

# Office of Equality and Diversity

(Büro für Gender und Diversity)

Equality work and diversity management at FAU



# Agenda

Equality work and diversity management at FAU



- 01 The Office of Equality and Diversity at FAU (BGD)
- 02 Fields of action in the areas Gender & Diversity
- 03 Funding measures for young female academics



# The Office of Equality and Diversity at FAU



## The Office of Equality and Diversity...

...is the central institution at FAU dealing with equal opportunities.

## Core tasks of the office

Support of FAU's  
Women's  
Representatives

Development &  
Implementation of  
Strategies & Projects

## Substantial equal opportunities at FAU

= *Equal starting conditions*  
= *Equal chances of success*



- **Reduce all barriers based on gender or other diversity characteristics** in the academic pathways for different target groups.
- Promote a **gender- and diversity-sensitive university culture**

# The Office of Equality and Diversity at FAU

Overarching work goals & working basis



## Gleichstellungskonzept der FAU (Equal opportunities concept)

current version 2018 – 2022

Gleichstellungskonzept der  
Friedrich-Alexander-Universität Erlangen  
für den wissenschaftlichen Bereich  
2018–2022

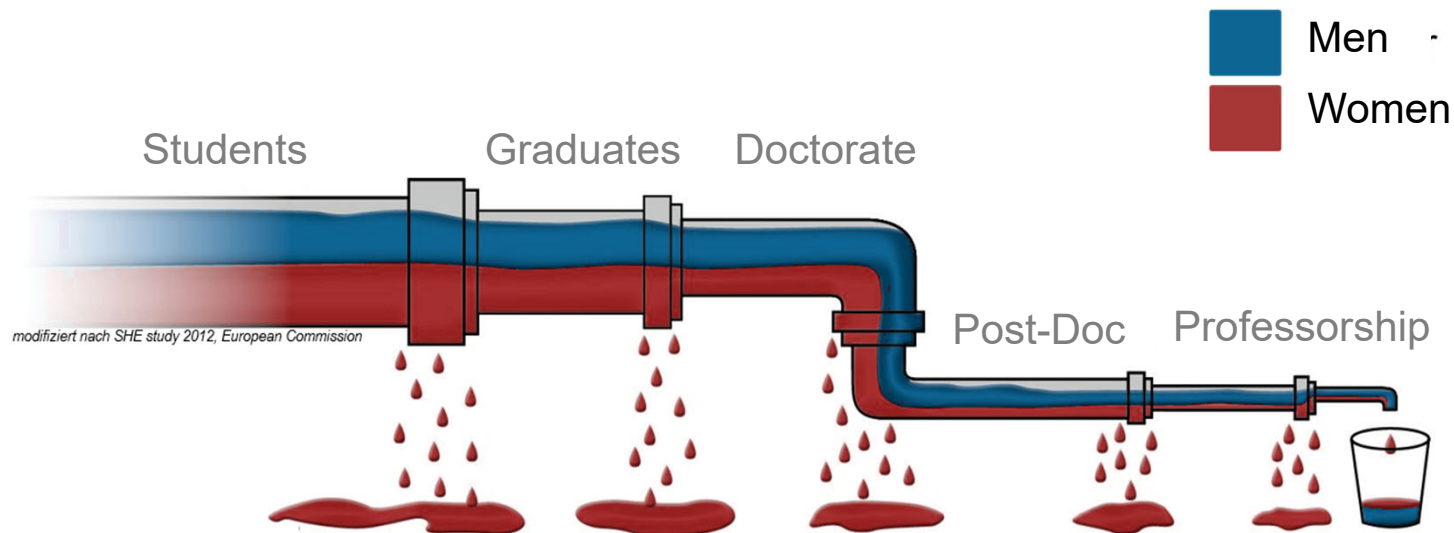


- Basis of FAU's equal opportunities, diversity and family policy
- **Self-image • Strategies • Development Goals • Fields of Action**
- **Proactive gender equality strategy: Gender Mainstreaming**  
From the very beginning:  
Different starting points, life situations and interests of women and men are considered in all decisions, measures and projects at FAU.
- **Current focus: Promotion of young female scientists**

## Gender Mainstreaming: Why is the current focus on the promotion of women?

### „Leaky Pipeline“ in academia

With increasing qualification level, the proportion of women decreases.



