 50 percent of all GMIT staff members are present, either physically or virtually, at the meeting;
5. **If one (1) candidate applies**, GMIT staff shall vote 'yes' or 'no' – the candidate is elected, who received more than 50 percent of the 'yes' votes.
If two (2) candidates apply, GMIT staff shall vote 'yes' for their preferred candidate (one vote only) – the candidate with the majority of 'yes' votes is elected.
If three (3) or more candidates apply, GMIT staff shall vote 'yes' for their preferred candidate (one vote only) – if no candidate reaches more than 50 percent 'yes' votes, a second ballot among the two (2) candidates with the most 'yes' votes is required. GMIT staff shall vote 'yes' for their preferred candidate (one vote only) – the candidate with the majority of 'yes' votes is elected.
6. The GMIT staff members vote by secret ballot via google forms (only 'yes' or 'no' votes are possible);
7. The elected candidate will be introduced to the Academic Senate and the other committees, and will be appointed as Diversity Liaison Officer by Rector's Resolution;
8. The Diversity Liaison Officer is elected for two (2) years, and can be re-elected once;
9. The Diversity Liaison Officer reports directly to the Rector of GMIT.

Compensation of the function as Diversity Liaison Officer:

Bonus payment to the salary, based on semiannual performance.