EQUALITY
AT GOETHE UNIVERSITY
FRANKFURT AM MAIN
As a »University of Equal Opportunities« changing towards a more gender and diversity-sensitive academic culture is an important goal of the Goethe University Frankfurt am Main. The women’s representative of Goethe University supports this endeavor. She is responsible for updating and implementing the university’s central plan for women’s advancement. She also works toward the integration of gender studies with both research and teaching in all subject areas.

As head of the Equal Opportunities Office and in conjunction with her colleagues, the women’s representative develops concepts and policies that further gender equality. Their implementation is driven by a variety of services, such as targeted training and further qualification programs, as well as those offered by the Dual Career Service and Family Service. Furthermore, the Coordinating Office for Gender & Diversity Controlling monitors equality and provides for the systematic integration of data on the status of gender equality into quality management. The gender consulting team, meanwhile, advises faculties and research groups in the implementation of gender equality policies. The central focus of the Coordinating Office for Diversity Policies is to raise awareness among all university community members of how to handle heterogeneity. The goal is, inter alia, to tailor equality measures to the specific needs of the university’s faculties and groups.

The Equal Opportunities Office supports independent projects in addition to those measures it conducts itself. These include the mentoring projects »MentorinnenNetzwerk«, »SciMento«, »ProProfessur«, as well as the mentoring project »ArbeiterKind.de«.

Dr. Anja Wolde
Women’s Representative
Head of the Equal Opportunities Office
+49 69 798-18100
wolde@em.uni-frankfurt.de
THE TEAM

WOMEN'S REPRESENTATIVE AND HEAD OF THE EQUAL OPPORTUNITIES OFFICE
Dr. Anja Wolde

DEPUTY WOMEN'S REPRESENTATIVE
Doris Paare

SECRETARIAT
Sabine Stuber (Assistance and Finance)
Iris Gebler-Lauer (Secretariat)
Marie-Louise Moureau (Secretariat)

COORDINATORS
Saskia-Fee Bender, Marlar Kin, Benjamin Kirst, Dr. Karola Maltry, Annemarie Mlakar, Christina Rahn, Simone Strehler

STUDENT ASSISTANTS TO THE EQUAL OPPORTUNITIES OFFICE
Katharina Böhme, Veronika Czech, Gözde Ece Özbelk, Sadaf Rammah, Karen Schewina, Mahwish Shahad-Niazi

CONNECTED PROJECTS
Dr. Astrid Franzke (Project Manager »ProProfessur – Mentoring academics on their way to a Professorate«)
Ellen Herzog (ArbeiterKind.de)

FOR MORE INFORMATION PLEASE VISIT
www.gleichstellungsbuero.uni-frankfurt.de

EQUAL OPPORTUNITIES OFFICE / GLEICHSTELLUNGSBÜRO
+49 69 798-18698
gleichstellungsbuero@uni-frankfurt.de
The Family Service supports all members of the university community in the reconciliation of work, university studies and family, and offers a personalized advisory service:

- Christina Rahn primarily advises employees but also focuses on care
- Benjamin Kirst advises fathers and addresses the interests of university students
- Iris Gebler-Lauer receives employee applications for day care centre spots on the Westend Campus and Riedberg Campus

Additionally, the Family Service is the central planning and coordinating body for policies and measures to improve study and work conditions for students and employees with family obligations. These include:

- Expanding university child care and implementing a family-friendly infrastructure
- Providing child care when lecturing hours and school vacations overlap
- Offering workshops for relatives engaged in care work and work-life balance workshops
- Promoting a family-friendly work and university culture

Successfully taking part in the »audit familiengerechte Hochschule«, Goethe University was consecutively certified as family-friendly university for the third time in 2011.

AN INFORMATION PORTAL FOR FAMILIES CAN BE FOUND AT www.familien-service.uni-frankfurt.de

Christina Rahn – Family Service Coordinator
+49 69 798-18688 | rahn@em.uni-frankfurt.de

Benjamin Kirst – Family Service Coordinator
+49 69 798-18124 | kirst@em.uni-frankfurt.de

Iris Gebler-Lauer – Family Service Administration
+49 69 798-18698 | gebler-lauer@em.uni-frankfurt.de
The Dual Career Service offers assistance to newly appointed Goethe University professors and new post-docs of some joint research projects. The service provides advice and support to their partners concerning their own career advancement and family relocation.

