

# NEWSLETTER

## FOCUS ON FAIRNESS



UNIVERSITÄT  
HEIDELBERG  
ZUKUNFT  
SEIT 1386

A lot has changed in the (academic) world since the last newsletter. For this edition, unsurprisingly, we have therefore decided to focus on information about working during the Coronavirus pandemic.

Due to the current situation several of our events had to be cancelled or postponed. However, we still offer two web-seminars in July that might be of interest to students and young researchers: An information event about first-generation students in cooperation with ArbeiterKind.de and a digital workshop for teaching staff and student tutors or buddies on intercultural competence.

This autumn we will participate in a digital conference of the Institute for Translation and Interpreting on the topic of “Diversität macht Gesellschaft.” The keynote speaker Tupoka Ogette is currently one of Germany’s most sought-after experts on racism.

In our extra section “Research in Times of Corona” we present the info packages on our website that provide you with information on working (and studying) with family at Heidelberg University. In these information packages you will also find the most important updates from scholarship providers and funding bodies such as the DFG.

The past few months have been very challenging for parents and families. Together with the university management, Equal Opportunities at the university has been trying to offset difficulties as well as possible. We would like to know where we have succeeded and where there is room for improvement. We want to learn from it and you can help shape the family friendliness of the university. For this purpose we have designed a survey in which you can take part.

Reconciling family commitments and (academic) work pushes many of us to our limits. If the situation has shown one thing, it is the continued gender inequality in the distribution of care and paid work responsibilities. In times of COVID-19, the issue of gender equality has increasingly found its way into public as well as academic discourse and studies. You can find more on this issue in the “Further Reading” section.

Stay healthy!

Evelyn Kuttikattu and Agnes Speck

# AGENDA

## Last minute event offer

### **ONLINE All new?! First-generation students at Heidelberg University (in German)**

In Germany, education careers continue to be closely tied to the childhood home: Only 27 in 100 children from non-academic families take up studying, although double that number pass the *Abitur*. On the other hand, 79 in 100 children from academic families attend university. The non-profit organisation ArbeiterKind.de encourages pupils from families without a university background to be the first in their family to take up studying. This event raises awareness of the topic and provides information on how to support first-generation students from the beginning and successful completion of their studies to the start of their professional careers.

Tuesday, 14 July 2020, 10.30am-1pm, webinar, HeiConf link provided after registration [more](#)

### **ONLINE Workshop: Intercultural competence for tutors (in German)**

At a university shaped by its internationality, university and campus life sees different cultural backgrounds meet. This can be enormously enriching but challenging as well. From (student) tutors in particular, this demands a lot of knowledge about cultural differences and similarities. This workshop teaches intercultural competence to tutors for their work at the University.

Monday, 20 July 2020, 9am-1:30pm, online, HeiConf Link provided after registration [more](#)

# RESEARCH IN TIMES OF CORONA

## **Information packages on studying and research with family in times of COVID-19**

On our website we have collected information on working and studying (with family) in times of Corona in form of information packages, which are updated continuously. Info package B "Regulations concerning fixed-term employment and scholarship contracts, deadlines for research proposals and projects" contains information on regulations concerning employment contracts and information about deadlines of funding bodies for research and project proposals. For research projects funded by the [DFG](#), for instance, it is possible to receive additional personnel and project funding during the Coronavirus pandemic and time delays in projects are taken into account as well.

[more](#)

## **Amendment to the Academic Fixed Term Contract Act (WissZeitVG)**

The Bundestag has agreed on an amendment to the Academic Fixed-Term Contract Act (WissZeitVG) in order to prevent disadvantages for researchers with fixed-term contracts following the protective measures during the Coronavirus pandemic. Retroactive to 1 March 2020, the maximum fixed-term contract period pursuant to WissZeitVG for academic and creative personnel in the post-graduate qualification phase is extended by six months due to the pandemic-related restrictions of university and research activities. The option of extension applies to employment contracts in effect between this date and 30 September 2020.

**more**

## **DFG: Diversity Checklist for Applicants**

To the DFG, the reflection of gender and diversity in fundamental research is an important and essential part in preparing a research project. To underline this importance, the DFG has added a passage on the relevance of gender and diversity to its application guidelines. For the planning of research projects, the DFG offers a **checklist** for applicants to see if information on gender and/or diversity may be necessary for the project application.

**more**

## **Recertification as a “Family-Friendly University”**

Following an auditing process, Heidelberg University has been certified as a “family-friendly university” for the fourth time, having once more successfully applied to “berufundfamilie” for the certificate. With this auditing, new measures are to be added to the offers that have been established already. The plan is to integrate the topic of “Academia and Family” into management structures, to create offers for those in leading positions to realise a family-friendly organisational culture and to support the compatibility of academic qualification and family commitments. In appointment procedures and personnel selection, times of maternity leave and parental leave are to be taken into account as well in performance assessment.

