Gender equality and family-friendly policies

**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

**Charter Family 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

**DFG Research Academy Ruhr**

- **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

**Equality statistics: Previous, current and planned**

<table>
<thead>
<tr>
<th>Phase 2</th>
<th>Phase 3</th>
<th>Faculty CS (current)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Professors, 18%</td>
<td>Female Professors, 25%</td>
<td>Female Professors, 15.8%</td>
</tr>
<tr>
<td>Male Professors, 84%</td>
<td>Male Professors, 75%</td>
<td>Male Professors, 84.2%</td>
</tr>
<tr>
<td>Female Researchers, 10.6%</td>
<td>Female Researchers, 22%</td>
<td>Female Researchers, 8.9%</td>
</tr>
<tr>
<td>Male Researchers, 83.4%</td>
<td>Male Researchers, 78%</td>
<td>Male Researchers, 91.1%</td>
</tr>
</tbody>
</table>

- Proportion of female and male researchers at the time of the proposal for the 3rd funding period (left), targeted proportion of male and female researchers for the 3rd funding period (center) and proportions of female researchers at the faculty for computer science (right)

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**CRC 876**

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**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

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