The Dual Career Service provides assistance with:

- the partner’s job search by
  - Developing a search strategy
  - Optimizing application documents
  - Directly approaching potential employers in and outside the university
  - Providing letters of recommendation and support
  - Supplying information on options for further qualification
- the search for childcare and schools in collaboration with the university’s Family Service
- finding accommodation
- orientation in Frankfurt

In addition to direct assistance in individual cases, the Dual Career Service draws upon regional and national networks with other universities, research institutes and companies.

The Dual Career Service is member of

MORE INFORMATION IS AVAILABLE AT
www.dualcareer.uni-frankfurt.de

Marlar Kin
Dual Career Service Coordinator
+49 69 798-18113
kin@em.uni-frankfurt.de
The program »Career Support – Training for Women in Research« supports women researchers on their career paths. The program is conducted by Goethe University in cooperation with the German Institute for International Educational Research (DIPF), the Peace Research Institute Frankfurt (PRIF/HSFK) and the Senckenberg Nature Research Society (SGN).

The program offers individualized content, specifically tailored to best meet the differing needs of various academic specialties.

Given the current conditions of international competition for excellence in science and research, increasing demands on scientists and researchers dovetail with an increased homogenization of scientific qualifications. This means that additional qualifications are becoming ever more important for a successful career.

With »Career Support«, the Equal Opportunities Office has developed a training program that meaningfully supplements the current programs at Goethe University as a whole, while specifically targeting women researchers who are not involved in any other support programs. For example, the training includes workshops on career planning for female PhD candidates, instruction on career development through research funding and special offers for academics bound for a professorship.

Dr. Karola Maltry
Further Qualification Coordinator
+49 69 798-18115
maltry@em.uni-frankfurt.de
The Equal Opportunities Office’s program for further qualification and equality is aimed at administrative and technical staff, and all Goethe University employees interested in equal opportunity. The program focuses on several topics:

- Measures to improve worker qualifications are offered for the administrative and technical staff at Goethe University. These focus on the specific situation of female employees and aim to further their professional development. They include workshops for office and time management as well as courses in computer skills. The Equal Opportunities Office also supports networking activity for administrative and technical staff. Most importantly, this includes the Working Group (WG) for non-academic staff – referred to as »Other« in administrative jargon – i.e. the »WG Other«. In individual training events, the Equal Opportunities Office cooperates with the HR Development Office.

- A second focal topic of the program is maintaining the health and quality of life of female employees at Goethe University. Here we offer workshops on stress management, how to deal with conflict as well as instruction in healthy posture and computer screen work.

- The third focal point includes topics that expressly address all university employees who are interested in equal opportunity and the improvement of work-family balance. These include events on the topics »care«, »work-life balance« and »gender and diversity competence«.

---

Dr. Karola Maltry  
Further Qualification Coordinator  
+49 69 798-18115  
maltry@em.uni-frankfurt.de
Gender and equal opportunity policies must nowadays be included in any sizeable research proposal; planning and executing measures to ensure gender equality is part of standard academic research management. Thus, for example, as part of a DFG Priority Programme or within a DFG Research Unit, one could apply for 15,000 Euros annually to go towards promoting equal opportunity. In DFG Collaborative Research Centres, the sum could even extend to 30,000 Euros annually.

Attention to gender issues is also expected in the context of LOEWE projects and EU research programs.

Services provided by the Equal Opportunities Office:

- The Gender Consulting service provides current gender statistics and tools to help integrate Goethe University equal opportunity measures with coordinated research projects, and is available for consultation on how to plan and present appropriate additional measures in coordination with the Research Support Office.

- A special »tool box«, tailor-made for collaborative research projects, is readily available.

- The Equal Opportunities Office concludes cooperation agreements with individual collaborative research projects in order to support the implementation of equality measures.

- This creates synergies and enables a more targeted use of the DFG funds.

