Gender Equality and Equal Opportunity Measures

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GENDER EQUALITY AND FAMILY-FRIENDLY POLICIES

So far:
Central measures and facilities
- flexible working hours
- home office whenever possible
- individual advice for UR members with family duties
- dual career service
- 5 nurseries, 3 kindergartens @UR
- play & working room for flexible child care
- child care: short term in emergency, demand-oriented, at conferences, during school holidays

Physics Department

<table>
<thead>
<tr>
<th>as of December 2016</th>
<th>number of</th>
<th>proportion of women (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
</tr>
<tr>
<td>Bachelor program</td>
<td>91</td>
<td>269</td>
</tr>
<tr>
<td>Master program</td>
<td>21</td>
<td>152</td>
</tr>
<tr>
<td>PhD students (condensed matter)</td>
<td>15</td>
<td>90</td>
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</tbody>
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Planned measures and initiatives of the CRC:
- upgrading a PhD position to a postdoctoral position
- booster program: up to 1y postdoc for 2 best PhD students in CRC
- child care for CRC-related meetings and extended research stays
- family support (student assistant program)
- home-office equipments for young parents

FEMALE RESEARCHERS

So far:
Central measures and facilities
- graduate and post-graduate fellowships to promote mobility
- Bavarian graduate, postgraduate and Habilitation fellowships for female researchers (3 Physics applications in 2017)
- mentoring program for female young scientists
- coaching and training for female scientists
- financial support to female scientists during maternity

Physics Department

Extensive efforts to encourage female pupils to take up physics (see new blood pane)

- encourage more female pupils
- support females in all career stages

Planned measures and initiatives of the CRC:
- early recruiting: encouragement to attempt a PhD in physics
- student assistants/researchers more WHK for advanced students
  - student researchers in the CRC projects
  - development of experiments in the MINT House
- postdoctoral positions for incoming female researchers e.g. Dr. Jessica Boland (group Huber)
- support of prospective female PIs
- Mercator Fellows: prominent role models for female researchers

NEW BLOOD

Cybermentor
MINT online mentoring program
Members: Schoolgirls in the 6th - 12th class
Mentors: Women professionally active in the MINT area
www.cybermentor.de

MINT-Girls Regensburg
Gleichstellungpreis der UR, 2015
Project of the month „Komm, mach MINT”, 2017
For girls of the 9th class of Gymnasium, FGGBSO
8 months-projects

Science Day
Schoolgirls and boys of the 6th class
Make & Present a scientific experiment project

Girls’ Day
„MädchenZukunftstag”
Girls’ from the 5th class.
Discover new perspectives in Science/Technology-related jobs.
Girls’ Day Akademie
one afternoon-a week for girls 7th-9th class

Girls-Only Activities
besides Girls’ Day abationally organized

Enhancement of MGR
Project MINT/Girls Regensburg will be intensified

Establishment of a MINT House
with girls-related projects (sustainability scientifically accompanied)

COLLABORATIONS

Partners MINT
GirlsDay International GirlsDay Regensburg
famPLUS
famMINT

Prof. Latha Venkataraman
Prof. Gloria Platzer
Instituto de Ciencias de Materiales de Madrid

W2-professorship: proactive encourage application of talented female researchers