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NEWSLETTER

FOCUS ON FAIRNESS



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

Just in time for spring our newsletter "Focus on Fairness" is going into its second round. This edition focuses on offers and events taking place during the summer semester: with lectures and workshops on the topic of equal opportunity. In addition, we look at mentoring and coaching programmes of Heidelberg University, while also taking a peek at offers from other universities on the subject – maybe there are some ideas that we might put into practice together?

Do you have any questions, suggestions and wishes? We are looking forward to your feedback.

We hope you enjoy the read,

Lena Esplá and Agnes Speck

AGENDA

Funding Programmes for Female Researchers

On 26 April 2017 female researchers receive information about research support and career development programmes. This includes an introduction to programmes and their objectives, information on calls for proposals, support options regarding applications and reports from programme participants. [more](#)

15th announcement of the Margarete von Wrangell Habilitation Programme for Women

Financial support from the State of Baden-Wuerttemberg to encourage qualified female researchers to pursue a habilitation. Applications can be submitted to the Equal Opportunities Office until 1 June 2017. Further information can be found [here](#).

Multilateral Ties That Bind

[Heidi Crebo-Rediker](#), Adjunct Senior Fellow at the Council on Foreign Relations and Chief Executive Officer of International Capital Strategies. In cooperation with the Heidelberg Center for American Studies (HCA). Friday, 28 April 2017, 6pm / Alte Aula of Heidelberg University, Universitätsplatz. [more](#)

Mobility in Academia

In the academic competition of researchers, stays abroad are seen as a necessary part of one's career and a criterion of excellence. To discuss these topics and the possibilities of organising a stay abroad, an internationally qualified personal consultant with experience in academia is available.

Date during summer semester 2017: Thursday, 18 May 2017, 4:30pm-6pm / Im Neuenheimer Feld 370

[more](#)

Peer Coaching

A forum for exchange among peers, the supervision of scenarios from day-to-day academic life and the deepening of knowledge about university-internal processes.

Date during summer semester 2017: 9 May 2017 / 30 May 2017 / 20 June 2017 / 18 July 2017

[more](#)

Career Advice Intensive – Compact Individual Coaching

The event focuses on questions regarding the possibilities, planning and building of an academic career. Offers include individual and intensive advice in a one-on-one coaching session, an analysis of the current professional situation as well as help with planning the next steps. **This event can also be held in English.**

Date during summer semester 2017: Thursday, 18 May 2017 [more](#)

Profession, Appointment, Appointment Procedure

Hints and pointers on the way to professorship. In this workshop you will get answers to your questions regarding the process as a whole, take a look behind the scenes and receive valuable pointers regarding the setup of application material.

Date during summer semester 2017: Friday, 23 June 2017 / Heidelberg University in Cooperation with MuT

[more](#)

Academic Writing without Writer's Block

In this workshop you will learn more about working in a structured manner as well as your own writing behaviour. Next to promoting healthy time and self-management and improving your writing style, the aim of this course is to help you engage in academic work with confidence and joy.

Date during summer semester 2017: Friday, 7 July 2017 / Universitätsverwaltung, Seminarstr. 2, Room 235 / Heidelberg University in cooperation with MuT

[more](#)

Club Parentes – Student Parents Meeting

During the lecture period students and PhD candidates have the opportunity to meet at Café Einhorn to exchange views, network and support each other. In addition, there will be activities or lectures on exciting topics.

Date during summer semester 2017: 26 April/24 May/21 June/ 19 July 2017 from 3pm to 5pm / Café Einhorn / Universitätsplatz / Topics: Information about studying with children / yoga with children / nutrition appropriate for children/ movement games in the playground

[more](#)

Health for Children and Parents. First Aid – Workshop for Parents at University Hospital Heidelberg

Heidelberg, Klinik für Neonatologie (Neonatology Clinic). Thursday, 13 July 2017 6:30pm-9:30pm / Im Neuenheimer Feld 440
Please register via email: kinderhaus@uni-heidelberg.de
[more](#)

Fit for Research – Yoga for Female Researchers

During this semester, too, there will be a yoga course for female researchers. Registration via the Equal Opportunities Office and Hochschulsport. Limited number of places.