Dr. Anja Wolde  
+49 69 798-18100 | wolde@em.uni-frankfurt.de
A new instrument to promote equality within faculties is the »Gender Equality & Diversity Action Plan« – abbreviated GEDAP. Drawing upon gender statistics and reporting guidelines, faculties analyze their own respective level of equality attainment every other year. They report on measures taken over the recently concluded time-period and document actions planned for the coming years. Contact Annemarie Mlakar for further information on GEDAP.

Simone Strehler and Doris Paare advise and support faculties in planning and implementing appropriate activities, and provide a »tool box« for gender and diversity-related measures. They also work with women’s representatives and councils, and coordinate the Central Council of Women’s meetings.

An important source of information for the faculties is the electronic newsletter »Gleichstellungs-News – Informationen über Gender, Diversity & Hochschulentwicklung«. Issued by the Equal Opportunities Office, the publication appears two to three times per semester. If you would like to subscribe or submit relevant content, please contact Simone Strehler.

Simone Strehler (FB 01-10)
+49 69 798-18127 | s.strehler@vdv.uni-frankfurt.de

Doris Paare (FB 11-16)
+49 69 798-18577 | paare@em.uni-frankfurt.de

Annemarie Mlakar
+49 69 798-18123 | mlakar@em.uni-frankfurt.de
Gender & Diversity Controlling means applying processes of quality assurance and controlling to the field of equal opportunity. A central instrument in this process is equality monitoring, which continuously captures data on the proportion of men and women in all areas and on all university qualification levels. This creates transparency and highlights success as well as stagnation. The »Equality-Monitor«, which appears annually, provides all members of the university community with facts and figures concerning equal opportunity.

Through GEDAP (Gender Equality & Diversity Actions Plans) the faculties are provided with planning and reporting tools, which help them analyze the current situation in their field, plan goal- and demand-oriented measures and monitor the success of those measures’ implementation.

In cooperation with other administrative units, Gender & Diversity Controlling works towards the full integration of gender and diversity aspects in quality management and controlling throughout the university. Another focus is the development of »Diversity Monitoring« which should go beyond the categories of gender to include immigration and educational background among others. It serves to measure the extent to which diversity of students, faculty and staff progresses at Goethe University.

Annemarie Mlakar
Gender & Diversity Controlling Coordinator
+49 69 798-18123
mlakar@em.uni-frankfurt.de
Goethe University strives to honor the diversity of its community and truly live the spirit of an open university culture. For purposes of strategic planning, awareness-raising and change management, the university has established the Diversity Policies Coordination Office.

As part of the program »Start Your Studies Strong« (»Quality Pact for Teaching«, a joint program of the Federal Government and the Länder) the office aims to improve study conditions for students from all walks and in all stages of life, and promote equal opportunity.

The characteristics of diversity are, for example, gender, social and cultural background, religion, age or sexual orientation. In a university setting, educational and academic backgrounds as well as the culture of differing academic fields also count as points of diversity.

The Diversity Policies Coordination Office has the following mandate:

- To develop policies that aid the consideration of diversity
- To consult with faculties and central facilities to implement diversity measures
- To organize training programs that promote skills in and knowledge of gender and diversity within the context of university teaching
- To provide networking opportunities and ensure information exchange both within Goethe University and with other universities on the national and international level.

Since January 2011, Goethe University has been a member of the Diversity Charter.

Saskia-Fee Bender
Diversity Policies Coordinator
+ 49 69 798-18126
saskia.bender@em.uni-frankfurt.de
For additional information on measures for equality at the Goethe University Frankfurt am Main, please check out our websites:

www.gleichstellungsbuero.uni-frankfurt.de
www.familien-service.uni-frankfurt.de
www.dualcareer.uni-frankfurt.de

IMPRINT

Dr. Anja Wolde
Women’s Representative and Head of the Equal Opportunities Office

Equal Opportunities Office
Goethe University Frankfurt am Main
Campus Westend / PA-Building / Grüneburgplatz 1
P.O. Box 21
60323 Frankfurt am Main
Tel.: +49 69 798-18100
wolde@em.uni-frankfurt.de