**more**

## **Survey: Family-Friendly University and Corona**

The last couple of months have been very challenging for parents and families in particular. Together with university management, Equal Opportunities at the University has been trying to offset difficulties as much as possible. Please let us know where we succeeded and where there is room for improvement so that we can learn from the last months and provide even better conditions for families in the future – even in difficult times.

**link to survey**

# AGENDA PLUS

**Save the date – Conference: R<sup>3</sup>- Relate. Rethink. React.**

The Conference “R<sup>3</sup>- Relate. Rethink. React” on diversity and racism will take place this autumn, supported by the Equal Opportunities Office. The conference organisers from the Institute for Translation and Interpreting were able to confirm Tupoka Ogette, a highly sought-after expert on racism, as a keynote speaker. Students from the Institute will interpret the talks simultaneously into eight languages and the talks will be broadcast online.  
5 November 2020

[more](#)

## GOOD PRACTICE

In this section, we would like to report on activities, projects and lectures related to the topic of equal opportunity at the Collaborative Research Centres and other scientific institutions in Heidelberg. You may of course also send us your event dates in advance.

**EMBO | EMBL | HHMI Conference: Gender Roles and their Impact in Academia – Virtual**

“The conference wants to explore the understanding of how the progression of men and women in academic and related careers is influenced by the linkages between biology, society, and gender roles. An important part of the conference will be a focus on solutions: How do we define and recognize merit in academia, in a gender-neutral way? What is the impact of gender stereotypes in society and the workplace? What are the measures successfully applied in different institutions to support gender equality?” 13 - 15 October 2020

[more](#)

## FURTHER READING

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

**“The Impact of COVID-19 on Gender Equality”**

In their new study, Michèle Tertilt, Professor of Economics at the University of Mannheim, and three other economic scientists show how the COVID-19 pandemic differs from past economic crises and why employment opportunities for women in particular are impacted negatively by it.

### **“Overcoming the ‘tyranny of the urgent’: integrating gender into disease outbreak preparedness and response”**

This article by Julia Smith “contributes to discussions on the gender dimensions of disease outbreaks, and preparedness policies and responses, by providing a multi-level analysis of gender-related gaps, particularly illustrating how the failure to challenge gender assumptions and incorporate gender as a priority at the global level has national and local impacts.”

### **“The pandemic and the female academic”**

Social demographer Alessandra Minello writes about her own experiences as a researcher working from home and points to the consequences that the pandemic will have on parents with care responsibilities in the academic environment

### **“No Room of One's Own”**

According to this article by Colleen Flaherty, early journal submission data suggests that women's research productivity is impacted negatively by the Coronavirus pandemic. There have been many negative predictions, but now the evidence is coming in: “Editors of two journals say that they’re observing unusual, gendered patterns in submissions. In each case, women are losing out.”

### **“A webinar series from Nature Careers to help scientists during the coronavirus pandemic”**

Nature Careers has started a series of webcasts “in which researchers can ask questions and share their experiences with expert panellists and their peers.” Topics range from productivity, parenting under lockdown to mental well-being, with more webcasts planned.

### **OECD policy brief: “Women at the core of the fight against COVID-19 crisis”**

“The COVID-19 pandemic is harming health, social and economic well-being worldwide, with women at the centre. First and foremost, women are leading the health response: women make up almost 70% of the health care workforce, exposing them to a greater risk of infection.”

### **EIGE: “Covid 19 and Gender Equality”**

The European Institute for Gender Equality (EIGE) offers a website to raise awareness about gendered impacts of the Coronavirus crisis on our society. The information draws on EIGE’s existing research as well as gender statistics and focuses on the topics of frontline workers, gender impacts on health, unpaid care and housework, economic hardship and gender, gender-based violence and people in vulnerable situations.

### **Collection of research and surveys: “Social impact of the Corona pandemic”**

The German Data Forum (RatSWD) has collected current research projects, studies and surveys on its website that study the effects of the Corona pandemic on society empirically. At present, it lists 152 studies with German universities and research institutes involved. Many of the collected studies focus on diversity dimensions such as age, sex/gender, social or economic background in their research.

---

If you do not want to receive this email anymore, you can unsubscribe [here](#).

**Gleichstellungsbüro der Universität Heidelberg**

Hauptstraße 126  
69117 Heidelberg  
Tel.: 06221 54-7697  
Fax: 06221 54-7271

[gleichstellungsbuero@uni-heidelberg.de](mailto:gleichstellungsbuero@uni-heidelberg.de)

**Telefonische Sprechzeiten:**

Mo-Fr 9-12 Uhr