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Enhancing Gender Equity
at Heidelberg University

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Enhancing Gender Equity at Heidelberg University

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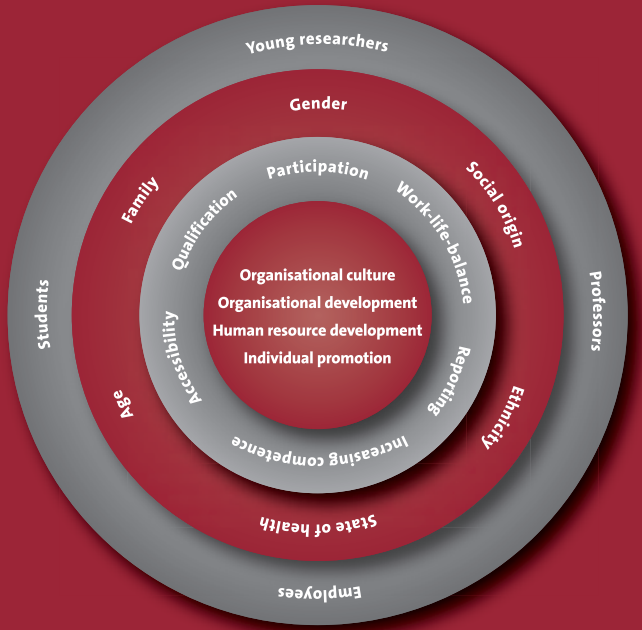
1 Semper apertus –
There's a lot going on …

… SEMPER APERTUS – always open, is the traditional motto of Heidelberg University, open for ideas and people – whatever their sex, age, origins or faith.

The diversity of its members, its international orientation and an interdisciplinary profile in research and teaching are all distinctive features of Heidelberg University. And Diversity bears creative potential which involves constant contact with different views and ways of life. Assuring all members of the university equal opportunities in their education and academic life means dismantling barriers and taking steps to support potential wherever it may be. The aim of the university's Diversity Programme is to actively encourage the cultural change in research and teaching brought about by the international complexion and the interdisciplinary approach.

The roles played by members of the university as students, academics, professors and staff, plus their individuality – age, sex, state of health, religious faith – have implications in a variety of sectors: qualifications and career, participation, work-life balance. Upholding this diversity calls for a wide range of offers designed to support individuals, and also places demands on the university as an institution in terms of organisational development, personnel development and corporate culture.



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Shaping Diversity

Gender has priority status in the university's Diversity Programme. Central objectives are qualifying young women scientists and scholars, avoiding gender bias by transparent procedures in quality assessment, implementing individual gender equity measures and improving compatibility between a professional career and a sustainable commitment to family life.

In order to achieve these objectives, structural and individual measures are required. They are listed in the university's **Gender Action Plan**.

» **Gender Action Plan 2009–2013 and Interim Report on the Implementation of Research-Related Gender Equity Standards 2009–2011**
www.uni-heidelberg.de/gleichstellungsbeauftragte/gleichstellungskonzept.html

» **Diversity homepage**
www.uni-heidelberg.de/diversity

3

Ensuring Equal Opportunities …

… in Academic Life

Much has been achieved in the last ten years. At Heidelberg University, the figures relating to first-year students (women 57.3 percent), graduates (women 59.3 percent) and doctorates (women 50.4 percent) reflect equality between the sexes. But if we look at the slow pace with which the figures on women in highly qualified positions are rising (16 percent of professors are women)[1], then there is still plenty to be done.

The declared objectives of the university – establishment of gender equity at the institutional level, increase in the number of women in leading positions, setting up a family-friendly university – call for the deployment of firmly established instruments in the service of those aims.

This involves regulations for non-discriminatory procedures, staff recruiting via scouting, and identification procedures for potential and talent. Offers focused both on the demands of academic life and on the individual situation of families are being developed to improve the position of university staff with children or with care duties. All this connects gender equity with other quality-defining features in the development of higher education: transparency, balance and commitment. The effective use of all these instruments is periodically reviewed from two perspectives: (1) Do they contribute to the development of gender equity? and (2) Do they contribute to gender expertise for all university members?

