

## 8. Career promotion and gender awareness

W2W provides support and funding to scientists and in particular to female scientists to take part in advanced training programs, e.g., workshops on career, leadership, work-life balance, communication, presentation, time management, conflict management.

For advanced training opportunities in

- Munich: <http://www.frauenbeauftragte.uni-muenchen.de/genderkompetenz>
- Karlsruhe: <https://www.peba.kit.edu/648.php>
- Mainz: <https://www.personalentwicklung.uni-mainz.de>

Individual coaching for female W2W members can be arranged through the career development offices in Munich, in Karlsruhe and in Mainz.

Mentoring within W2W can be organized for female and male scientists looking for information and advice, e.g., about career choices and about combining work and family. Feel free to contact the Equal Opportunity co-representatives and committee members directly to organize confidential mentoring meetings.

## 9. Parental leave

A substitute can be hired for project scientists on parental leave. The position of a project scientist returning from parental leave after the W2W funding period will be extended by the duration of the leave. Additional funds can be requested from the DFG.

## Contact

Simply send an informal request with a short description of your needs to one of the persons below:

### Equal Opportunity co-representatives

Prof. Dr. Corinna Hoose (Karlsruhe)  
[corinna.hoose@kit.edu](mailto:corinna.hoose@kit.edu)  
+49 721 6084 3587

Dr. Christian Barthlott (Karlsruhe)  
[christian.barthlott@kit.edu](mailto:christian.barthlott@kit.edu)  
+49 721 6084 6751

### Equal Opportunity committee members

Mirjam Hirt (Munich)  
[M.Hirt@physik.uni-muenchen.de](mailto:M.Hirt@physik.uni-muenchen.de)  
+49 89 2180 4471

Bettina Wiebe (Mainz)  
[b.wiebe@uni-mainz.de](mailto:b.wiebe@uni-mainz.de)  
+49 613 1392 3220

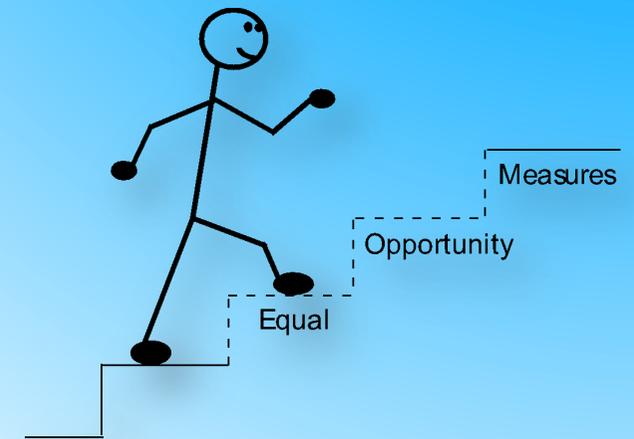
### Scientific manager

Dr. Audine Laurian (Munich)  
[audine.laurian@lmu.de](mailto:audine.laurian@lmu.de)  
+49 89 2180 4513

**We are looking forward to your questions,  
comments and requests!**

# Equal Opportunity Measures

2019-2023



[www.wavestoweather.de/equal\\_opportunity](http://www.wavestoweather.de/equal_opportunity)

# Equal Opportunity Measures

The transregional collaborative research center SFB TRR 165 “Waves to Weather” (W2W) is strongly committed to promoting equal opportunities. W2W supports families and women in order to provide flexible family-friendly working conditions, to increase the number of women in natural sciences and to improve the work-family balance.

The equal opportunity measures described below are available to all people employed by W2W and to all W2W members.

All W2W meetings, workshops, group discussions, and seminars are scheduled at family-friendly times (i.e. between 9 am and 5 pm) whenever possible.

## 1. Childcare organized by W2W

Childcare can be arranged

- During events organized by the central project Z1, e.g., annual meetings, research area meetings, early career scientists’ workshops. For the annual meetings, childcare options will be announced in the invitation
- In case of other scientific activities related to W2W, e.g., seminars, teleconferences, PhD defenses
- In case of emergencies or sickness

## 2. Childcare co-funded by W2W

Limited funding can be offered for

- More expensive childcares (kindergartens, crèches) offering extended opening hours

- Additional occasional childcare outside of the usual opening hours
- School breaks childcare (under certain conditions)
- Emergency childcare service in
  - Karlsruhe, KIT: “Flexikids”  
<https://www.peba.kit.edu/1810.php>
  - Munich, LMU:  
<http://www.frauenbeauftragte.uni-muenchen.de/kindwiss/beratungfamilienservice>
  - Mainz, JGU: <http://www.family-services-center.uni-mainz.de/childcare-in-emergency-and-exceptional-circumstances/>

Please note that your university or institute must approve the company or person providing childcare.

## 3. Home office and computer equipment

For W2W scientists with small children, home office can help improving the work-life balance through enhanced flexibility. Limited funding is available for setting up a home office, e.g., buying laptops.

## 4. Infrastructure

W2W can support the installation of baby changing tables, places for breastfeeding and office rooms equipped for scientists with children.

Information about existing infrastructure:

- Karlsruhe, KIT Campus North:  
<http://www.familienportal.kit.edu/86.php>

- Karlsruhe, KIT Campus South:  
<http://www.waves.kit.edu/parentchildoffice.php>
- Mainz, JGU:  
<https://www.familienservice.uni-mainz.de/eltern-kind-raum/>
- Munich, LMU:  
[https://www.uni-muenchen.de/studium/beratung/beratung\\_service/beratung\\_lm/schwangere\\_kind](https://www.uni-muenchen.de/studium/beratung/beratung_service/beratung_lm/schwangere_kind)

## 5. New female project leaders

W2W offers financial support for female scientists at the postdoctoral level interested in applying for funding for their own position in order to become project leader within W2W.

## 6. Student assistants

Scientists with small children can be supported in their W2W projects by extra student assistants funded by W2W.

If necessary, the Equal Opportunity Committee will decide on the attribution of these positions.

## 7. Outreach events

W2W offers limited funding to organize outreach activities at the participating institutes. These activities must showcase W2W research and get girls, in particular, interested in a career in natural science, mathematics, computer science, etc.