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# NEWSLETTER

## FOCUS ON FAIRNESS



UNIVERSITÄT  
HEIDELBERG  
ZUKUNFT  
SEIT 1386

This newsletter takes a literal approach to its title: After giving an overview of current events and workshops of the Equal Opportunities Office, we will focus on the topic of fairness.

The section “Agendaplus” provides information about ombudspersons and contacts at Heidelberg University, who step in when fair conduct among university members and in academic practice is lacking, or when cases of harassment, bullying, stalking and discrimination occur. Here, we also introduce an innovative format designed by the Equal Opportunities Office which is already considered as best practice internationally: an online tutorial that looks specifically at gender bias in the context of appointment procedures.

“Outside the Box” takes a look at the Helmholtz Association and its support for top-level female scientists.

And we have some news to share: The university has joined the best practice club “Familie in der Hochschule”, and in addition to this, we are working on new arrangements for researchers with responsibility for staff to work towards a better compatibility of family life and academia.

Be it in studying, doctoral research, application processes and funding – everywhere in (academic) day-to-day life we are sometimes confronted with involuntary prejudice that impedes gender equality in academia. With a visual campaign we want to raise awareness of the issue. Keep your eyes open during the next few weeks at your institutes and laboratories...

Do you have questions or would you like to set up your own projects on the topic of equal opportunity in your SFB with our support? Do get in touch, we look forward to your feedback!

We hope you enjoy the read,

*Evelyn Kuttikattu and Agnes Speck*

# AGENDA

## Last minute event offer

### **Workshop: New flexible working hour models for compatibility of academic career and family**

For academics in leadership positions: What can the university as an institution do to support the compatibility of work and family? Which models of flexible working hours are available and how can I implement them at work? How can I improve communication so that my environment allows for better compatibility of work and family? In this workshop organisational development consultant and coach Nina Bessing introduces approaches to solving problems revolving around the topic of academic career and private life. She will also present innovative and flexible working hour models. 05.07.18, 10am-4pm. [more](#)

### **How to work successfully in university committees for international researchers**

Practical information to motivate you to get involved in committees and to give you the chance for effective collaboration with your colleagues. 7.11.2018, 9am-12noon. [more](#)

### **Career Advice Intensive – compact individual coaching**

One-on-one coaching sessions for individual advice on academic careers. Analysis of your current situation and planning of next steps. 14.2.2019, 9.30am-5p. [more](#)

### **Peer Coaching – peer group meetings guided by a supervisor**

For advanced female post-docs who have embarked on an academic career: A forum for exchange among peers, for the supervision of scenarios from everyday academic life and for developing strategies and solutions. 13.11./27.11./04.12.2018/15.1.2019 6pm-9p. [more](#)

### **Fit for research – yoga for female researchers**

Get fit for research and everyday life – with a health programme offered in cooperation with Hochschulsport at Heidelberg University. [more](#)

# AGENDA PLUS

In this chapter we would like to report on different possibilities of conflict resolution at Heidelberg University. Who do I contact when conflicts arise in relation to my dissertation? Who can I turn to in cases of stalking, bullying, harassment or discrimination?

## **Ombudsperson for doctoral students at the Graduate Academy**

Since March 2011, two ombudspersons are available as confidential contacts. They act as independent authorities that both doctoral students and advisors can turn to in case of conflicts that may arise concerning the dissertation. The ombudsperson can be thought of as point of contact for advice and mediation. [more](#)

## **Contact person in case of sexual harassment, bullying and stalking**

If you are looking for a confidential conversation because you feel threatened, harassed or discriminated against, if you would like to learn about different options to resolve a burdensome situation at your place of work, during your studies or doctoral research, if you would like to obtain information on legal aspects and university-internal procedural rules - you can get in touch with the contact person. [more](#)

## **New: Online tutorial on gender bias in appointment procedures**

Equal opportunities for women and men at work? From a legal standpoint, this is considered a given. In everyday life, however, a range of factors can lead to unequal treatment of women and men. The online tutorial "Gender Bias in Appointment Procedures", developed by the Equal Opportunities Office, offers information and recommendations on how to avoid discrimination. [more](#)

# OUTSIDE THE BOX

This newsletter takes a look at equal opportunity activities at the Helmholtz Association. The Helmholtz Association, the biggest research community in Germany, identifies and addresses important and pressing challenges facing society, science and industry. Top-level research arranged in strategic programmes within six research fields includes equal opportunity programmes as well: The Helmholtz Association has made strategic talent management one of its essential tasks. [more](#)

## **Funding to recruit top-level international female Resereseachers (W3)**

The funding instrument supports the appointment of excellent female researchers who currently work at research institutions abroad. The Helmholtz Centers and university partners support appointments at W3 level. The funding volume amounts to € 600,000 per researcher per year and increases the basic funding of the recruiting Helmholtz Center. [more](#)

## **Funding of first-time appointments of excellent female researchers (W2/W3)**

This programme supports first appointments of excellent female researchers. This programme admits an annual minimum of five W2/W3 positions derived from the “Initiative and Networking Fund”. Funding for both W2 and W3 professorships is generally up to € 1 million over a period of five years. The funding can be used to finance the position and its equipment. [more](#)

# **BRIEFLY NOTED**

## **New: Heidelberg University signs “Familie in der Hochschule” charter**

On 12 June 2018 Heidelberg University signed the charter “Familie in der Hochschule” and joined its best practice-club. The organisation is customized to the university and science system and focusses on the needs of students and staff. [more](#)

## **New: Updated Maternity Protection Act**

Since 1 January 2018 the legal regulations on maternity protection also apply to female students. Only at their own request, however, they can waive the protected period before birth and continue attending university courses. The University is required to ensure a safe study and work environment for pregnant students and mothers who are breastfeeding. [more](#)

## **Frauke Melchior received the 2018 FEBS | EMBO Women in Science Award**

Frauke Melchior from the Center for Molecular Biology (ZMBh) at Heidelberg University, Germany, is the winner of the 2018 FEBS | EMBO Women in Science Award. The award recognises outstanding achievements of female researchers in the life sciences. Winners of the award are role models who inspire future generations of scientists. [more](#)

# **FURTHER READING**

In this section we want to present articles, studies and books that might be of interest to you.

## **Children or career**

For the first time researchers have verified empirically that women in academia decide against having children more often than other women. This is a problem that affects society as a whole.

## **Entrepreneurs regard voluntary funding of women as a laughing matter**

For this reason it will take another 40 years before women will hold half of all leadership positions. This has to be embarrassing for Germany, especially in comparison to other European countries.

### **“We need to woo women in particular”**

Female researchers oftentimes have a hard time in academia. Beside institutional factors this has to do with a lack of self-confidence, says Angela Friederici, Vice President of the Max Planck Society.

### **Implicit bias in academia: A challenge to the meritocratic principle and to women's careers - And what to do about it**

This paper looks at the role of implicit bias as a mechanism behind the gender gap and a potential threat to academic meritocracy. It focuses on implicit gender bias, examining how it plays a role in working conditions for women at universities, in recruitment and career advancement processes, and in research funding situations.

### **Women, research and universities: Excellence without gender bias**

A powerful and internationally competitive research base is essential to ensure Europe's academic excellence; it in turn is dependent on Europe's capacity to attract and retain highly skilled and creative researchers.

### **Gendered research and innovation: Integrating sex and gender analysis into the research process**

This paper focusses on the importance of gender and sex analysis in research content and process, arguing that it needs to be better integrated into research and innovation funding, content and implementation process.

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#### **Telefonische Sprechzeiten:**

Mo-Fr 9-12 Uhr