Fields of Activities

institutional strategy	implementing equal opportunities	participation	work life balance	qualification	competence development
organisational culture	Gender Action Plan 2009–2013 (annual reviews and reports)	Mission Statement	Audit Family Friendly University – agreement on objectives	action plan (annual)	procedures for equal opportunities
organisational development	guideline Dealing with Potential	researcher career support & training at key transition points	work-load models home-care options	rules to avoid gender bias	communication & public relations
human resource development	harassment policy & procedures	Clearing Service Academia & Family	Dual Career Service	training & development policies	permanent training – offers for scientific staff managers
individual promotion	counselling on career development	Wi MEET – mentoring & networking	Service for Families	Olympia Morata-Programme	integration equality in routine activities (faculties, departments & administration)
	individual coaching	Rahel Strauss Goitein-Programme Mentoring in Medicine	childcare: regular and flexible hours, dependable and individually adapted	restart programme disposition fund	

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Ensuring Equal Opportunities

… is a Success Story

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Ricarda Steinmayr was appointed professor of Educational Psychology at Phillips-University Marburg in November 2010. She had taken part in the Olympia Morata-Programme designed to enhance the qualifications of outstanding young women academics at Heidelberg University, and her career is an example for the young women participating in it. She started studying psychology in Düsseldorf in October 1996, taking a year out to attend the University of Oklahoma (August 1998 to June 1999). She graduated at RWTH Aachen University in April 2002 and subsequently embarked on a doctorate at Heidelberg University's Institute of Psychology, submitting her dissertation on "Requirement Analyses for Executives and Staff" in August 2005. She then proceeded to work towards a Habilitation with a project entitled "Determinants of Achievement-Oriented Behaviour in School", completing it in July 2010. She was supported by the Olympia Morata-Programme from July 2007 to June 2009. After the birth of her child in June 2009, Ricarda Steinmayr was given the opportunity to concentrate on the completion of her project without having to meet any institutional obligations. The resources for this came from a flexible career-resumption grant for female academics with families from the Schlieben-Lange-Programme and the Arts (cofinanced by Heidelberg University).

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Ensuring Equal Opportunities

… in Career Development

Gastreferentin Prof. Rasmita Raval – Forschen für Morgen
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Systematic enhancement of the qualifications of young women academics is an essential component of gender equity policy at Heidelberg University. The **Olympia Morata-Programme** gives advanced postdocs the opportunity to press ahead with their Habilitation or comparable qualification objectives. Successful applicants can look forward to a half-position "only for research purposes" financed by university's central resources, currently funded from the Excellence Initiative. The institutes they work for are expected to provide another half-position.

This kind of support through the creation of positions systematically devoted to enhancing qualifications has proved its value. From its start-up in 1998 to 2010, the Olympia Morata-Programme has assisted 38 female academics. Up to now 65 percent of them have made it to a professorship or a leading position in academia and research.

Women medical scientists can also apply for support from the collateral programme of the Faculty of Medicine, which relieves them of their normal duties at the hospital in question.

With an independent position, the **Rahel Goitein Straus-Programme** for young women scientists at the Faculty of Medicine assists female postdocs in pursuing the transition to independent scientific research. **Short-term grants** (three to six months) are used to finance temporary

exemption from routine hospital duties so that the recipients can press ahead with their research activities during their training as specialists.

The purpose of the **Aid Fund** is to provide one-off funding for research and qualification ventures threatened by individual emergency or hardship. With this fund, the university has created a gender-equity back-up offering quick support in challenging circumstances for such things as the financial resources required to complete a research project or to take along a child to an important conference. In cases like these, university members can apply for one-off financial support, notably for individual solutions serving to assist women in enhancing their academic qualifications.

» **Information on the Olympia Morata-Programme**
www.uni-heidelberg.de/gleichstellungsbeauftragte/stipendien/olympia_morata_programm.html

» **For support programmes at the Faculty of Medicine, go to**
www.medizinische-fakultaet-hd.uni-heidelberg.de/rahel-straus-programm.110339.0.html

More information on the University Aid Fund at
www.uni-heidelberg.de/gleichstellungsbeauftragte/angebote/verfuegungsfonds.html

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During the academic qualification process, women scientists and scholars at Heidelberg University can apply for inclusion in two programmes run by the state of Baden-Württemberg. Both set out to increase the number of women in science and higher education and are co-financed by the university, the **Margarete von Wrangell-Programme** to the tune of 40 percent, the **Schlieben-Lange-Programme** to the tune of 20 percent. The Equal Opportunities Office looks after the programmes, provides information on selection modalities and helps with the applications.

» **The Schlieben-Lange-Programme is aimed at mothers attempting to combine the academic qualification process with the acquittal of family obligations**
www.uni-heidelberg.de/gleichstellungsbeauftragte/stipendien/schlieben_lange_programm.html

» **The goal of the Margarete von Wrangell-Programme is to provide qualified women academics with financial support during the Habilitation process.**
www.uni-heidelberg.de/gleichstellungsbeauftragte/stipendien/margarete_von_wrangell.html

© KUM Universität Heidelberg

» **The MuT Mentoring and Training Programme is designed to provide highly qualified young women academics in Baden-Württemberg with assistance and support in their professional lives.**
www.uni-heidelberg.de/gleichstellungsbeauftragte/angebote/mentoring_und_training.html

» **A list of further support programmes and grants can be found at**
www.uni-heidelberg.de/gleichstellungsbeauftragte/stipendien/foerderprogramme_und_stipendien.html

The Equal Opportunities Office also has any number of information brochures on assistance schemes and grants.