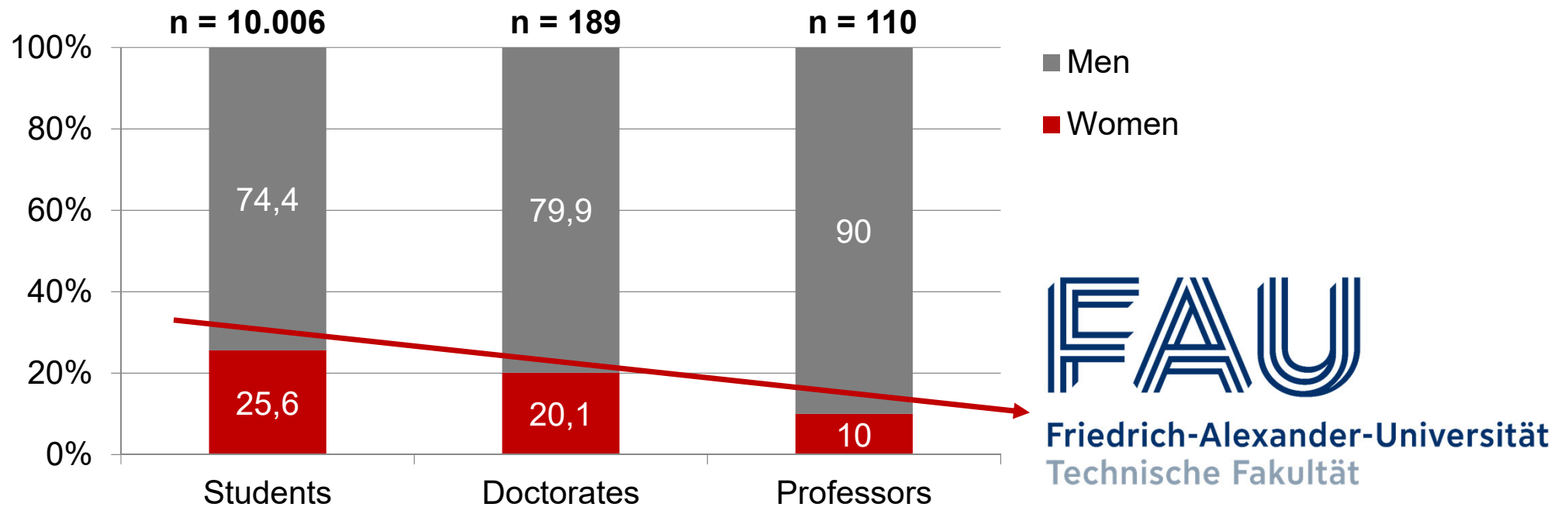
# The Office of Equality and Diversity at FAU

