## **Contact & Information**

If you have questions, comments or suggestions, please feel free to contact via email or phone.

#### Sonderforschungsbereich 894 Collaborative Research Center 894

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#### Gleichstellungsbüro

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#### FlexiMedKids

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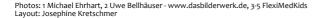














## **Gender Equality**

in the

Collaborative Research Center 894
Saarland University

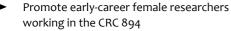






## **Aims**

- Promote equal opportunities for men and women
- ➤ Increase the number of female researchers at the project management level within the CRC 894





 Make jobs in science and academia more family friendly

# Gender equality represents a significant added value by

- Improving the research quality, as talent can be picked from a larger pool
- Promoting a greater diversity of research perspectives
- ➤ Eliminating gender bias in science

## **Family & Career**

## Flexible & emergency childcare

"FlexiMedKids"

max. 20h per month for CRC 894 employees' children Contact: FlexiMedKids

#### CRC 894 events

Childcare during meetings and conferences
Contact: CRC 894

## Relief from routine tasks

Additional staff in case of pregnancy, parental leave or personal emergencies

Contact: CRC 894

## Flexible & family friendly work schedules

- ➤ Part-time employment
- Support for researchers returning to work after maternity leave with the "Kontinuitätsprogramm für Wissenschaftlerinnen"

Contact: Gleichstellungsbüro

### **Balancing work & family**

Baby changing room **Location:** planned in the CIPMM

## **Scientific Career**

### Qualification

#### Training & Workshops

1 CRC 894 Career Workshop per year & Participation in Workshops of the "Exzellenzprogramm für

Wissenschaftlerinnen" possible topics:

- Self empowerment
- Voice & body language
- ➤ Career development
- Glass ceiling
- ➤ Leadership
- Conflict management

Contact: CRC 894 & Gleichstellungsbüro



Exzellenzprogramm für

#### Coaching

### Individual & group coaching

possible topics:

- Personal career planning
- Assistance in application procedures and negotiation
- Development of concrete solutions possiblities and strategies
- Balancing family & work

Contact: Gleichstellungsbüro

## Mentoring

Mentoring is an informal transmission of experience and knowledge, and the individual support of a young scientist (Mentee) by an experienced professional (Mentor). Mentors support mentees in their professional assessment, and give constructive feedback about individual strengthts and skills.

The mentoring programme aims to expand the professional network as it expands the professional horizons of the participants.

Contact: Gleichstellungsbüro

### Networking

- Regular meetings between female CRC members and other scientists of the UdS (eg. Exzellenprogramm)
- Establishing contacts and information exchange
- Coorporation with the Gleichstellungsbüro

Contact: CRC 894 & Gleichstellungsbüro

#### Scientific Excellence

Start-up financing of excellent scientific projects **Contact:** CRC 894