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Ensuring Equal Opportunities

… in the Sciences

As things stand, 57 percent of students in Heidelberg are women[2] – but not in the sciences. Accordingly, the university aims to attract more women to science with a special programme called “She WINS – women in science”.

She WINS is an initiative with an individual counselling service for schoolgirls and women students, focusing on studies and career planning and achieving professional objectives. Women students are encouraged to turn their attention to science subjects. In addition, various continuing-education events are organised to provide support at specific stages in student careers. At special sessions in the framework of Kids’ University and the follow-up tutorials, the females in the audiences are given additional lessons on the subjects of lectures on the curriculum and the relevant study programmes.

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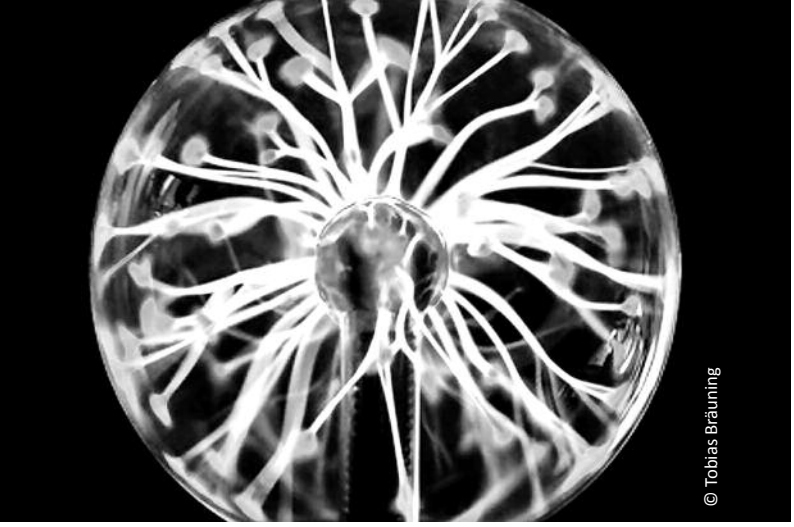
At the **Schoolgirls' Physics Club – The Making of Cloud 9**, schoolgirls interested in physics and astronomy have been meeting once a week since the winter term 2009/2010 at one of the university's Institute of Physics.

The Club was cofounded by the Equal Opportunities Office and the Kids' University in conjunction with various teaching and research institutions of the university. Experiments and discussions take place throughout the year under the guidance of female mentors.

Schoolgirls are given assistance by women students in learning and working for scientific subjects in school. Above and beyond their active membership in the Club, the schoolgirls stay in touch with their mentors who accompany and support them in questions on scientific subjects up to their school-leaving exams via an internet platform.

These activities are designed to interest young women in science and thus in the long term increase their participation in this sector in academia.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» **A special study and career planning service is on offer for women science students. In conjunction with the university's Career Service, the Equal Opportunities Office implements the "She WINS" scheme focusing particularly on the transitions from school to university and from university to the job world.**
www.uni-heidelberg.de/gleichstellungsbeauftragte/shewins.html

» **Schoolgirls' Physics Club**
www.uni-heidelberg.de/gleichstellungsbeauftragte/angebote/schuelerinnen_club.html

7

Ensuring Equal Opportunities
... in Administration, Lab Work and Engineering

Among the tasks incumbent on the Equal Opportunities Officer for administrative, laboratory and technical staff are

» Participation in personnel measures for sectors where women are underrepresented.

» Devising initiatives designed to foster a family-friendly attitude, ranging from counselling on maternal leave, parental allowances and parental leave to active assistance in negotiating the smooth resumption of work after an interval devoted to the family. Alongside support from a wide range of childcare services as provided by the University's Kinderhaus, compatibility between work and care for family members is rapidly gaining significance.

» Creation of parameters promoting work-life balance and safeguarding personnel's health – flexitime and teleworking are just as much a part of this as the willingness to go in search of individually adjusted solutions.

» The annual women's assembly convened by the Equal Opportunities Officer for administrative, laboratory and technical staff gives female colleagues a good opportunity of getting the latest information or hearing about ongoing projects. In addition, it provides a discussion forum following lectures on subjects of interest.

