

NEWSLETTER

FOCUS ON FAIRNESS



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

The year is coming to an end. It has been an exhausting and challenging year for all of us, both as private individuals and as university members and scientists. 2020 was an important year for the issues of equality and diversity. For a long time now, there have not been so many debates about unequally distributed care work, poor pay in the (female-dominated) care sector and compatibility of work and family life. The corona pandemic acted like a burning glass - highlighted and reinforced social inequalities.

In order to support female scientists and university members with family or care responsibilities, the Equal Opportunities Office offers various support programmes, one for female scientists with committee responsibilities, one for university members with family responsibilities, who participate in academic self-administration committees and a student/research assistant support for university members with family responsibilities.

Institutes wishing to introduce the topic of diversity into their subject matter in the summer semester 2021 can contact the Equal Opportunities Office. Under the title "Diversity Innovations", financial support is provided for teaching positions that deal with diversity issues. You will find tips and inspiration on this, especially for MINT subjects, in the newsletter below.

The German Research Foundation also has a lot of new information, such as a budget for underrepresented spokespersons, for which you can apply since the beginning of November, so this time an entire section is dedicated to it.

The Equal Opportunities Office starts the new year busily with the campus campaign "Heidelberg University - Respekt leben, Vielfalt fördern, Miteinander gestalten" in January. A wide range of events deal with the topics of anti-discrimination, protection against sexual harassment, mobbing and stalking.

A podcast series on the topic of diversity will also accompany the next semesters. A first pitch will be made in January by Florence Brokowski-Shekete, Germany's first Black director of an education authority in discussion with Professor Christiane Schwier, the Central Equal Opportunities Officer.

You see, we are not letting ourselves be slowed down, and - we are sure - neither will you. Get well and healthy into the new year

Evelyn Kuttikattu and Agnes Speck

Agenda

ONLINE Workshop: Intercultural competence for tutors (in German)

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

Monday, 18.01.21-25.01.21, HeiConf/Moodle, two synchronous meetings and asynchronous work on moodle in-between.

To register, send an email to: evelyn.kuttikattu@uni-heidelberg.de

ONLINE: "The Gender Pay Gap Begins in the Child's Room" - On the Reproduction of Role Clichés and What We Can Do About It" (in German)

Corona revealed that women still carry the overwhelming burden of unpaid care work. This results in the Gender Pay Gap, which will eventually become the Gender Pension Gap. But where does the misery begin? With the choice of studies? The choice of industry when starting a career? - Wrong. We take a look into children's rooms to see that role models are already being cemented there, and that these have a monetary impact. Or did you know that boys get more pocket money than girls even at elementary school age? In an interactive lecture with Almut Schnerring and Sascha Verlan, the organizers of the Germany-wide Equal Pay Day, you will learn about the possibilities of recognizing gender marketing and avoiding the manifestation of unconscious prejudices and attributions among your own children. Wednesday, 24.02.2021, 10.30am – 12.30noon

To register, send an email to: evelyn.kuttikattu@uni-heidelberg.de

ONLINE: Career Advice Intensive – Compact Individual Coaching for female scientists

This offer focuses on questions regarding the possibilities, planning and building of an academic career. Career coach Beate Scholz gives intensive advice in a one-on-one coaching session including an analysis of current professional situation and the planning of next steps.

Friday, 16.04.21, via Zoom.

To register, send an email to: gleichstellungsbuero@uni-heidelberg.de

ONLINE: Funding programmes for female researchers

This event provides female junior researchers, advanced doctoral students and postdocs with information on research funding and career development programmes for female researchers. It includes information on calls for applications as well as on support offers during the application process.

Wednesday, 21.4.2021, 10am-12noon, via HeiConf

To register, send an email to: carmen.waiblinger@uni-heidelberg.de

ONLINE: Father, mother, uni – A contradiction? – University offers on the compatibility of work/studies and family (in German)

Pregnant while on a fixed-term contract or studying – how best to proceed? What implications does the amendment to the Maternity Protection Act (*Mutterschutzgesetz*) have for students and academic advisory services? How can I reconcile my academic career with starting a family? What do I need to keep in mind when talking to my superiors and when a contract is drawn up? What are my rights as an employee? The Equal Opportunities Office offers a wide range of services to university members that are designed to support the compatibility of family and (academic) career. This event provides information and introduces offers and services of the Equal Opportunities Office.

Wednesday, 16.6.2021, via HeiConf.

