

2.4. Equal Opportunities and Family Support

Gender equality

BERLIN

Charité – Universitätsmedizin Berlin promotes affirmative action since many years to ensure gender equality in all areas from clinical work to basic research and administration. Several measures have been taken to achieve and maintain this goal. These efforts at the Charité include a dedicated program for the promotion of women ("*Frauenförderplan*") which also encompasses a mentoring program to improve woman's chances in appointment proceedings ("*Berufungsverfahren*") and to qualify for leading positions in academic and non-academic positions. Details of this and other gender equality programs may be found at <http://www.charite.de/-fakultaet/kommissionen/frauenfoerderplan1.pdf>. Of course, the promotion of gender equality in all areas of research is also an important goal of the *CRC/TR 19* since its foundation in 2004. The number of female scientists has continuously increased ever since, and the balanced proportion of female and male scientists in principal investigator positions of the *CRC* is evident from the following list of women leading running and/or planned *CRC* projects, and who have been advanced to leading academic positions. The following female scientist are active as principal investigators in *CRC* projects.

- Andrea Dörner, Dr. rer. nat. TP C7E
- Felicitas Escher, Dr. med. TP Z1
- Gabriele Jedlitschky, Dr. rer. nat. TP C4E
(Appointment to W2 professor position during **FP2** of the *CRC*)
- Ulrike Kuckelkorn, Dr. rer. nat. TP B3
- Karin Klingel, Prof. Dr. med. TP B4E, Z4
(Appointment to W2 professor position during **FP1** of the *CRC*)
- Sophie Van Linthout, Dipl. Ing., *PhD* in Medical Science TP C8N
- Ursula Rauch-Kröhnert, Prof. Dr. med. TP A3
(W2 *Tenure Track* position during **FP2** of the *CRC*)
- Carmen Scheibenbogen, Prof. Dr. med. TP B7, C5
- Caroline Schmidt-Lucke, Priv-Doz. Dr. med TP B6
(*Rahel Hirsch* Stipendium and Habilitation during **FP2** of the *CRC*)
- Antje Voigt, Priv-Doz. Dr. med. TP B3, B9N
(Habilitation during **FP2** of the *CRC*)

In addition to female *PhD* or *MD* students who have been mentored by principal investigators of the *CRC*, a major number of highly qualified female scientists are co-workers in *CRC* projects.

- Ms. Susanne Aberle, Dr. rer. nat. TP B5
- Ms. Ulrike Boltzen, *MSc* TP A3
- Ms. Anja Düchting, Dr. rer. nat. TP B5
- Ms. Elke Hammer, Dr. rer. nat. TP C3
- Ms. Dr. Kathleen Köck TP C4E
- Ms. Olga Lettau, Dr. rer. nat. TP A2
- Ms. Ulrike Lisewski TP A1
- Ms. Loebel, Madlen TP C5
(*PhD* thesis completed during **FP2**)
- Ms. Elena Ninci, Dr. med. TP B8
- Ms. M. Sauter, Dr. med. vet. TP B4E, Z4
- Ms. Tanja Schöneberger, Dr. med. vet. TP A6, B8
- Ms. Bettina Seeberg, Dr. med. TP Z1

(MD thesis completed during **FP2**)

- Ms. Sophie Van Linthout, Dipl. Ing., *PhD* in Medical Science TP B5
- Ms. Dr. med. Jessica von Schlippenbach, Ärztin TP Z1

(MD thesis completed during **FP2**)

TÜBINGEN

Besides promoting individuals, the universities equal opportunity office has established numerous measures to foster the career of female scientists and to establish a family-friendly environment. For details see the UKT website [http://www.medizin.uni-tuebingen.de/Mitarbeiter/Für+Sie+persönlich/-Gleichstellung+\(MFT\).html](http://www.medizin.uni-tuebingen.de/Mitarbeiter/Für+Sie+persönlich/-Gleichstellung+(MFT).html)

The program '*Peer Mentoring*' is designed for female students, postgraduates and postdoctoral qualification fellows ('Habilitationen') to support the acquisition of interdisciplinary qualifications in science, grant acquisition, team leadership etc. UT has established a controlling procedure for academic appointments in order to advance the proportion of female professors.

The service center '*Dual Career Couples*' supports couples of new academics and junior scientists with bridging funds and job seeking activities to pursue their career upon relocation.

The '*Athene Program*' supports excellent female postgraduates by providing coaching, congress attendance, and support of flexible child care.

The MFT program '*Research-led Gender Promotion*' is aimed at supporting excellent researchers during their parental leave with a technician or postdoc position to support continuation of the junior scientists' research projects.

Compatibility of family and scientific career

BERLIN

An essential component of the Charité program for the promotion of women is the active creation of appropriate conditions to support compatibility of familial tasks and professional work. For that purpose Charité has established internal as well as nearby located institutions to ensure that the children of all employees are taken appropriate care of during worktime. Furthermore, Charité promotes innovative forms of child care ("Kinderbetreuung") which optimally fit the demands of education and work at the Charité. During the past years Charité has built child care centers and other structures to ensure proper child care also during disadvantageous working hours, thus acting against one key structural. For details regarding the latter see <http://elternservice.charite.de/flexbetreuung>. Within the *CRC/TR 19*, great care is taken and affirmative actions are installed to allow women scientists to work as freely as possible, e.g. by providing regular financial support for child care within or independent of the Charité child care centers.

TÜBINGEN

Several child care facilities by UT and UKT have been established in particular for young children. Wellorganized day care and special after-school care facilities with extended opening hours and activity programs during school holidays have been established by the UKT. As a partner of the Helmholtz-GRCHC, Tübingen will continuously expand special measures to accomplish gender equality and compatibility of family and career on all levels to promote female recruitment, retention and career development. The MFT will extend gender measures by installment of a *Board for Advancement of Women (BAW)*.