Overarching work goals & working basis



## „Leaky Pipeline“ at FAU

**Gender Distribution [%]** (Reference Day: 1th Dezember 2020; Students: 30th April 2021)





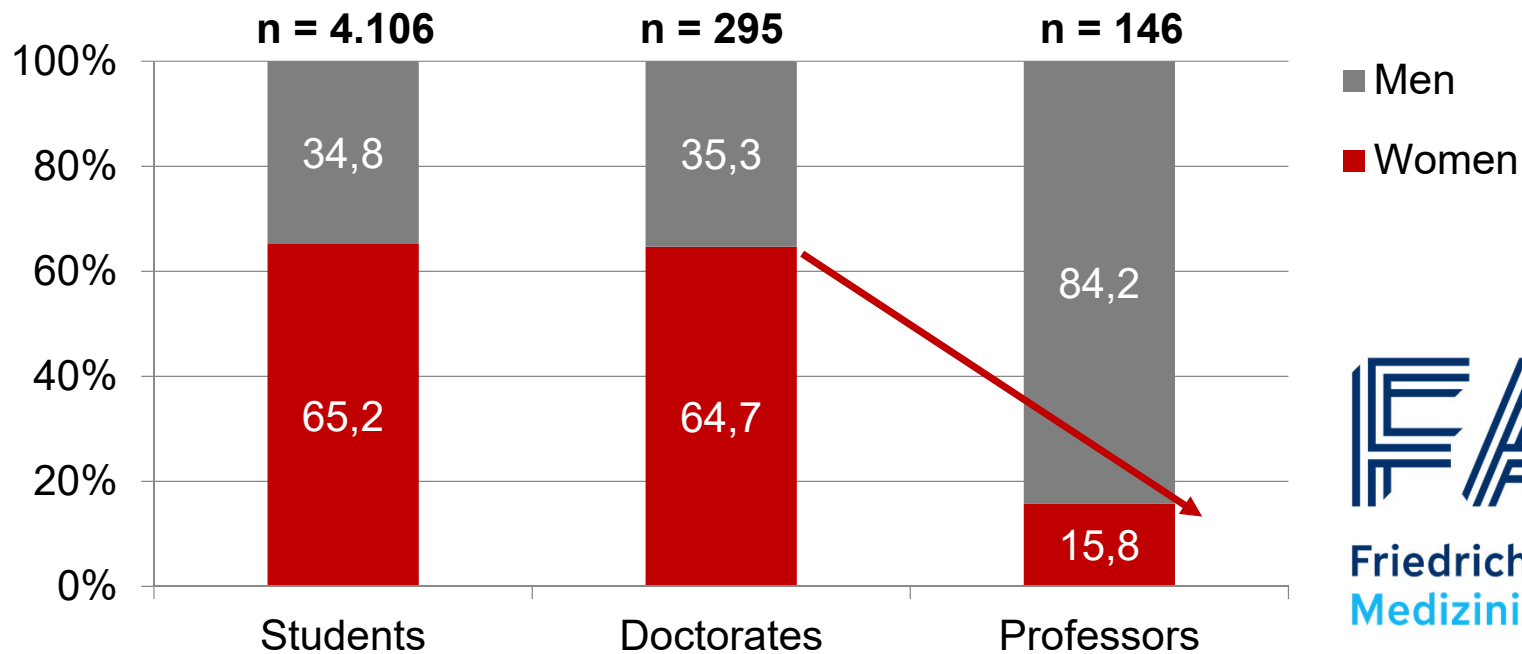
# The Office of Equality and Diversity at FAU

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## „Leaky Pipeline“ at FAU

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Friedrich-Alexander-Universität  
Medizinische Fakultät

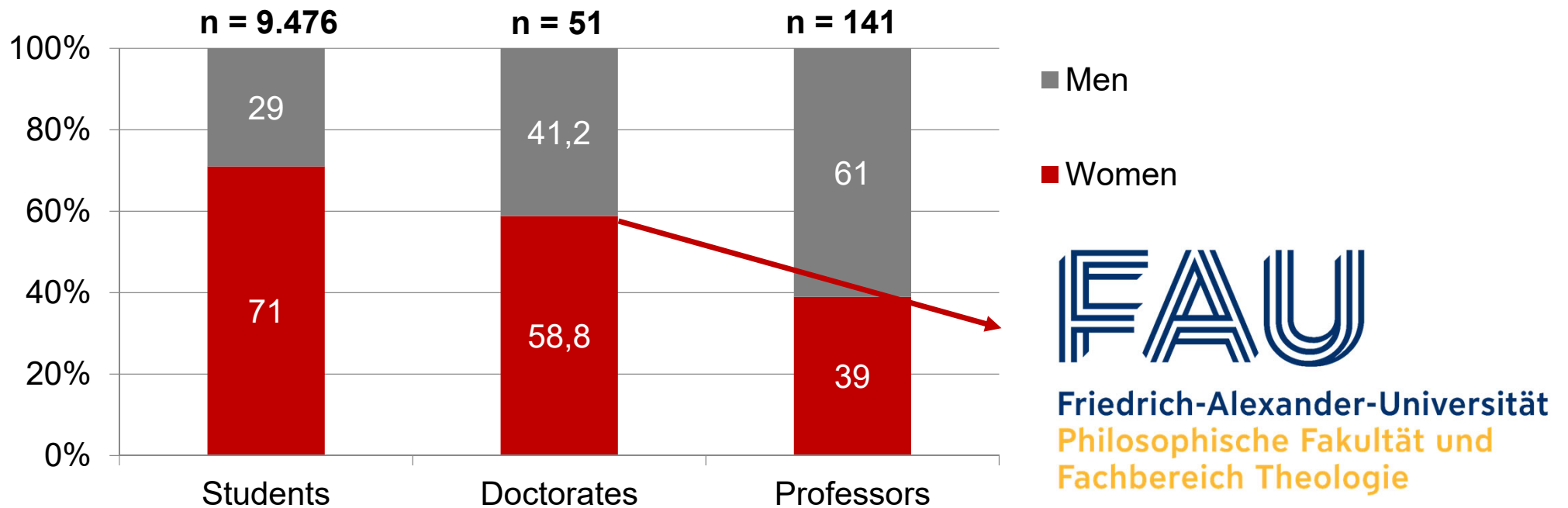
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## „Leaky Pipeline“ at FAU