» Improving access for girls to jobs in administration or labs at the university. The annual Girls' Day provides girls attending secondary school with a job guidance day at the University workshops. In the last few years, cooperation with schools has also made it possible for girls to embark on internships at the workshops for precision engineering and electronics and thus discover skills, strengthen talents and get a new perspective on prospective jobs.

» The Gender Action Plan contains objectives and indicates possibilities for increasing the number of women among the non-academic personnel.
Here the relevant parameters play an important role. These can be inspected at
www.uni-heidelberg.de/md/bfc//chancengleichheits-plan_web.pdf

8

Ensuring Equal Opportunities

… through Counselling and Support

A central function of the Equal Opportunities Office is **counselling** and individual assistance for female academics, student parents and female university staff members in matters of research support and the organisation of studies, work and family. Here students and young female academics at various stages of qualification from graduates and postdocs to professorships are given individual counselling. The Office is the place to turn to with all matters connected with studies and careers, e.g. for female academics returning to their jobs after a family-related interval and looking for suitable assistance.

Mediation in difficult situations and conflicts at work helps to find a solution and, if possible the reconciliation of interests. In the case of problems at the workplace, sexual discrimination or collective victimisation (mobbing), the Equal Opportunities Office plays a mediating role between the parties involved.

Gender Consulting is a counselling service provided by the Equal Opportunities Office for all those responsible for staff decisions in University departments and institutions of the university. The counselling focuses on gender equity in research ventures, the devising and implementation of appropriate gender equity measures, or implementing equity-orientated standards in research projects.

The Equal Opportunities Office is also a source of information on external support offers from various foundations in connection with gender equity, the family and academia.

» **Counselling for women academics**
www.uni-heidelberg.de/gleichstellungsbeauftragte/aktivitaeten/beratung_wissenschaftlerinnen.html

» **Gender Consulting**
www.uni-heidelberg.de/gleichstellungsbeauftragte/aktivitaeten/einrichtungen_und_institute.html

9

Ensuring Equal Opportunities
… through On-Campus Service

Walksafe is the name of a strategy established ten years ago to improve safety for women moving around on the Neuenheimer Feld campus. Measures like an evening escort service, self-defence courses and flexible bus-stops help to prevent dangerous situations and enhance the feeling of safety.

On the Neuenheimer Feld campus, the Equal Opportunities Office's **on-campus service (Service Point INF 304)** has been housed since the summer semester of 2011 in an integrated service office together with the Graduate Academy, the Welcome Centre and the Research Department, thus providing an alternative site to the office at Universitätsplatz.

» **The brochure "Walksafe – mehr Sicherheit im Neuenheimer Feld" (Walksafe – enhanced safty on the Neuenheimer Feld) is distributed to all women staff and students at the University and is also available at the Equal Opportunities Office. Alongside a plan of the campus and important infrastructure information, it also contains tips for individual safety and the phone numbers of the escort service.**
www.rzuser.uni-heidelberg.de/~eq8/walksafe/walksafe_cms/downloads/flyer_walksafe.pdf

» **For more information on the on-campus service point (INF 304) and its office hours, go to**
www.uni-heidelberg.de/md/gsb/servicestelle_inf_flyer_klein.pdf

10

Ensuring Equal Opportunities

… through Cooperation and Networking

One need never stand alone. **Networking and cooperation** are invaluable assets for academics, notably in the bid to systematise and improve the parameters for gender equity at the university. Since its establishment, the Heidelberg University Equal Opportunities Office has been working closely with a large number of partners.

The **Wi MEET-Wissenschaftlerinnen-Treffpunkt** (Wi MEET – Women Researchers' Meetings) programme has been devised for all women scientists participating in support schemes for further academic qualifications like the Olympia Morata-Programme and also for all women academics at Heidelberg University. It lays on workshops and coaching sessions designed to help participants define their career profiles and acquire additional qualifications

in such fields as personnel leadership and project management over and above the actual research they are engaged in. In addition, social meetings organised by Wi MEET help women academics at the university to get to know each other and provide them with a networking platform.

» **For more information on the Wi MEET programme, go to www.uni-heidelberg.de/gleichstellungsbeauftragte/angebote/wi_meet.html**

As many of the concerns of women in science and higher education cannot be tackled at University level alone, Heidelberg University's Equal Opportunities Office is involved in a lively exchange of experiences with various other universities and colleges of applied sciences in the region. Cooperative ventures are undertaken, not only with equal opportunities offices at other universities in Baden-Württemberg and all over Germany, but also with non-university institutions like the **Heidelberg Family Alliance**, and an integrated group of partners, such as companies and institutions in the **Rhine-Neckar Metropolitan Region**. Joint strategies and guidelines are elaborated, discussed and implemented to sustainably improve equality of opportunities and working conditions for women

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in science and higher education and the situation of student parents and the family matters of academics.

