

EQUAL OPPORTUNITY AND DIVERSITY

AT GOETHE UNIVERSITY
FRANKFURT MAIN

THE TEAM

GENDER EQUALITY REPRESENTATIVE – HEAD OF THE EQUAL OPPORTUNITIES OFFICE

Dr. Anja Wolde

DEPUTY GENDER EQUALITY REPRESENTATIVES

Annemarie Eifler

Doris Paare

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THE GENDER EQUALITY REPRESENTATIVE AND EQUAL OPPORTUNITIES OFFICE

Goethe University Frankfurt am Main has set far-reaching goals in 2017, through the »Goethe University = Opportunity« initiative. Building on previous successes, the university increases its efforts to establish a gender-conscious and diversity-sensitive academic culture, and to counteract discrimination.

The Equal Opportunities Office is part of the university's central administration. Strategic advancement of equal opportunity and diversity policies is its main responsibility, as well as designing equality-promoting programs and measures. Their implementation is supported by a variety of services and projects.

The gender equality representative supports Goethe University in its mission to foster gender equality as well as equal opportunity in a broader sense. She

- consults the university's decision-making bodies on structural and development planning processes, as well as on all human resource decisions
- is responsible for updating and implementing the university's action plan on equal opportunity
- supports the integration of gender studies in research and teaching
- is the contact person in cases of gender discrimination.

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DUAL CAREER SERVICE

The Dual Career Service offers assistance to newly appointed professors as well as to certain groups of PostDocs. The service provides advice and support to these newcomers' partners in matters of their career advancement and family relocation.

The Dual Career Service provides assistance with

- the partner's job search by developing a search strategy
- optimizing application documents
- directly approaching potential employers within and outside the university
- letters of recommendation and supporting documents
- information about options for obtaining further professional qualifications
- the search for childcare and schools in collaboration with the university's Family Service
- finding accommodation, in collaboration with the Goethe Welcome Centre; and
- getting to know Frankfurt.

In addition to direct assistance in individual cases, the Dual Career Service draws on regional and national networks with other universities, research institutes and private companies.

The Dual Career Service is a member of



www.dualcareer.uni-frankfurt.de/en

Marlar Kin

Dual Career Service Frankfurt

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FAMILY SERVICE

The Family Service supports all university members with reconciling work, university studies and family by

- consulting employees and students on work-family-balance
- consulting on elderly and disability care options
- consulting on childcare options at all university locations
- expanding childcare and infrastructure for families
- facilitating workshops for family members engaged in care, and about work-life-balance
- promoting a family-friendly work and university culture.



Goethe University has been certified as family-friendly university four times, and is a member of the Family in Higher Education Best-Practice Club.

www.family.uni-frankfurt.de



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FURTHER PROFESSIONAL TRAINING AND EQUALITY

Equal Opportunities Office's program »Further professional training and equal opportunity« addresses members of the administrative and technical staff in particular, as well as all employees interested in the promotion of equal opportunity.

Focus is placed on

- further professional training options on topics such as office and time management, communication and conflict management
- health and quality of life for female employees of Goethe University
- improving work-life-balance.



The Equal Opportunities Office also supports the various networks for administrative and technical staff, especially the network »AdAs« (Administration + Assistance). Some training events are conducted in collaboration with the Human Resources Development Office.

www.careersupport.uni-frankfurt.de/en

Dr. Karola Maltry

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CAREER SUPPORT

TRAINING FOR WOMEN IN RESEARCH

The program »Career Support – Training for Women in Research« supports women researchers on their career paths. It is especially aimed at female PostDocs and women researchers finishing their doctorates and transitioning into the post-doctoral phase.

The program covers events on five different skill domains:

- career development
- communication, presentation, and networking
- research management and research-related competencies
- leadership skills
- work-life-balance and gender- & diversity competence.



The program is conducted by Goethe University in cooperation with the following three Leibniz-Institutes

- German Institute for International Educational Research (DIPF)
- Peace Research Institute Frankfurt (PRIF/HSFK)
- Senckenberg Gesellschaft für Naturforschung (SGN)

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GENDER CONSULTING

FACULTIES

The Equal Opportunities Office supports and advises the faculties in

- planning and implementing diversity and equal opportunity measures
- planning and implementing work-family reconciliation measures
- setting up their »Gender Equality & Diversity Action Plans« (GEDAP).



Facilitated by reporting guidelines and gender statistics as well as data on students' diversity, the faculties assess their levels of equality attainment over the past years and report on measures implemented within the time period. They set targets and plan actions for the coming years. A »tool kit« supports the implementation of such measures.