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# Fields of Action

GENDER

DIVERSITY

## Field of work GENDER

Support of FAU's Women  
Representatives

Promotion of female scientists &  
Making them visible

STEM programmes  
for schoolgirls

Initial and cross-referral  
counselling

Gender Consulting for  
Research Associations

Gender awareness &  
Gender competence trainings

Gender-Monitoring &  
Evaluation

## Field of work DIVERSITY

### Diversity Management

Promoting the **perception and appreciation of diversity** at FAU



- ✓ *Non-discriminatory study and work environment*
- ✓ *Diversity-sensitive university culture*

### Dimensions of Diversity

„**BIG 6**“: Gender                      Religion/Philosophy of Life  
Age                                      National/Ethic Origin  
Handicap                              Sexual Orientation                      + Social Origin



Foto: „homo vitruvianus“ von Peter Schweizer

## Field of work DIVERSITY

### Key Areas

Anti-discrimination

Sexual orientation and  
gender diversity

Educational equity

Inclusion  
(accessibility of facilities and  
digital services)

# Funding measures for young female academics

# Funding measures for young female academics



## Funding measures via the faculty-specific

**Zielvereinbarungen zur Erhöhung des Frauenanteils in der Wissenschaft**  
*Target agreements to increase the proportion of women in science*

> current version 2018 – 2022



Zielvereinbarungen zur Erhöhung des Frauenanteils in der Wissenschaft zwischen der Universitätsleitung und der Technischen Fakultät der FAU Erlangen-Nürnberg	Zielvereinbarungen zur Erhöhung des Frauenanteils in der Wissenschaft zwischen der Universitätsleitung und der Naturwissenschaftlichen Fakultät der FAU Erlangen-Nürnberg
2018-2022	2018-2022



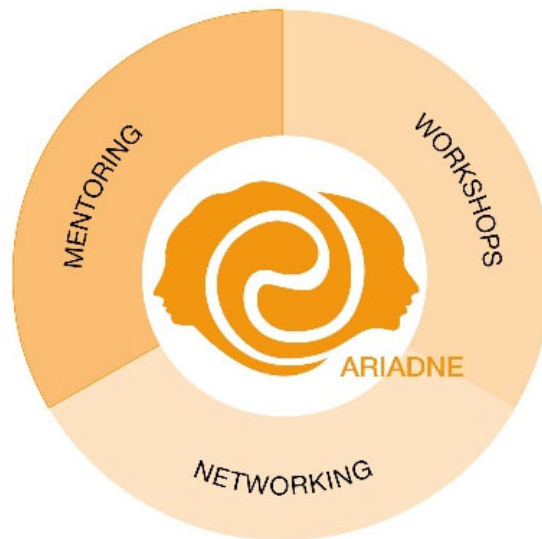
Zielvereinbarungen zur Erhöhung des Frauenanteils in der Wissenschaft zwischen der Universitätsleitung, der Medizinischen Fakultät und dem Universitätsklinikum der FAU Erlangen-Nürnberg	Zielvereinbarungen zur Erhöhung des Frauenanteils in der Wissenschaft zwischen der Universitätsleitung und der Philosophischen Fakultät und Fachbereich Theologie der FAU Erlangen-Nürnberg	Zielvereinbarungen zur Erhöhung des Frauenanteils in der Wissenschaft zwischen der Universitätsleitung und der Rechts- und Wirtschaftswissenschaftlichen Fakultät der FAU Erlangen-Nürnberg
2018-2022	2018-2022	2018-2022

<https://www.gender-und-diversity.fau.de/gender/universitaetsinterne-zielvereinbarungen/>



## Zielvereinbarungen zur Erhöhung des Frauenanteils in der Wissenschaft (aktuell 2018 – 2022)

### ARIADNE – The career mentoring programme at FAU



- For young female academics who are aiming for **further academic qualification**
- **Individual 1:1 mentoring**
- **Career workshops & peer networking event**
- **Duration:**  
**18 months** (Doc, Postdoc, Habilitandinnen, W1)  
**9 months** (Master's Student > only Faculty of Engineering & Faculty of Sciences)

