

NEWSLETTER

FOCUS ON FAIRNESS



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

In view of the ongoing pandemic, one could get the impression that we find ourselves in the same situation as this time last year. While we are still dealing with the Covid-situation, here at the Equal Opportunities Office we have used this unusual time anyway to work on gender equality and diversity topics from our home offices at full speed.

We can therefore already announce several events and further training offers that will take place during winter term 2021/22 and summer term 2022 such as an anti-racism workshop for employees, a workshop on balancing care and career in science, or the presentation of a tutorial on knowledge management.

For the coming terms, a particular focus will be on "Rethinking Careers – Ways Towards Scientific Excellence." An event series of the same title addresses this topic with a range of different events in German and English. The first event of the series will be the Heidelberg Panel on 2 December 2021. More about this in the Agenda Plus section of this newsletter.

The call for applications is still open for the University's Olympia Morata Programme in support of women junior researchers. The deadline for applications is 20 December 2021.

Things are happening at the DFG as well: Particularly in the field of equal opportunity and diversity, a lot has been set in motion. To address open questions, the DFG offers two information events for interested researchers of all fields, science managers and coordinators. These open information events will cover topics such as budgets for spokespersons, replacements during and contract extensions after maternity leave and parental leave, the standard allowance for gender equality measures, Corona compensation, and diversity measures. There will also be time for questions.

More and detailed information on these topics you can find in the text below.

We wish you a successful winter term 2021/22 and a pleasant run-up to the holiday season.

Stay healthy!

Evelyn Kuttikattu and Agnes Speck

Agenda

ONLINE Workshop: Balancing Care and Career in Science (in English)

Balancing care work and a career in science means gaining rich experiences in two worlds. But it also requires a high degree of self-management and resilience. Covid-19 has exacerbated these challenges, making everyday life a balancing act for many. Nina Bessing – expert for life balance and new work – reports on success factors from practice and research, and small reflection formats and transfer exercises in breakout sessions enable integration into your everyday life.

1 February 2022, 9 a.m. - 3 p.m. (1 hour lunch break)

Please register until 10.01.22 at the latest at:

gleichstellung-veranstaltung@uni-heidelberg.de

ONLINE: Knowledge Management at the University – Online Tutorial Presentation (in German)

At Heidelberg University, we are familiar with the situation, too: With changes in personnel – be it administrative staff leaving the University or junior research groups disbanding – comes a loss of practical knowledge concerning work processes; knowledge that incoming employees must laboriously acquire anew. This short presentation will introduce the tutorial's content and possible applications.

2.6.22, 10.30 a.m. - 11.30 a.m., via zoom

Registration: gleichstellung-veranstaltung@uni-heidelberg.de

ONLINE Basic Course: Diversity and Anti-Discrimination (in German)

"Diversity" and "diversity management" – what has for a long time been trending in business contexts exclusively, has in the meantime reached universities as well. But what are the theories and ideas behind these terms and how are diversity work and anti-discrimination work connected? This course introduces the basic idea of the term diversity and its dimensions, connects it to anti-discrimination work, and provides information on strategies, guidelines, and possible courses of action in case of conflict situations at the University.

6.7.22, 10.30 a.m. - 12 noon, via zoom

Registration: gleichstellung-veranstaltung@uni-heidelberg.de.

ONLINE: Funding Programmes for Women Researchers

This event offers information on research funding and career development programmes for women who are either junior researchers, advanced doctoral students, or postdocs. It will cover information on calls for application and introduce support options available during the application process.

13.07.22, 11 a.m. - 12.30 noon, via zoom

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

ONLINE: Awareness Training Anti-Racism (in German)

Racial discrimination is a structuring feature of our society and occurs in all essential areas – universities are no exception. It is impossible not to develop racist thought patterns during one's own socialisation. This workshop raises awareness of the topic and presents approaches to shifts in perspective and a mindful use of language so that racism is not reproduced at work and in everyday life. This workshop with Kamady Fofana is aimed at employees and academic advisers of Heidelberg University.

21.7.22, via zoom

Registration: gleichstellung-veranstaltung@uni-heidelberg.de

Agenda plus

Event Series

Rethinking Careers – Ways Towards Scientific Excellence

#ichbinhanna. What began as a trend on Twitter led to a discussion about the situation of young researchers in Germany. The focus is now on structural problems in academic career paths: Equality and diversity aspects, especially regarding work situations, access to academic careers, and the importance of different aspects of work in universities, need to be included when thinking of careers in academia. In winter term 2021/22 and summer term 2022, we want to connect the views of sciences and politics with the ideas of German and international players via an event series.

On Thursday, 2 December 2021, from 4 p.m. to 6.30 p.m.