One of the most important liaisons at the science and higher education level is with the **Conference of Equal Opportunities Officers at Universities in Baden-Württemberg** (LaKoG). The LaKoG has a hand in designing state-level support programmes for women (e.g. “Equal Opportunities in Academia”) and performs an advisory function on gender equity issues in connection with the formulation of guidelines or the revision of higher education laws.

The work group of the commissioners for equal opportunities at the universities of Baden-Württemberg serves as a multiplier for the topics equal opportunities and

compatibility between work and the family. It supervises the wording of state-level draft laws pertaining to its concerns. By signing the **European Charter for Researchers**, the University has pledged to observe the good practice recommendations of the European Commission for Researchers and Research Institutions. It participates in many initiatives of the EU Commission to increase the number of women academics and bring about a working environment geared to equality of opportunity.

The participation of the university in the worldwide mobility programme EURAXESS – Researchers in Motion offers career prospects to women academics leaving Heidelberg for places abroad or coming to Heidelberg from other countries.

» **State Conference of Equal Opportunities Commissioners at Universities in Baden-Württemberg (LaKoG)**
www.lakog.uni-stuttgart.de/menue_links/lakog_startseite/ index.html

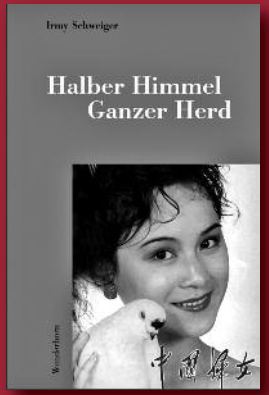
» **European Charter for Researchers and Code of Conduct**
http://ec.europa.eu/eracareers/pdf/am509774CEE_EN_E4.pdf

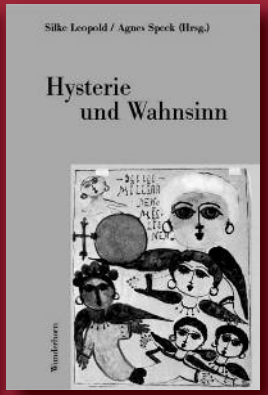
» **European Commission mobility programme EURAXESS – Researchers in Motion**
http://ec.europa.eu/euraxess/index.cfm

11

If You Want to Find out More …

… by taking an interest in **gender studies**. At Heidelberg University it has long since grown out of its marginal status and developed into a well established field of research in various disciplines. With no fewer than five major research projects, the Cluster of Excellence “Asia and Europe in a Global Context” focuses on the subject “Rethinking Gender, Sexuality and the Body in a Trans-cultural Art World”. Two professorships at the university bear the denomination “gender studies”, one in Differential Psychology, the other in Economics. Every semester, a list of courses on gender studies is available, as is the “Equal Opportunities Agenda” with information on upcoming events.





Seminars and training sessions are on offer every semester for students, young female academics and student parents. They are run by experts from the University itself or by external institutions and address subjects such as staff responsibility or time management. A project is elaborating modules aiming to integrate gender expertise into the continuing curriculum of the university's Training Programme for Staff and Administrators in 2012.

From 1994 to 2002 the Equal Opportunities Office in conjunction with the University organised the "Heidelberg Autumn Symposium on Gender Studies". It assembled outstanding women and men from academia and politics as well as companies to lecture both on fundamental issues in gender studies and on scientific topics or the humanities. The talks and results of the symposium can be found in the publication series "Heidelberger Frauenstudien".

The project **Perspectives – Academic Career Expertise**, running at the Institute of Psychology, interviews university students who have recently been awarded a PhD about the personal motives behind their career choices, their self-assessment, lifestyle choices, and their expectations concerning their professional targets. Of major interest are the differing perspectives that men and women have with regard to an academic career.

On the occasion of the 625th anniversary of Heidelberg University in 2011, twelve distinguished international

women academics were invited by the twelve faculties of the university in the twelve months of the anniversary year to report on their research. The series was entitled **Research for Tomorrow: Twelve Answers from Twelve Academic Disciplines**. All these women represent academic success stories in the fullest sense of the word and certainly qualify as role models for the young female academics at Heidelberg University. This lecture will be continued in cooperation of Equal Opportunities Office and Heidelberg Center for American Studies: every term, one faculty will invite one female academic from abroad to give a lecture.

The discussion forum **Kompetenzzuwachs/KomZu Chancengleichheit** (Enhancing Equity Expertise) focuses on the content of contemporary research reports on gender studies, recommendations and position papers from groups of experts and academic associations, or classics of gender equity research. Participating members are some of the managing directors of academic institutions, personnel officers from University Administrations and integrated research projects, staff members of the Equal Opportunities Office and many other interested parties.