<https://www.mentoring.fau.de/>

## Zielvereinbarungen zur Erhöhung des Frauenanteils in der Wissenschaft (aktuell 2018 – 2022)

### ARIADNE – Faculty-specific programme lines



ARIADNE *TechNat*

*Natural Sciences &  
Engineering*



ARIADNE *ReWi*

*Business, Economics  
& Law*



ARIADNE *med*

*Medicine &  
University Hospital*



ARIADNE *phil*

*Humanities,  
Social Science &  
Theology*



### **Faculty-specific programme lines > high level of promotion:**

- Individual design of workshop programme & events
- Commonalities among peer mentees

<https://www.mentoring.fau.de/>

# Funding measures for young female academics

at the Faculty of Engineering



Measure ( <i>Target agreements</i> )	Stud	Doc	Postdoc Habilit.	W1	Scope	Application
<b>International Visiting Scholarship - outgoing</b> (Research stay abroad)	-	-	X	X	max. 10.000 €	anytime <sup>2,3</sup>
<b>International Visiting Scholarship - incoming</b> (Invitation of a guest researcher to FAU)	-	-	X	X	max. 2.000 €	anytime <sup>2,3</sup> (via Chair)
<b>Travel Scholarships</b> (Conference visit, research stay, summer school)	X	X	-	-	350 – 1.000 €	anytime <sup>2,3</sup>
<b>Individual Coaching</b> (academic soft skills)	-	X <sup>1</sup>	X	X	max. 1.200 €	anytime <sup>2,3</sup>

- 1) Only departments INF, MB, EEI
- 2) 6 weeks before departure
- 3) Written application & experience report



Friedrich-Alexander-Universität  
Technische Fakultät

Contact: **Hanna Stöcker**, Assistance Women representatives;  
[hanna.stoecker@fau.de](mailto:hanna.stoecker@fau.de), [frauenbeauftragte.tf.fau.de](mailto:frauenbeauftragte.tf.fau.de)

# Funding measures for young female academics

at the Faculty of Engineering



Measure (Target agreements)	Stud	Doc	Postdoc Habilit.	W1	Scope	Application
<b>Doctoral Thesis Award</b> (from the Faculty) Elsbeth Wendler-Kalsch Award	-	X	-	-	2.000 €	-
<b>Start-up funding for newly appointed female professors (W1 + W2)</b>	-	-	-	X	50.000 €	after appointment
<b>Funding of Guest Lectures</b> by outstanding women scientists	-	X	X	X	500 – 1000 €	anytime <sup>2</sup> (via Chair)
<b>Short-term loan of a laptop</b>	X	X	X	X	Laptop	anytime <sup>2</sup>

2) 6 weeks in advance



Friedrich-Alexander-Universität  
Technische Fakultät

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# Funding measures for young female academics

at the Faculty of Medicine and the University Hospital Erlangen-Nuremberg



Measure (Target agreements)	Postdoc Habilit.	W1	Scope	Application
<b>Travel Scholarship</b> (conference visit)	X	X	400 – 800 € (national/international)	anytime <sup>1,2</sup>
<b>Individual Coachings</b> (academic soft skills) currently via Innovation Alliance 4.0	X	X	3 Sessions à 90 min.	1x per year
<b>Rotational positions for female doctors</b> Time off from clinic service during habilitation phase for childcare or nursing care for relatives	X	-	50 – 100 % Time off (3 – 6 months)	4 months in advance

- 1) 6 weeks before departure
- 2) Written application & experience report



Universitätsklinikum  
Erlangen



Friedrich-Alexander-Universität  
Medizinische Fakultät

## Contact

**Stefanie Morawietz**, Assistance Womens Representatives Faculty of Medicine  
[stefanie.morawietz@extern.uk-erlangen.de](mailto:stefanie.morawietz@extern.uk-erlangen.de)

# Funding measures for young female academics

at the Faculty of Humanities, Social Sciences, and Theology



Measure (Target agreements)	Doc	Postdoc Habilit.	W1	Scope	Application
<b>Travel Scholarship</b> (Conference visit, Research stay)	X	X	X	350 - 900 € national/international	anytime <sup>1,2</sup>
<b>Individual Coachings</b> (academic soft skills) (Innovationsbündnis 4.0)	-	X	X	3 sessions à 90 min.	1x per year
<b>Funding of Guest Lectures</b> by outstanding women scientists	-	X	X	max. 700 € <sup>3</sup>	anytime (via Chair)

