

News from the Equal Opportunity Committee

Wolfgang Unger for the Equal Opportunity Committee

Retreat 2024, Halberstadt



Physics should be enjoyable for everyone, regardless of gender or status

For that purpose, the **DFG** provides measures for:

- Coordinated Programs for female scientists
- Family-friendly workplaces
- Gender and diversity awareness

This is because in particular in physics, **women are largely under-represented.**

But: there is more to **diversity** than gender diversity...

- The Equal Opportunity Committee (Gender and Diversity Team) aims to help implement these measures and assist our members

Current members of the EOC:



- Isabella Danhoni (TUDa), Niklas Götz (GU), Natey Kübler (GU), Jondolar Kuß (BI),
Laura Sagunski (GU), Nils Saß (GU) Wolfgang Unger (BU), Maximillian Wiest (TuDa)

New members are very welcome!

From the DFG guidelines:

“The measures funded through this module should help to

- increase the number of female researchers at the project management level;
- increase the career qualifications (in addition to academic qualifications) of early-career female researchers working in the network;
- make jobs in science and academia more family friendly.”



DFG develops also **new dimensions of diversity:**

“In addition to gender and gender identity, the concept of diversity used by the DFG includes ethnic origin, religion and ideology, disability, chronic/long-term illness and social background – such as migration history, non-academic background, a researcher’s economic situation – and sexual orientation. Where one person combines several of such dimensions of differences (intersectionality), this should be adequately taken into account.”

12 March 2024



What we have committed to:

Essential part of our **Code of Conduct**:

“We encourage and acknowledge the importance of diversity in research teams by fostering staff with different backgrounds, ways of living, beliefs and nature to bring in diversified experiences, research ideas, ways to organize work and communicate.”

“Everyone should be treated **equally and fairly**. Specific individual requirements such as different levels of familiarity with the German science system, different levels of experience, various contract situations and family obligations should be taken into consideration in our dealings with and expectations of each other. Discrimination, bullying and sexual harassment are under no circumstances tolerated in all working environments.”



Recent activities

- Participation of members in online coaching and workshops
- Two members have established in a Mentor-Mentee relationship:



Notable example:

- Isabella Danhoni (TUDa) established a relationship with her mentor Jacquelyn Noronha-Hostler from the University of Illinois at Urbana-Champaign
 - She stayed between Sep.-Dec. 2023 for 3 months with her mentor
 - Isabelle had very positive experience with her and her team
→ Talk to Isabella to get her first hand experience!
- Childcare at colloquium and here at the retreat, realized through the “Notmütterdienst”
 - Student assistant employed to relieve a mother from “routine tasks”



Recent activities

- Lunch/Coffee with the speaker:
 - Caroline Robin (May 23, 2023)
 - Korinna Zapp (Dec. 13, 2023)



Mentoring that is related to physics:

- For all female scientists (PhD, Postdoc)
- We can pay travel 4-8 weeks to a physicist if career advancement is well motivated → talk to us!
- The mentor can be male or female
- Extended stays e.g. after international conferences
- Group Leaders: talk to your female group members to help establish a mentor/mentee relationship



Coaching for female scientists

- Training programs for soft skills offered by the Equal Opportunity Offices, targeted to women such as **RMU weeks of equal opportunity**
- For female junior group leaders targeted programs at our partner universities



Please let us know how we can assist you

Child care:

- **Support for mothers and fathers alike**
- Students assistants can be hired to help in “routine task” for those working in part time or in parental leave, or due to family obligations
- This includes care for ill or elderly relatives

Promote a healthy **work/life balance**

- Survey made clear: this is particularly important for Young Scientists
- Mental health can sometimes be an issue (such as ADHS)
- Group leader should make sure to adhere to the CoC

Pragya Agarwal



- Behaviour and Data Scientist, Journalist, Public Speaker
- Visiting Professor of Social Inequities and Injustice at Loughborough University in, UK
- Books:
 - MOTHERHOOD: ON THE CHOICES OF BEING A WOMAN
 - 'SWAY: UNRAVELLING UNCONSCIOUS BIAS
 - HYSTERICAL: EXPLODING THE MYTH OF GENDERED EMOTION

- We will benefit if we have more diverse teams (not only gender)
- More efforts needed to decrease gender imbalance in our CRC
- Changes should be driven by institutions and individuals alike
- Let us figure out how we (the equal opportunity committee, the CRC, the gender offices) can help you to **develop your career**

Let us openly discuss any issues after dinner today!

**Also come if you are interested to join our team!
Let us meet at 8:30 pm in the bar.**