» **Events of Equal Opportunities Office**
www.uni-heidelberg.de/gleichstellungsbeauftragte/angebote/veranstaltungen_start.html

» **Perspectives – Academic Career Expertise**
www.psychologie.uni-heidelberg.de/ae/diff/gender/sieverding_evers_forschung-postdoc.html

12

If You Have a Family …

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… you'll be trying to reconcile two different aspects of life. The practical challenges that students and university staff members with children or other family obligations have to face are different from those of other students or scholars. Heidelberg University responds to their needs with corresponding **support offers for families**.

Zertifikat seit 2010 audit familiengerechte hochschule

Members of the university are given active assistance in the framework of joint support measures with the Rhine-Neckar Metropolitan Region or the Heidelberg Family Alliance, with **coaching opportunities on life-work compatibility, the Clearing Service Academia and Family** and a multitude of caregiving institutions.

The systematic introduction of the measures comprised in the "Family-Friendly University Audit" in the framework of the Family in Focus programme dates back to 2003. These are regularly supplemented by such things as

- **A family-awareness ranking for institutes**
- **Executive training sessions on family-related topics**
- **Extension of childcare offers**
- **Part-time study options**
- **Stronger support for students with children**

KidS

Kinder in der Studienzeit

Studying with a child is often fraught with financial strain, time-management stress and organisation problems. Accordingly, the university has initiated a project called **KidS – Programme for Student Parents** in which it provides counselling on exam regulations, study fees, term leave and interruption of study courses. In addition, individual counselling is available on issues related to organising studies, financial assistance, social services and care possibilities. There are also regular time-management courses for student parents. As of the winter term 2010/11, study programmes will be offering an option for part-time study geared to the compatibility of studies and family life.

With a child on the way, many university staff members ask themselves, How can I pursue my career and be a good parent at the same time? The **Clearing Service Academia and Family** supports recent mothers in negotiating with the head of their department, hospital or research group to work out constructive conditions for the continuation of their academic careers in the following years. During maternal or parental leave, there is also the option of applying for the recruitment of a temporary substitute.

When moving to Heidelberg, partners of newly appointed professors face the challenge of finding a new job, too. They are supported by the **Dual Career Service** team in finding their feet at their new location, both professionally

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and in family terms. The service creates contacts with potential employers both inside and outside the university and provides advice and assistance when it comes to job applications.

» Assistance in reconciling family, studies and/or a job is something a family-friendly university should provide. Since October 2010, Heidelberg University has formalised this commitment with its induction into the "Family-Friendly University" Audit.
www.uni-heidelberg.de/universitaet/familiengerechte-universitaet/index.html

» Information for student parents
www.uni-heidelberg.de/studium/imstudium/KidS

» Clearing Service Academia and Family
www.uni-heidelberg.de/gleichstellungsbeauftragte/angebote/clearingstelle.html

» Dual Career Service
www.zuv.uni-heidelberg.de/personal/entwicklung/dcs

» Part-time studies
www.uni-heidelberg.de/studium/interesse/teilzeit

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Service for Families – The Kinderhaus (The Children's House)

The conclusion that all working parents come to sooner or later is that childcare is the be-all and end-all in the success of their vocational development. Accordingly, the university sets out to provide ideal childcare offers geared to the needs of its staff.

The places to go to with questions related to academia, family and childcare are the **Service for Families** at the Equal Opportunities Office and the **Kinderhaus Office**. Their function is to organise places in creches, kindergartens and schools and to establish contact with home helps and childminders. University members and students can obtain information on sport, music and leisure-time offers for their children plus vacation childcare offers from the university itself and in the region.

The university's **Kinderhaus** comprises a number of creches and daycare institutions offering university and University Hospital staff members a variety of care places for children from two months to school-starting age. Flexible opening times (10 hours in all) and all-year opening are geared to typical work routines at the university.

The university's **Backup Service** provides flexible emergency care in urgent and unforeseeable situations, e.g. unavailability of regular care or absence of the parents for professional reasons. Children up to three years can

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be admitted to the KidsClub (INF 370) at short notice, children from three to six years are looked after at the Daycare Centre (INF 159).

With its **Congress Childcare** service, the university also offers reliable and customised childcare to academics from elsewhere coming to Heidelberg University with their children to attend conferences or symposia.

Children from the families of visiting academics can spend time and make friends at the **KidsClub** on the Neuenheimer Feld Campus on a day-care basis. They have a wide range of games, materials and sports equipment at their disposal and there are regular play afternoons.

