

FAMILY SUPPORT CENTRE

Assistance for families and childcare services

The Family Support Centre is the advice and mediation office for HHU and UKD members wishing to combine family life with a career or studies.

Services

- Support in all matters relating to family life, childcare and caring for relatives
- Individual planning and organisation of childcare during academic/scientific events
- Leisure activities for the children of HHU and UKD members during school holidays
- Advice in exceptional and emergency family situations

Babysitting platform

HHU and UKD members can use the babysitting platform to find qualified private babysitters to cover their short-term childcare needs. The platform is free to use and managed and made available by the Family Support Centre.
More information: babysitting@hhu.de

ADVICE

Individual advice

The Central Equal Opportunities Officer informs female university members of the various support and advice services available to them. Entirely confidential individual advising can be arranged as necessary.

Gender consulting

Researchers preparing a proposal (e.g. collaborative research centre, research training group, research unit) are able to take advantage of the gender consulting (GC) advice service. GC advises and reviews equality and gender-related issues within the framework of research proposals and assists female staff in their career planning.

The Equal Opportunities Office at HHU is an active member of the German national network for gender consulting in research alliances (GenderConsulting in Forschungsverbänden).

Coaching for female professors

Female professors face a variety of challenges on a daily basis, above all when a profession must be combined with family life. Hence the Central Equal Opportunities Officer and HR department work together to offer coaching to support them in their individual career development.
More information: gsb@hhu.de

SAFETY

Designated parking spaces for pregnant women

Special parking spaces are available for women on campus from the sixth month of pregnancy. An informal written application including the motor vehicle registration certificate and pregnancy record ("Mutterpass") simply needs to be submitted.
More information: sbv@hhu.de

Safety on campus

The safety card contains the details of all key contacts, telephone numbers and information relating to safety on campus. The foldable business card will fit into any purse or wallet and is available to all HHU members.

Sexualised discrimination and violence

To prevent sexualised assaults on campus and help protect all university members, HHU has prepared guidelines for dealing with sexualised discrimination and violence. It has also set up a contact point for lodging complaints and seeking advice.

For confidential advice, those affected are able to contact the Central Equal Opportunities Officer (gsb@hhu.de) or the legal department's complaints office pursuant to Article 13 of the German General Act on Equal Treatment (justitiariat@hhu.de).

NETWORKS

HEINE-NETZwerk – Network for female academics

The Central Equal Opportunities Officer invites all female academics and women in leadership positions at HHU to join the HEINE-NETZwerk. Women from the city, business and industry also like to take advantage of the opportunity to network with female academics. All participants use the HEINE-NETZwerk to exchange ideas, e.g. on the topic of reconciling family and career.

SelmaMeyerMentoring Community

All mentees, alumnae, mentors, interested scientists of HHU and other institutions are invited to join the SelmaMeyerMentoring digital community. The portal is for matching mentoring tandems and networking on campus.
Join the SelmaMeyerMentoring Community: www.mentoring.hhu.de/portal

Sekretariatsnetz platform

The Sekretariatsnetz information and communication platform supports the secretariats at HHU in their work. Administrative staff receive useful tips, advice and offers to facilitate their daily work. The Central Equal Opportunities Officer is patron of the Sekretariatsnetz.
More information: sekretariatsnetz@hhu.de

OFFERS, MEASURES AND PROJECTS WITHIN THE FEMALE PROFESSORS PROGRAMME (PP III)

MINT@hhu – Support for female students in MINT subjects

The MINT@hhu project aims to empower female students of mathematical and scientific subjects through measures conducive to equal opportunity. These include events and workshops on career opportunities and personal skills. MINT@hhu hosts activities to facilitate optimal networking among female students.
More information: www.hhu.de/mint

FamilienFonds – Financial support for female (early career) researchers with (child)care obligations

The family fund for female postdoctoral researchers and habilitation candidates as well as junior professors at HHU (excluding the Faculty of Medicine) was established as part of the German federal government's female professors programme (PP III). It serves to alleviate the burden on female (early career) researchers at HHU who care for children (up to 12 years or school-age children with special needs) or a family member alongside their research and teaching obligations and thus face multiple burdens.

This financing can be used to cover the cost of increasing the hours of their staff, reassigning teaching duties to reduce their own teaching hours or employing a student assistant or research associate.

Publication, mobility and training funds

Female doctoral, postdoctoral, habilitating researchers and junior professors from all faculties (except the Faculty of Medicine) are able to apply for a grant to cover the costs associated with publications (e.g. peer-reviewed journals, contributions to edited volumes and dissertations/postdoctoral theses), travel and participation in career-related further training as well as scientific congresses and conferences.