To register, send an email to: evelyn.kuttikattu@uni-heidelberg.de

Agenda plus

Save the date

Campus campaign starting January 2021

As part of the "zieh einen Schlusstrich" (draw a line) campaign in Baden-Wuerttemberg Heidelberg University is sending a signal - for respectful, fair conduct, and against sexual harassment, bullying, stalking and discrimination.

In August, a resolution was passed in the Ministry of Science, Research and the Arts and signed by representatives of all institutions of higher education.

The campus campaign "Heidelberg University – Respekt leben, Vielfalt fördern, Miteinander gestalten" will be launched in January 2021 with a website and a contest of ideas for students. In addition, researchers will give talks on and discuss these topics in digital form as part of an opening event in January. There will also be a university-wide survey in January, a talk on cyberbullying and a training seminar for personnel in executive positions in May dedicated to the topic. The final event of this campaign will be an online tutorial in the summer of 2021. More information to follow.

Podcast series on diversity

With the start of winter term 2020, the Diversity Competence Centre at the Equal Opportunities Office will regularly publish podcast talks on its website with experts and activists working on different aspects of diversity and structural inequality. To start the series, the Equal Opportunities Commissioner of Heidelberg University, Professor Christiane Schwierien, will talk to Florence Brokowski-Shekete, the first Black director of an education authority (*Schulamt*) in Germany, about the question how racism spoils our lives and how we can avoid taking part in this threat. Florence Brokowski-Shekete lives in Mannheim and also works as an anti-racism coach. More information to follow.

Support offers / calls for applications

The Equal Opportunities Office currently offers a series of support programmes and calls for applications.

EXU Support for female researchers with committee work at the University

The participation of female researchers in committees of the University is essential, even mandatory in some committees. If female researchers participate in university committees (on faculty and central level), they can receive support. To be eligible, the female researcher needs to be actively involved in at least three committees, this also applies to committees working digitally. This support can be applied for for the term and takes the form of a maximum of 2.000 € during the term. The money needs to be spent on student/research assistants, personnel or technical support. Applications for support can be sent in up until four weeks into the lecture period. While there is no preset application form, the application has to specify which committees you are participating in and what the support is intended for.

The application needs to be sent to gleichstellungsbuero@uni-heidelberg.de. For enquiries, please contact Agnes.Speck@uni-heidelberg.de.

EXU Support with tasks in academic self-administration for university members with family

Members of Heidelberg University with children under the age of 15 or with family members in need of care can apply for support if they participate in academic self-administration committees during winter term 2020/21. As a measure of support, these university members can apply for the financing of a student assistant (up to 35 hours during the term) or research assistant (up to 20 hours during the term) for the term. While there is no preset application form, the application has to include a short description of the family circumstances and information on your committee participation. The support from student or research assistants is to be used only for help with committee work or the performance of other official duties.

Applications can be sent to gleichstellungsbuero@uni-heidelberg.de at all times. For enquiries, please contact Agnes.Speck@uni-heidelberg.de.

Student/research assistant support for university members with family responsibilities (Corona-related burdens)

Members of Heidelberg University with children or with family members in need of care can receive direct support if they are preparing/teaching courses during winter term 2020/21 while having to fulfil care responsibilities at the same time. As a measure of support, these university members can apply for the financing of a student assistant (up to 35 hours during the term) or research assistant (up to 20 hours during the term). While there is no preset application form, the application has to include a short description of the family circumstances as well as a statement as to why support from a student or research assistant is needed. Support from student/research assistants is possible only for teaching preparation and implementation.

Applications can be sent to gleichstellungsbuero@uni-heidelberg.de at all times.

Olympia Morata Programme of Heidelberg University

The Olympia Morata Programme typically funds a part-time position (pay grade 13/TV-L). Female postdoctoral researchers with independent research achievements may apply for these positions. The institutes, at which the researchers work, are expected to make available part-time positions (pay grade 13/TV-L) or other personnel resources as well. The call for applications is now open. The application deadline is 18.12.2020. The guidelines can be found [here](#).

For more information please contact: carmen.waiblinger@uni-heidelberg.de

Call for applications: Teaching assignments "Diversity Innovations"

Within the Excellence Initiative framework, the Equal Opportunities Office funds teaching assignments which are concerned in substance with matters of diversity. For the winter term 2020/2021, four "Diversity Innovations" teaching assignments are being funded, an application for the summer term 2021 is already possible as well. The institutes are responsible for organising the teaching assignments; the Equal Opportunities Office will gladly provide impulses. If you have any questions, please contact agnes.speck@uni-heidelberg.de or evelyn.kuttikattu@uni-heidelberg.de.