The **Club Parentes** is specifically aimed at student parents. It is part of the “Compatibility of Studies and Family”work group of the Heidelberg Family Alliance. Here student parents meet once a month to talk, establish networking contacts and support one another. These meetings are accompanied by representatives of Student Services, the Equal Opportunities Office and other university institutions.

» **For more information on the wide-ranging childcare offers at Heidelberg University, go to**

www.uni-heidelberg.de/einrichtungen/kinderhaus/index.html

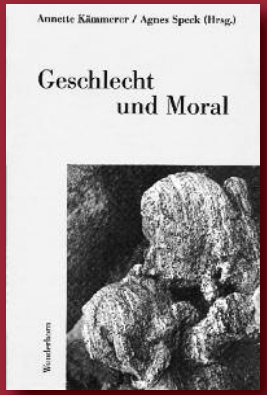
www.uni-heidelberg.de/einrichtungen/servicefuerfamilien/index.html

13

If You Need Tips and Information ...

Since 1995, the Equal Opportunities Office has issued the brochure "Info-Heft – Gleichstellung Universität Heidelberg" once per semester. It contains information on upcoming events, courses on gender studies, seminars on career planning and programmes advancing the qualifications and raising the profile of women academics, and the service for families. It also provides numerous important addresses and links for those interested in the subject of equality and family issues at Heidelberg University.

Between 1994 and 2002, the Equal Opportunities Commissioner was co-editor of a series of book publications on women-related topics entitled **Heidelberger Frauenstudien (The Heidelberg Women's Studies)**. The perspective is international and interdisciplinary. Subjects like



"aspects of maternity" and "gender and morals" stand side by side with a discourse-analytic study of women's literature in modern China or a volume on the imaging of men and women in English proverbs. The series also includes lectures and findings from the **Heidelberg Autumn Symposium on Gender Studies**.

You can obtain the following information material at the Equal Opportunities Office. On request the titles can also be sent to you:

» **Family in Focus at Heidelberg University** (2009)
Heidelberg University campaigns for compatibility between teaching, work, research, and responsibility for families

» **20th Anniversary of Gender Equity** (2007)
Heidelberg University

» **Walksafe** (2007)
Improving Safety on the Neuenheimer Feld Campus

» **KidS – Assistance for Student Parents**
(4th edn. 2006)

» **Equal Opportunities Commissioner** (2003)
Tasks and Competencies

» **Women's Day at Heidelberg University and the Heidelberg University of Education, 29 June 2001**
Abstracts of the lectures

» **Women's Day at Heidelberg University, 13 June 2007**
Documentation of lectures

» **Men Only?** (1997)
Gender equity at Heidelberg University ten years on

» **100 Years of Gender Equity** (2000)

» **You will find a list of the exhibits at www.uni-heidelberg.de/gleichstellungsbeauftragte/ueberuns/100_Jahre.html » You can order the information brochure here www.uni-heidelberg.de/gleichstellungsbeauftragte/index.html**

» **The two newsletters "Gender and Diversity" and "Family in Focus" are available as pdf files from www.uni-heidelberg.de/gleichstellungsbeauftragte/newsletter.html**
You can also take out a subscription to the newsletters.

» **University counselling venues in Heidelberg www.uni-heidelberg.de/gleichstellungsbeauftragte/aktivitaeten**

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Institutionalising Gender Equity

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The **Equal Opportunities Commissioner** has been operating at Heidelberg University since the summer semester of 1987 and is largely concerned with matters pertaining to the academic staff. The various holders of this post have initiated an abundance of measures designed to promote gender equity for women students, academics, and young scholars and scientists. The Equal Opportunities Commissioner is elected by the Senate every two years. Her competencies extend to academic matters in general, appointment procedures and staff selection, as well as committee work in administrative bodies and the Senate. Her tasks and powers are defined by the State Higher Education Law and the Charter and Senate resolutions of Heidelberg University.

She is seconded in all this by the **Equal Opportunities Commissioners of the Faculties**. They are elected by their faculties for two years and represent them in Faculty Councils and Commissions, for example in appointment procedures and in the implementation of gender equity measures, tailored to the requirements of the academic field. The Faculty commissioners elaborate the measures and strategies required for their equity objectives. With their heightened awareness of the concerns and problems of students and women academics, they are also important contact persons when problems arise at the workplace. The Equal Opportunities Commissioner, her deputies and other members elected by the Senate constitute the **Senate Committee for**

Gender Equity Matters. The Senate Committee selects the grant recipients of the support programmes and monitors the activities geared to implement the university's Gender Action Plan.

The **Equal Opportunities Office** is the central institution dealing with all matters related to equal opportunities, individual support and compatibility between study, research, teaching and family life. The tasks involved range from the elaboration of the Gender Action Plan for the university and the Initiative for Excellence to the implementation of measures. Successful examples are the planning and realisation of facilities like **Wi MEET**, the **Olympia Morata-Programme**, or the **Clearing Service Academia and Family**.