Date during summer semester 2017: Mondays, 24 April – 24 July 2017 / Seminarraum / Im Neuenheimer Feld 370
[more](#)

AGENDA PLUS

In this section, we take a look at a specific topic from the agenda in more detail. This time, we focus on mentoring and coaching programmes – what's on offer at Heidelberg University? Here is a brief overview of offers related to the topic:

Peer Coaching – Peer group meetings guided by a supervisor

With "Peer Coaching" we want to offer a forum for exchange among peers, for working through situations from everyday academic life as well as for developing approaches and strategies when dealing with key issues in professional life. At the same time, the methods of Peer Coaching will be practiced using examples that the participants bring along. [more](#)

MuT – Mentoring and Training

MuT-Mentoring and Training is a programme designed to support and fund highly qualified junior female researchers in Baden-Wuerttemberg while working. [more](#)

Network-Mentoring Programme

The Medical Faculty Heidelberg and the German Cancer Research Center (DKFZ) Heidelberg together developed a unique programme specifically for highly qualified female researchers and doctors from medicine and adjacent life sciences to prepare them for a position on the highest managerial level in science and medicine and support them in achieving their career goals. [more](#)

Learning from Others

Which mentoring and coaching programmes do other universities offer? Here is a selection.

TANDEMplusMED Aachen

A personnel development measure, "TANDEMplusMED" is designed to contribute to the qualification of female junior researchers and to making the university a more appealing workplace for them. [more](#)

Team-Mentoring Hannover

"Team Mentoring" is a career management programme of Leibniz Universität Hannover, which comprises coaching, a competence team and tandem partnerships. The offer is aimed at female students, PhD candidates, postdocs and junior professors of Leibniz Universität Hannover. [more](#)

I, Scientist – conference on career paths and networking for scientists Berlin

I, Scientist – The conference on gender, career paths and networking takes place from 12 May to 14 May 2017 in Berlin. Initiated by female doctoral students from different universities and research institutes in Germany, the conference aims at presenting various career paths open to graduates of a mathematical-scientific course of study with or without a doctoral degree. Potential problems and solutions regarding, for instance, the compatibility of family and career, or the adequate handling of (unconscious) gender-based prejudice will be discussed. Inspiring women are rendered visible as role models. The conference is open to all genders, the dinner is a women-only networking event, as are some workshops. The conference will be held in English. [more](#)

BRIEFLY NOTED

Gender Equality Atlas for Germany released

The 3rd Gender Equality Atlas for Germany documents regional differences when it comes to the opportunities available to women and men in many areas of life. [more](#)

Tool for integration of the gender dimension

The SwafS-project 'ERA GENDER-NET' has developed the IGAR tool for the integration of gender analyses into research projects. IGAR stands for 'Integrating Gender Analysis into Research'. The aim is to include the gender dimension in research projects and programmes to support research funding organisations, applicants as well as reviewers and in doing so strengthen the integration of gender into research projects and processes. [more](#)

Making career and study choices free from gender stereotypes

To be able to choose a career or course of study free from prejudice and gender stereotypes – this is what 3 federal ministers are advocating. On 15 December 2016, the new web portal www.klischee-frei.de was launched. It offers advice on and assistance with finding a career and study path without letting prejudice interfere. In choosing a career or course of study, interest and skills should, instead, be the only relevant criteria. The new portal offers information and practical advice for educational facilities, employers as well as parents in order to build career and study orientation that is prejudice-free. [more](#)

Being a mother and earning a PhD go together – Your Kids Can Help You Be a Better Professor

“Becoming a mother has been the best thing that has ever happened in my life as an academic” [more](#)

Handbook for returning to work after parental leave

To this day, it is mostly women who interrupt their careers for the family. The new "Handbuch: Wiedereinstieg" by the Bündnis für Familie Heidelberg (Family Alliance Heidelberg) offers a guide and compass for women who want to return to work after a break. [more](#)

Family Offers of Heidelberg University

Here you can find information about a range of care offers, places in schools and after school care centres, leisure activities, child-minders, nannies and babysitters. [more](#)

Holiday childcare at the University

During school vacation and holidays a lot of parents still need to work. In cooperation with different partners Heidelberg University offers subsidised holiday childcare for its employees. [more](#)

Heidelberg Ferienpass

With the holiday pass, children from 6 to 16 years of age receive discounts at Heidelberg's leisure facilities and the Ferienpassprogramm – at 150 offers, there is something for every taste and age. [more](#)

Holiday search engine

The city of Heidelberg has compiled over 400 holiday offers for children and adolescents. They can be found on "meinkind.de". [more](#)

Film Recommendation: "Hidden Figures"

The film shows how essential the three African-American mathematicians Dorothy Vaughan, Mary Jackson and Katherine Johnson were to NASA in enabling the recently deceased US astronaut John Glenn to become the first American to orbit the earth – and how they nevertheless experienced discrimination. [more](#)

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