Coaching for female early career researchers

The Central Equal Opportunities Officer offers female doctoral and post-doctoral researchers at HHU coaching with a professional trainer. During the one-to-one sessions, participants identify their career goals and develop strategies to overcome possible challenges on their career path.

This offer is not available to employees of the Faculty of Medicine or members of a collaborative research centre or research training group, as separate equal opportunity funds are available for these, which can be used for the advancement of women.

More information: gsb@hhu.de

Girls' Day and Boys' Day

HHU offers schoolchildren from year 8 and up the opportunity to learn more about the mathematics, science, business and humanities study programmes as well as the various apprenticeships offered at HHU during Girls' Day and Boys' Day.

More information:
www.hhu.de/girlsday | www.hhu.de/boysday

CENTRAL EQUAL OPPORTUNITIES OFFICE

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www.hhu.de/gleichstellung

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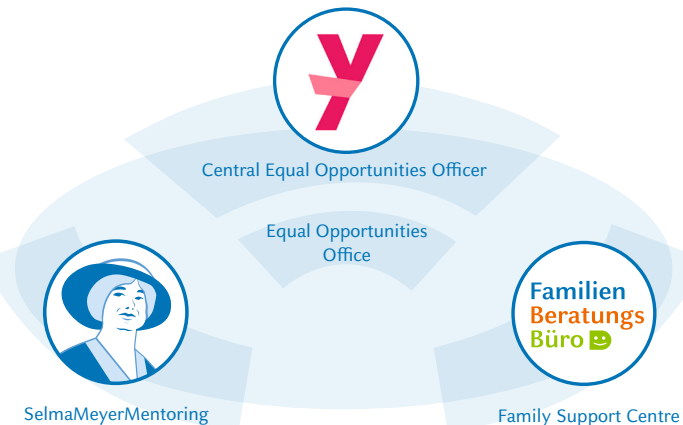
Central Equal Opportunities Officer

Programmes – Projects – Partnerships

Equal opportunity in science

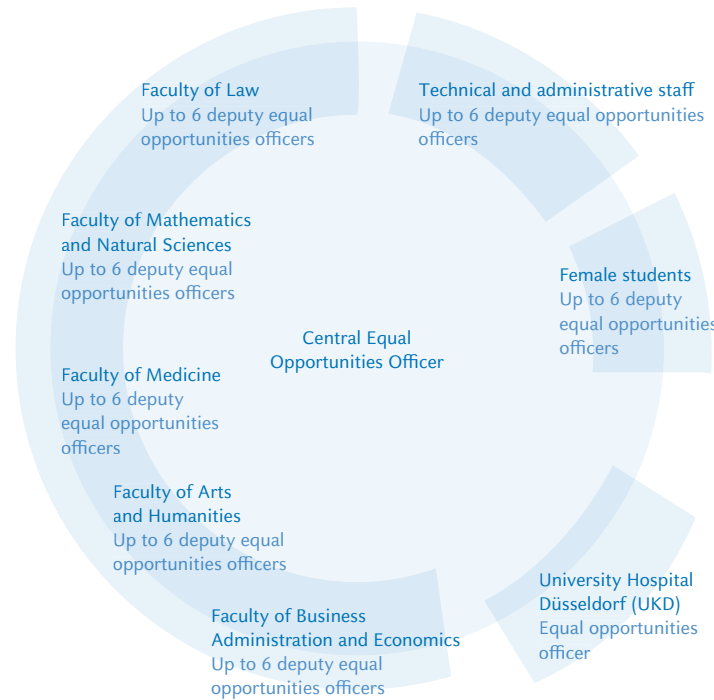
Pursuant to Article 24 of the Higher Education Act, the Equal Opportunities Officer is tasked with safeguarding the interests of female university members and affiliates and with working towards the inclusion of equal opportunity aspects in scientific, administrative and technical work, development planning, personnel and structural measures and the performance-related allocation of funds by the Ministry of Culture and Science of the State of North Rhine-Westphalia.

At HHU, particular importance is attached to gender equality and equal opportunity. The Equal Opportunities Commission proposes both a Central Equal Opportunities Officer and deputy equal opportunities officers for election by the Senate. The university fosters equality between women and men from all status groups in performance of its tasks and strives to eliminate the structural disadvantages that exist for women. HHU is thus actively committed to increasing the proportion of women at the university, for example with special offers for the development of effective strategies, raising awareness about structural discrimination in academia and mentoring programmes for female early career researchers.