Rethinking Careers – Ways Towards Scientific Excellence. A Heidelberg Panel constitutes the first event of our series.

Panellists:

Dr Benjamin Baumann, Heidelberg University, postdoc at the Institute of Anthropology, Centre of Asian and Transcultural Studies

Franziska Grün, Heidelberg University, doctoral student at the Institute of Pharmacy and Molecular Biotechnology

Dr Alexandra Heidle-Chhatwani Junge Akademie Berlin-Brandenburg, managing director

Prof. Dr Kathia Serrano-Velarde, Heidelberg University, organizational sociologist

Prof. Dr Karin Schumacher, Heidelberg University, Vice-Rector for Quality Development

Dr Johannes Tröger, AMERIA AG Heidelberg, humanities scholar

Access:

<https://zoom.us/j/5137486093?pwd=TWNNeHZkRk10R3dzM0tBOU55Nm9Tdz09>

Passcode: 444901

Podcast “Diversity Spotlights”

Since summer term 2020, the Diversity Competence Centre at the Equal Opportunities Office regularly publishes podcast talks on its website with experts and activists who are working on different dimensions of diversity and structural inequalities. Thus far, there have been talks on racial discrimination, the historical development of racism in Germany, social background at the University, and anti-queer ideologies. To supplement this offer, topic pages have been set up that include glossaries, further reading, as well as networking and further training opportunities. The pages are available in English and German.

Support offers / calls for applications

Current offers and calls of the office for equal opportunities, diversity, and the compatibility of studies, research, teaching and family:

Olympia Morata Programme – Funding Programme of Heidelberg University

Applications are currently received for Heidelberg University’s Olympia Morata Programme. Advanced women junior researchers with a doctoral degree and independent research achievements after their doctorate can apply. During the funding period, successful applicants also have access to intensive advice and coaching services. The application deadline is 20 December 2021. The call for applications can be found [here](#) (link).

Those interested can receive further information and the necessary questionnaire forms as well as submit their applications at the Equal Opportunities Office.

Teaching Assignments “Diversity Innovations”

Within the Excellence Initiative framework, the office for equal opportunities, diversity, and the compatibility of studies, research, teaching, and family finances teaching assignments that are concerned in substance with matters of diversity. An application for summer term 2022 can already be submitted. 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

Communicator Award – Science Award of the Donors' Association

The DFG is once again inviting applications/nominations for the "Communicator Award – Science Award of the Donors' Association." The award is worth € 50 000 and is presented to researchers and teams for outstanding achievements in science communication. With this prize, the DFG and the Donors' Association honour researchers of all fields for making their scientific work and field accessible to a wider audience in particularly creative, diverse, and effective ways, thereby strengthening the dialogue between science and society at large.

Application/nomination deadline: 7.1.2022

ONLINE Information Events: Equal Opportunity in DFG Funding Programmes

On two separate dates, the DFG offers information related to the topic of equal opportunity for interested researchers of all fields, science managers and coordinators. Topics to be covered include replacements during and contract extensions after maternity leave and parental leave, the standard allowance for gender equality measures, family allowance in the Emmy Noether Programme, budgets for spokespersons, Corona and gender, and diversity.

No registration or separate access information are required to participate.

7 December 2021, 1 p.m. - 2.30 p.m.

16 February 2022, 10 a.m. - 11.30 a.m.

Further reading

Codvid-19 and gender

Updated collection of materials of the Center of Excellence Women and Science (CEWS)

Family Ties, Geographic Mobility and the Gender Gap in Academic Aspirations

by Lídia Farré and Francesc Ortega

„This paper provides new evidence supporting that gender differences in post-graduate educational choices contribute to the glass ceiling in the labor market.“

Bye Bye Ms. American Sci: Women and the Leaky STEM Pipeline **By Jasmin D. Speer**

“This paper provides a detailed analysis of the STEM pipeline from high school to mid-career in the United States, decomposing the gender gap in STEM into six stages.”

Gender in Sub-Saharan Africa

“This webpage offers bibliographical information on gender in Sub-Saharan Africa. It is structured along country and thematic contents. It is possible to select information on gender issues in a particular Sub-Saharan country.”

Gender Role Models and Early Career Decisions

by Monique Löwe, Ulf Rinne and Hendrik Sonnabend

“This paper analyzes the link between the subject choices of German students in upper secondary school and teacher gender when these choices are taken.”

Das Netz als antifeministische Radikalisierungsmaschine (in German)

Published by the German Association of Women Lawyers

Policy paper on the significance of misogyny as an element of extremist currents and the radicalising effect of the internet.

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Gleichstellungsbüro der Universität Heidelberg
Hauptstraße 126
69117 Heidelberg
Tel.: 06221 54-7697

gleichstellungsbuero@uni-heidelberg.de