DFG news

Sex, gender and diversity in research proposals

In submitting proposals to the DFG, taking into account of sex, gender and diversity aspects concerns not only the research framework but also – as a sign of quality – the research content itself. Reflecting on sex, gender and diversity should be part of the preparation of every research project and should be addressed in the proposal as well. In addition to a checklist, the DFG now also provides discipline-specific examples of research projects in the humanities and social sciences, life sciences, natural sciences and engineering sciences that illustrate the integration of diversity into research endeavours.

Gender inclusion funding for spokespersons

Research collaborations with spokespersons/coordinators whose gender is underrepresented at the management level in their specific fields may, as of now, apply for 80.000 euros in funding per funding year. Gender inclusion funding should be used for individual and subject and/or project-related activities serving to facilitate the spokesperson's new role. Supplementary applications for current projects may be possible as well.

Standard allowance for gender equality measures for Emmy Noether Programme and individual research grants

It is now possible to apply for the standard allowance for gender equality measures in the Emmy Noether and individual research grants programmes as well. Applications can be submitted as of now. This project-related standard allowance amounts to 1000 euros during the funding year and can be used for career advancement measures for female researchers as well as measures to support the compatibility of family and research.

Monitoring Equal Opportunity

The DFG reports annually on the number and the proportion of women researchers submitting proposals to the DFG, on the success of these proposals and on women's representation on the statutory bodies at the DFG. The main theme of this year's report is "Women in Medicine".

Second funding phase for two Collaborative Research Centers

Heidelberg University has been successful in the latest approval round of the German Research Foundation (DFG). The collaborative research center CRC 1249 in chemistry, "N-Heteropolycycles as Functional Materials" with the aim to develop new organic semiconducting materials to be employed in transistors and solar will be funded for another four years. The same goes with CRC/TRR 191, "Symplectic Structures in Geometry, Algebra and Dynamics", a transregional consortium in mathematics in cooperation with Ruhr University Bochum and the University of Cologne.

Outside the Box: The Schering Stiftung

The Schering Stiftung, based in Berlin, supports the life sciences, contemporary art, as well as scientific and cultural education. The Foundation's activities focus on projects at the intersection of science and art such as exhibitions and dialogue formats that see the coming together of scientists, artists and the general public. Calls for nominations are currently open for two prizes.

Ernst Schering Prize

The call for nominations is now open for the Ernst Schering Prize 2021, a prize that honours pioneering basic research in biology, medicine and chemistry. It comes with a prize money of 50.000 euros. The prize is designed to honour those researchers in particular who, in addition to their top-level research in biology, medicine or chemistry, are actively engaged in socially relevant debates or have launched initiatives to inspire and support future generations of researchers. Nominations are accepted until 17 February 2021.

Friedmund Neumann Prize

The Friedmund Neumann Prize honours junior researchers who have conducted outstanding basic research in human biology, organic chemistry or human medicine. To make excellent research achievements visible and thereby help the prize winners to establish themselves in their academic fields, this prize is aimed at junior researchers who have already developed an individual research profile following their doctoral studies. It comes with a prize money of 10.000 euros which is not tied to a specific purpose. Nominations are accepted until 17 February 2021.

Further reading

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

Collection of material on Covid-19 and gender

Ever since the outbreak of the Covid-19 pandemic, the distinct disadvantage that women experience in this crisis has been the focus of numerous studies and media publications. The Centre of Excellence Women and Science has published a collection of material.

Third Gender Equality Report of the German Federal Government (in German)

By order of the Expert Commission for the German Federal Government's Third Gender Equality Report, which is set to be published at the end of January 2021, expertise reports have been requested on the topics of gender, STEM and digitalisation in particular:

[The effects of flexible digitised working opportunities on informal care and housework](#)

[Gender and violence in digital space](#)

[The gender pay gap in IT professions](#)

[Gender equality aspects in the digitalisation of work in Germany](#)

[STEM. Why not? On the underrepresentation of women in STEM, and ICT in particular, its causes, the efficacy of current measures and recommendations](#)

[Paid work, gender and the blurring of boundaries. The effects of digitalisation and flexibility in structural elements of work on gender relations and health](#)

EU report "Gendered innovations 2"

"Integrating sex and gender analysis into research and innovation adds value to research and increases its societal relevance. To further strengthen the integration of sex and gender analysis into research and innovation, the European Commission convened an expert group to support these efforts." Its second report, "Gendered innovations 2 – How inclusive analysis contributes to research and innovation: Policy review," was published recently.

Nature Index 2020

"German science is thriving, but diversity remains an issue -The research giant lags in its support of female leadership. "

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