



# Gender equality and family-friendly policies

Status

## Effective, practised and continuous equality and family-friendliness

### Institutionalized structures at the University

- ▶ Dedicated prorectorate for diversity
- ▶ Division for equality of opportunity, family and diversity

### Promoting families and careers

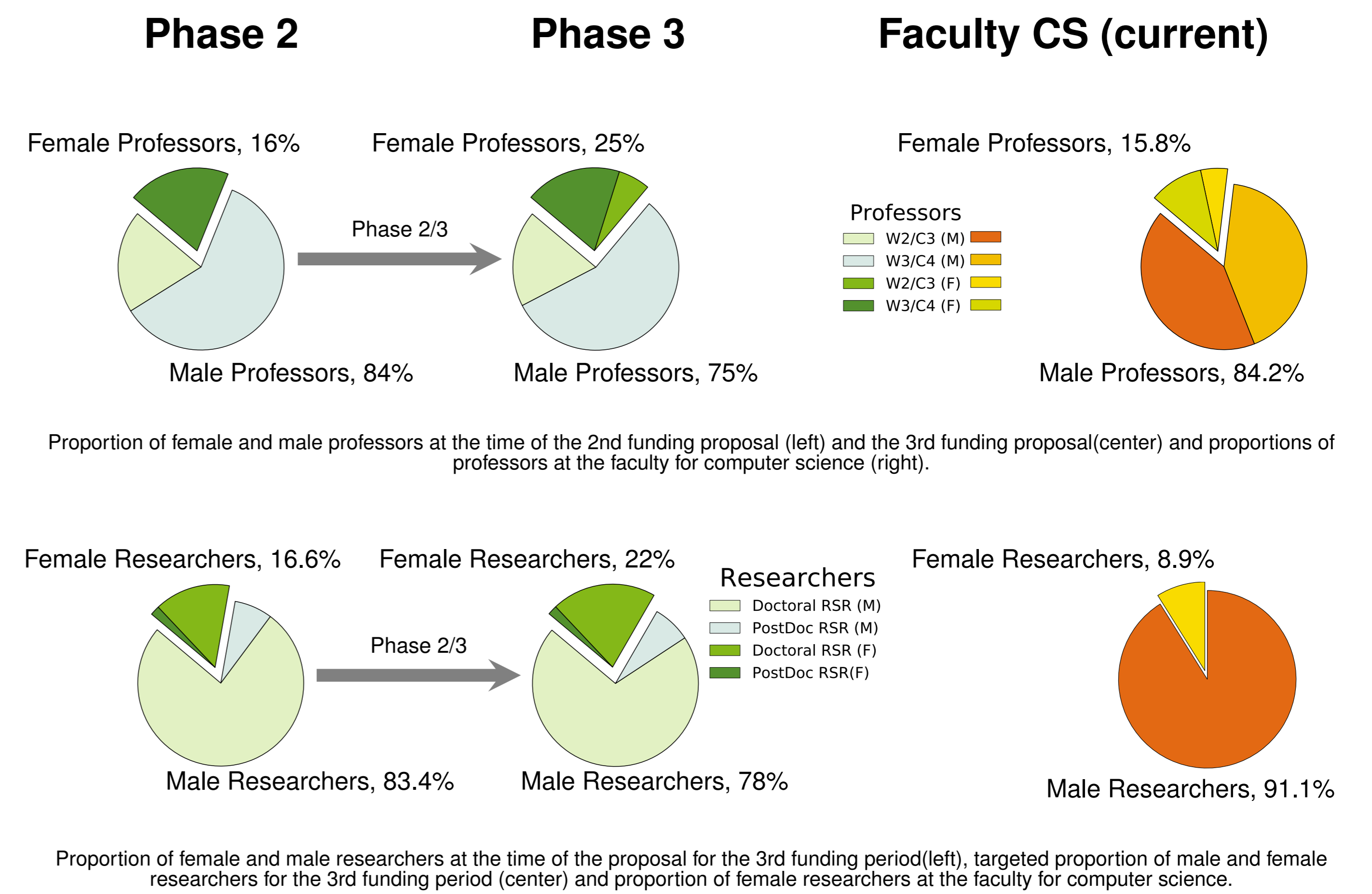
- ▶ Child care
- ▶ Research Academy Ruhr
- ▶ Family office and career services