Furthermore, the faculties' individual equal opportunity representatives are supported through consultation and further professional training.

www.genderconsulting.uni-frankfurt.de/en

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GENDER CONSULTING

RESEARCH NETWORKS

Gender Consulting in Research Networks addresses researchers in large and joint research networks, and consults on topics related to equal opportunity, including

- advising applicants and project managers
- providing information and consulting services to speakers and coordinators
- individual consulting services for doctoral and post-doctoral researchers
- organizing academic soft-skills training and coaching services
- connecting parents and care givers to family-friendly services
- providing support when applying for grant renewals and in assessing these applications
- cooperation with the Rhine-Main-Alliance Universities
- communication and exchange with the German Research Foundation (Deutsche Forschungsgemeinschaft – DFG).



www.genderconsulting.uni-frankfurt.de/en

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DIVERSITY POLICIES

Goethe University wants to live up to the diversity of its members by strengthening an embracing university culture. The university advocates equal opportunity and combats any form of discrimination. The strategic planning of the university's diversity policies is anchored in the Equal Opportunities Office. Emphasis is placed on:

- strategic planning and development of diversity-sensitive measures
- advising the divisions and central departments on the implementation of such policies
- including diversity standards and issues into the equality management at Goethe University
- developing concepts for gender and diversity awareness for students and employees.



The Equal Opportunities Office cooperates with various programs and larger projects related to diversity, and also initiates (pilot) projects.

- The goal of diversity policies is to improve the study conditions for all students, taking into consideration their different personal circumstances. This takes place in the framework of the federal-state program »A Strong Start at University«
- The »Diversity Competence« project of the Academy for Educational Science and Teacher Training raises prospective teachers' awareness to mindful approaches to diversity and provides them with intercultural skills.
- As part of the »Aequitas – Competence in Academic and Vocational« framework, a project funded by the European Social Fund (ESF), the Equal Opportunities Office is working on services for international students and students with an immigration background.
- The project »Inclusive University« focuses on the conception and implementation of inclusive measures within the framework of the UN Convention on the Rights of Persons with Disabilities.

www.diversity.uni-frankfurt.de/en



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N.N.

Diversity Awareness

ANTI-DISCRIMINATION

The growing heterogeneity of the student body and among staff presents numerous opportunities, but also risks, that Goethe University is keen to tackle. This shows that universities, too, are spaces constrained by structural and individual disadvantages across different dimensions of diversity.

The Anti-Discrimination Office of Goethe University is part of the Equal Opportunities Office.

The office's tasks include

- establishing both a counseling and clearing center for students in the case of discrimination
- complaint office for employees according to § 13 AGG
- designing an anti-discrimination directive for the university
- raising awareness of discrimination at the university.



Antje Biertümpel

Anti-Discrimination

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INCLUSIVE UNIVERSITY

Following the UN Convention on the Rights of Persons with Disabilities, Goethe University intends to strengthen its support for students and staff with physical and psychological disabilities.

The following are the focal points of the project »Inclusive University«

- appraisal of existing measures
- designing an »Inclusive University« action plan within the framework of the UN Convention for students, staff and faculty
- conceptualizing and implementing inclusive measures, especially for students with disabilities
- raising awareness for the topic of inclusion among students, staff, and faculty



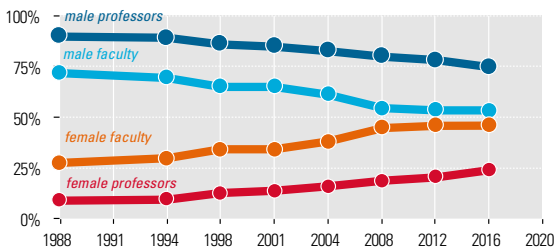
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GENDER & DIVERSITY CONTROLLING

Gender & Diversity Controlling means applying methods and procedures of quality assurance to the field of gender equality and equal opportunity.

- Equality monitoring gives greater visibility to successes but also to stagnation in the implementation of equal opportunities. It creates an evidence-based foundation for strategic decisions and policy planning.
- The annual »Equality Monitor« provides all university members with facts and figures on (gender) equality.



- Surveys and data collection systematically record further diversity features, such as educational history or migration background of university members, in order to make informed statements about equal opportunities for different student and employee groups.
- Planning and reporting tools support gender consulting for the academic divisions.
- Equality- and diversity-related performance indicators are integrated into the university's quality management system.

www.gendercontrolling.uni-frankfurt.de/en

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IMPRINT

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For further information on Goethe University's equal opportunity initiatives and diversity policies, please visit our website:
www.equality.uni-frankfurt.de



www.equality.uni-frankfurt.de

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