



Equal Opportunities Policy

The research training group GRK 2073 facilitates the reconciliation of family life and academic career and takes various measures to create equal opportunities for men and women.

Partly anonymized application process

We ask for anonymized applications in order to mitigate the effects of gender-based implicit biases on the application process. As equal opportunities employers, Leibniz Universität Hannover and Bielefeld University intend to promote women and men in the context of statutory requirements. For this reason suitably qualified women are specifically invited to apply. Equally qualified applicants with disabilities will be given preferential treatment.

Guest researchers

The GRK regularly invites internationally renowned researchers to offer the doctoral candidates and postdocs the possibility to discuss their research and to extend their professional network. At least 50% of the guest researchers will be women to offer role models to the female doctoral candidates and postdocs.

Career development for women

The research training group has special funding at its disposal to promote the career development of female GRK members. The female doctoral candidates and postdocs are particularly encouraged to take part in a mentoring program. The participation in a coaching program and/or qualification trainings can be funded as well.

Mentoring

Female doctoral candidates and postdocs can take part in a mentoring program to have a successful female researcher as a mentor, if possible by recurring to the well-established mentoring programs of the involved universities: Leibniz Universität Hannover's [Team Mentoring](#) program and Bielefeld University's [movement](#) mentoring program.

If the established mentoring programs are not helpful or suitable for the doctoral candidate's or postdoc's career aim, a mentorship can be organized individually. In this case, the principal investigators will support



the search for a suitable mentor with their personal and professional networks. The research training group's coordinator will provide organizational support.

Furthermore, female doctoral candidates and postdocs can apply for special travel funding to visit an internationally acclaimed female researcher during a short stay at a European university. This short stay offers the opportunity for a consultation with the mentor and to establish an international network. The aim is, besides the exchange about research interests and career planning, the possibility to meet successful role models for female researchers.

Coaching

The provided funding can be used as well to pay participation fees for coaching sessions. Both universities offer coaching programs which are open to the GRK's researchers:

[Promotion plus+ Coaching](#) (Hannover), [Lösungsorientiertes Coaching: Gleichstellung – Studium – Beruf](#) (Hannover), [Einzelcoaching "Wirkungsvoll präsentieren"](#) (Hannover), [Coaching and Supervision for Researchers and Teachers](#) (Management Coaching, Teacher Coaching) (Bielefeld), [Peer Coaching Project "Research Funding"](#) provided by the [Service Center for Young Researchers](#) (Bielefeld)

Qualification trainings

Both universities offer various qualification trainings to enhance management competencies and other key competencies for a career inside and outside academia. Funding for participation fees can be provided.

The [Graduate Academy](#) of Leibniz University Hannover offers its [Promotion plus+ qualifiziert](#) program as well as individually bookable [qualification trainings](#). Furthermore, both universities offer trainings and courses for their respective staff: [Personalentwicklung und Weiterbildungsprogramm](#) (Hannover), [Personnel Development for Researchers and Teachers \(PEP\)](#) (Bielefeld)

Doctoral candidates and postdocs with children

The flexibility of the qualification program makes it possible to adapt the qualification trainings to personal situations and thus offers more freedom to doctoral candidates with children. To facilitate the reconciliation of family life and academic career, events of the research training group won't take place in the evenings, if possible.

There are university run childcare facilities for staff at both universities: [Childcare Facilities at Leibniz Universität Hannover](#) incl. emergency childcare service, [Childcare Facility at Bielefeld University](#) incl. babysitter service



Furthermore, there is additional funding available, if the participation in the research training group's program causes additional costs for child care, which goes beyond the offers of basic child care facilities.

Further University Facilities

The doctoral candidates and postdocs have further service and counseling facilities for female researchers/researchers with children at their disposal.

Leibniz Universität Hannover: [Equal Opportunities Office](#) incl. [Service for Families](#)

Bielefeld University: [Welcome Centre for International Doctoral Candidates and Their Families](#), [Equal Opportunities Office](#), [Family Services](#)

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