

Equity in Research

Framework

Female representation

Group	Overall (%)	Biology (%)
First semesters	68,4	65,7
Students	69,0	64,3
Graduates	72,5	66,2
ECRs		
PhD students	57,1	56,0
PhD graduates	48,1	54,9
Researchers	51,4	51,7
Professors	27,3	31,3

In **EvoReSt** participating researchers:

- 4 female PRs
- 8 male PRs

Equal opportunity officers



Support

- Funding
- Child care
- Mentoring programs
- Mobile work

Additional in EvoReSt:

- Family friendly seminars
- Internal EDI officer
- EDI workshop
- Child care
- Support for pregnant students



Dorothea-Schläpfer Program

- Funding for female Phd students, postdocs & young PIs
- Mentoring

• Women's support pool:

Support for ventures that are in line with the equality plan (e.g. support for pregnant women)

• FiMINT (Women in MINT)

• Equality Innovation Fund:

Funds different EDI-related projects (e.g. EDI-tools)

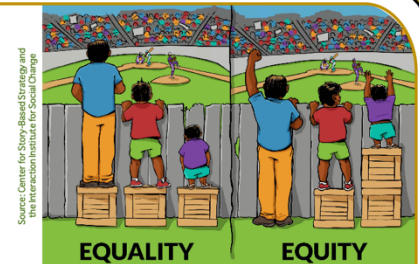
Equity at the faculty:

• EDI team:

One person 50% financed by faculty for EDI work

Four voluntary EDI officers (elected for 2/1 years (employees/students))

Two university lectures elected by EDI officers (conflict support)




Women's 2023
 Careers and Network
Women's Careers and Networking Symposium:
 • Joins students, researchers, & established scientific professionals
 • Sharing ideas & experiences on building careers

Overview



Each box in the flowchart corresponds to a specific step or aspect on policies, units, and measures implemented for gender equality and diversity in the described Research Training Group (RTG)


FAMILIE IN DER HOCHSCHULE



Day care
 Extracurricular child care



Kinder individuell betreut
 für Eltern und Unternehmen

**RTG
2984/1**