PARTNERS IN EQUALITY

The equal opportunities team at HHU



Equal Opportunities Commission

The commission actively supports the equal opportunities work at HHU. It has a duty of co-determination and consultation in the formulation, update and management of equal opportunity plans. All of the different groups at the university – professors, academic staff, students and technical and administrative staff – are represented within the commission.

Equal opportunity plans

HHU develops concepts and measures to ensure that the proportion of women is increased in all areas in which they are under-represented. With its equal opportunity plans, the Senate strives to implement equal opportunity as mandated by the EU, German Basic Law, the constitution of the state of North Rhine-Westphalia and HHU's constitution.

The Central Equal Opportunities Officer is tasked with providing female university members with comprehensive advice and support and helping them to further their careers.

FUNDING

COMEBACK re-entry programme

Offered jointly by the Central Equal Opportunities Officer and the Vice President for Research and Transfer, the COMEBACK re-entry programme assists female doctoral researchers who interrupted their research to take family leave now seeking to return to academia with the aim of becoming a professor.

Childcare allowance for female board members

To enable female academics to participate in university self-governance, the Central Equal Opportunities Officer offers an individual childcare allowance for outside of work hours. This allowance at the same time supports the equal representation in university bodies stipulated in Article 11(b) of the Higher Education Act of North-Rhine Westphalia. Target groups: female students, doctoral and postdoctoral researchers, and junior professors.

Silencium – Concluding scientific work

The Central Equal Opportunities Officer supports female academics with family obligations by assuming the childcare costs to enable them to conclude their academic thesis (e.g. bachelor's or master's thesis, dissertation, habilitation, publication or third-party funding application).

Foreign language certification for female employees (subsidy)

The Central Equal Opportunities Officer supports female employees wishing to obtain a foreign language certificate by covering the test fees. The language test should correspond to the Common European Framework of Reference for Languages (CEFR)

Emergency fund for students and doctoral researchers

The Central Equal Opportunities Officer awards one-off grants from the emergency aid fund to female students and doctoral researchers who (through no fault of their own) find themselves in financial need at the end of their studies or doctorate. Male students and doctoral researchers are only eligible if they must care for a child (minor). As the resources of the emergency fund are limited, applicants must meet certain requirements.

SELMA MEYER MENTORING



Since 2006, the SelmaMeyerMentoring programme has supported female early career researchers from all five faculties at HHU in the advancement of their careers. This mentoring programme focuses on empowering mentees, assisting in the strategic career planning and helping mentees to achieve the next professional milestone at a scientific institution, such as a university or university hospital, or in the private sector.

The programme bears the name of Selma Meyer, who was the first woman to complete a habilitation in paediatrics in Germany and the only female professor at Düsseldorf Medical Academy until 1932. **More information: www.mentoring.hhu.de**

Qualification programme

- Mentoring by experienced leaders
- Workshops for developing key personal skills
- Networking meeting for mentees, alumnae and mentors
- Coaching for mentees

SelmaMeyerMentoring offers mentoring programme strands for different academic levels in German and in English for international female scientists



Next Generation
SelmaMeyerMentoring

The NextGeneration network within the SelmaMeyerMentoring programme is designed specifically for researchers with family obligations or in the family planning phase. Particular emphasis is placed on topics such as optimising the work-life balance and gender sensitisation.



As a member of the national network for mentoring in science (Forum Mentoring e. V.), the SelmaMeyerMentoring programme actively advocates high quality standards for mentoring programmes at universities.



The SelmaMeyerMentoring programme is a member of the board of eument-net, the European network of mentoring programmes for the advancement of equal opportunities and cultural and institutional change in academia and research.

PUBLICATIONS

Scientific activities

The Equal Opportunities Office actively monitors equal opportunity in academic careers and follows the latest developments in the field of gender research at universities with great interest. The Central Equal Opportunities Officer and equal opportunities team regularly publish scientific articles on gender-related topics and participate in national and international conferences.

Mein HEINE-Mensch – Recognition for outstanding individuals

Every two years, the Central Equal Opportunities Officer honours female (since 2008) and also male (since 2018) researchers, lecturers, students and employees at HHU who have worked hard to promote gender equality and equal opportunities at the university. Since 2022, these individuals have been referred to using the gender-neutral term of "HEINE persons" – in line with the legal recognition of the existence of more than two genders. **More information: www.hhu.de/heinemensch**

Guide on gender-sensitive language

To facilitate the introduction of more gender-sensitive language, the Central Equal Opportunities Officer published an updated guide on gender-sensitive language in 2022. It contains suggestions on how to use gender-sensitive language in everyday situations.

All publications can be requested from the Equal Opportunities Office.