- 1) 6 weeks before departure
- 2) Written application & experience report
- 3) 8 weeks before start of semester



Friedrich-Alexander-Universität  
Philosophische Fakultät und  
Fachbereich Theologie

Contact:

**Viktoria Kaufmann M.A. & Cordula Hallmaier M.A.** [phil-fb@fau.de](mailto:phil-fb@fau.de)

Advisors Womens Representatives Faculty Humanities, Social Science, Theology

<https://www.phil.fau.de/fakultaet/gremien-kommissionen/frauenbeauftragte/>

# Funding measures for young female academics

at the Faculty of Humanities, Social Sciences, and Theology



## Further funding offers

Measure	Doc	Postdoc Habilit.	W1	Scope	Application
<b>Research Award</b>	-	X	X	2.000 €	1x per year
<b>Publication Award</b>	-	X	X	2.000 €	1x per year



Friedrich-Alexander-Universität  
Philosophische Fakultät und  
Fachbereich Theologie

Contact:

**Viktoria Kaufmann M.A. & Cordula Hallmaier M.A.** [phil-fb@fau.de](mailto:phil-fb@fau.de)

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# Funding measures for young female academics



## Further funding offers

Measure	Doc	Postdoc Habilit.	W1	Scope	Application
<b>FFL Scholarships &amp; Re-entry Scholarships</b> max. 12 months > Career goal: Professorship	X	X	-	DOC: 1.200 €/month POSTDOC: 2.200 €/month HABIL: 2.600 -3.000 €/month + children's allowance <b>Start: 1<sup>th</sup> June – 1<sup>th</sup> Sept</b>	1x per year  Pre-selection interview until mid Feb. Deadline: End of Feb.
<b>Covering staff shortages during maternity leave</b> (Überbrückung personelle Engpässe in Mutterschutzzeit)	X	X	X	Up to 1,0 TV-L E13	anytime

Contact:

FFL: **Dr. Imke Leicht** [imke.leicht@fau.de](mailto:imke.leicht@fau.de), Head of Büro für Gender und Diversity

Maternity Leave Covering: **Abteilung P3 – Personal/Familienservice** (Dietmar Bruckler)



# Funding measures for young female academics

For researchers in research networks

## Career workshop programme of the FAU's network

Target group: Doctoral Candidates & Post-Docs

1 – 2 Days • English • mostly online • professional trainers

### Topics:

Presentation  
& Networking

Time & Project  
Management

Gender &  
Diversity in  
Science

Scientific  
Practice &  
Writing

Grant  
Proposals/  
Funding

Leadership in  
Academia

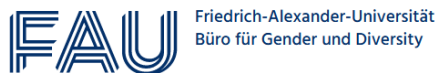
- ✓ Your association must be a member of F<sup>3</sup>G!
- ✓ Invitations via email by association's coordinator
- ✓ Places are allocated by lot

<https://www.familienservice.fau.de/f3g-verbund/>

# The Office of Equality and Diversity at FAU



<https://www.gender-und-diversity.fau.de/>



Über uns ▾ Chancengleichheit ▾ Gender ▾ Diversity ▾

Büro für Gender und Diversity

Friedrich-Alexander-Universität Erlangen-Nürnberg

Das Büro für Gender und Diversity ist die zentrale Stelle der Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU) rund um das Thema Chancengleichheit. Zur Förderung von Chancengleichheit setzt die FAU die Strategien des Gender Mainstreaming, des Diversity Management sowie Strategien zur Gewährleistung der Vereinbarung von Studium, Beruf und Familie ein.

Das Gender Mainstreaming und das Diversity Management sind als Arbeitsbereiche im Büro für Gender und Diversity angesiedelt und auf den Portalen Gender und Diversity abgebildet. Das Büro unterstützt zudem die Frauenbeauftragten der FAU bei der Erfüllung ihrer Aufgaben. Eine Übersicht über die Arbeitsbereiche und eine Auswahl der Angebote und Projekte des Büros für Gender und Diversity befinden sich in der Broschüre.



Wichtige