### Diverse, evaluated and awarded

- ▶ Highest level of 4 according to DFG-equality standards
- ▶ Best practices
- ▶ Audits and awards
- ▶ Self-commitment and continuous improvement



## Equality statistics: Previous, current and planned



University

## Charta Familie in der Hochschule



- ▶ Signed in 2014
- ▶ Obligation to follow **standards for equality** with a focus on academic environments:
  - ▶ **Leadership and supervision:** Sensitizing academic leaders for compatibility of work and family
  - ▶ **Research:** Utilisation of creative and temporal freedom for reconciliation of work and family life
  - ▶ **Work conditions:** Family orientation for education, academic career and re-entry after absence
  - ▶ **Promoting health:** Activities focused on balancing work pressure and family for stress relief
  - ▶ **Infrastructure:** Providing personal, material and spatial resources
  - ▶ **Networking:** Sharing experiences about equality activities between participating institutions

## audit familiengerechte hochschule



- ▶ First audit in 2008, re-audit 2012
- ▶ Successfully completed activities (selection)
  - ▶ Family information portal online
  - ▶ Extended child care facilities
  - ▶ Dual career consultation
  - ▶ Yearly employee feedback
- ▶ Planned activities for re-audit (selection)
  - ▶ Working group *Part-time leadership*
  - ▶ Networking for fathers
  - ▶ MensaCard for children

## Shaping Diversity

- ▶ Selected by Donors' Association for German Science
- ▶ First audit in 2012, re-audit in Oct. 2018

## Child Care

- ▶ Child care units on campus:
  - ▶ HoKiDo nursery
  - ▶ 4 Jahreszeiten nursery
  - ▶ Kuki (short term child care)
  - ▶ 9 x kluge Zwerge
- ▶ Supported via **University family office**, e.g. for nannies
- ▶ Several parent-child rooms, including at computer science. Equipped with furniture and toys
- ▶ Multiple diaper-changing rooms across the campus
- ▶ Holiday care for children of students and employees

CRC 876

## Mentoring<sup>3</sup> – Promoting women in academia



- ▶ Academic career development for female doctoral and postdoctoral researchers
- ▶ **Dedicated group of CRC researchers** in cooperation with graduate school of logistics formed and started in 2016
- ▶ Objectives:
  - ▶ Transfer of know-how about structures, processes, and rules in the academic system
  - ▶ Acquisition of key skills and leadership strategies
  - ▶ Strengthening motivation for an academic career and supporting the related career planning
  - ▶ Establishing a network of female researchers

## Gender Survey on motivations for pursuing a PhD

- ▶ Survey for female researchers (CRC and non-CRC) of all levels
- ▶ Overall **feedback about working at the CRC positively** mentioned the freedom of research and interdisciplinary work
- ▶ Feedback about attracting women mentioned: Personal encouragement to pursue a PhD, **female role models** or attractive research topics

## Arrogance training®

- ▶ Practice-oriented test of dealing with male colleagues, employees and superiors
- ▶ Personal sparring partner per participant
- ▶ Appropriate self-portrayal, spatial behaviour as a power factor, perception of women's performance by men

## Child Care: 9 x kluge Zwerge



- ▶ Additional care facility for children below age of three
- ▶ **For children of researchers involved in DFG-funded projects**
- ▶ Several children of members of CRC 876 during the last years
- ▶ Initiated by TU Dortmund University collaborative research centre 823
- ▶ Financing: 70% University, 30% DFG-equality funds