Top priority is given to counselling and support for women in academic life, from undergraduates and graduates to postdocs and professors. The Equal Opportunities Office organises seminars and training sessions on issues connected with research funding, grants and ongoing education. There are also events designed to increase gender expertise and directed at all members of the university. Here, associates from all the different sectors of the university are cooperation partners. Another important field of activity is cooperation with University institutions to permit the implementation of equal opportunities programmes and measures throughout the university. In addition, the Equal Opportunities Office is committed to the organisation of events designed to enhance research and teaching on topics related to gender studies.

The **Equal Opportunities Officer for administrative, laboratory and technical staff** deals with the concerns of administration employees, lab technicians and engineering workers. She can be consulted on matters related to the compatibility of work and family life and in connection with conflicts at the workplace. The range of her activities encompasses such areas as improvement of equal opportunities parameters and individual counselling, initiating strategies and furthering cooperation both within and outside the university. In accordance with the State Law on Equal Opportunities, the Women's Representative is elected for four years.

Further Reading …

You can follow up all the important links on the topic of gender equity in academia, qualification programmes and family support on our website:
www.uni-heidelberg.de/einrichtungen/gleichstellung.html

Equal Opportunities Commissioner

Contact via Equal Opportunities Office

» **Equal Opportunities Office**
Gleichstellungsbüro der Universität Heidelberg
Hauptstraße 126 | 69117 Heidelberg
phone: 06221 54-7697 | fax: 06221 54-7271
gleichstellungsbuero@uni-heidelberg.de
www.uni-heidelberg.de/gleichstellungsbeauftragte
office hours: Monday to Friday, 9 am–12 am

Faculty Equal Opportunities Commissioners

For names and contact details, go to
» **www.uni-heidelberg.de/gleichstellungsbeauftragte/ueberuns/gleichstellungsbeauftragte_fakultaeten.html**

Equal Opportunities Officer for administrative, laboratory and technical staff

Beauftragte für Chancengleichheit
Hauptstraße 126 | 69117 Heidelberg
phone: 06221 54-3660 | fax: 06221 54-3662
chancengleichheit@zuv.uni-heidelberg.de
www.uni-heidelberg.de/einrichtungen/organe/bfc/

Arrangements and offers for families

» **Service for families – Kinderhaus office**
Hauptstraße 126 | 69117 Heidelberg
phone: 06221 54-3923 | fax: 06221 54-7271
kinderhaus@uni-heidelberg.de
www.uni-heidelberg.de/einrichtungen/kinderhaus
office hours: Monday to Friday, 8 am–12 am

» **KidS – Programme for student parents**
Hauptstraße 126 | 69117 Heidelberg
phone: 06221 54-7697 | fax: 06221 54-7271
gleichstellungsbuero@uni-heidelberg.de
www.uni-heidelberg.de/studium/imstudium/KidS/index.html

Cooperation partners

» **Heidelberg Family Alliance**
phone: 06221 141013
moser@hddienste.de
www.familie-heidelberg.de

» **Rhine-Neckar Metropolitan Region**
N 7, 5–6 | 68161 Mannheim
phone: 0621 12987-0 | fax: 0621 12987-52
info@m-r-n.com

» **Conference of Equal Opportunities Commissioners at Universities in Baden-Württemberg (LaKoG) University of Stuttgart**
Kronenstraße 36 | 70174 Stuttgart
phone: 0711 685-82000 | fax: 0711 685-82001
kontakt@lakog.uni-stuttgart.de
www.lakog.uni-stuttgart.de/menue_links/lakog_startseite/index.html

» **Federal Conference of Women's and Equal Opportunities Commissioners at Universities**
c/o Expertise Centre Women in Academia and Research (BukoF)
Dreizehnmorgenweg 40–42 | 53175 Bonn
phone: 0228 2281-522 | fax: 0228 2281-550
andrea.loether@cews.org
www.bukof.de

References

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[1] Sources: Heidelberg University Administration, Controlling Division, Date 1st December 2010
In comparison the data for all across Germany:
first-year students (women 49.9 percent), graduates (women 51.4 percent) and doctorates (women 44.1 percent), professors (18 percent are women)
Sources: Report of the Gemeinsame Wissenschaftskonferenz Bonn (Joint Science Conference Bonn) for 2009/2010 (1995–2011)
Sources: Informationsdienst Wissenschaft e.V. (Science Information Service: for more information, go to www.gwk-bonn.de)

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[2] Cf. Central University Administration personnel administration system (as of 1st December 2010)

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