

## Contact

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### Childcare

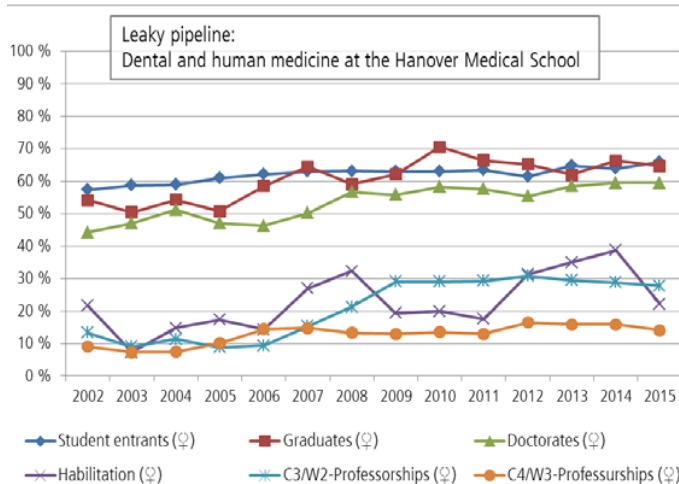
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# Equality measures

for

## DFG research networks at Hannover Medical School (MHH)



## DFG funds for equality measures

In its module 'Gender Equality Measures in Research Networks', the DFG sets out guidelines for the advancement of men and women in the scientific community for the projects it funds.

„The measures funded through this module should help to

- increase the number of female researchers at the project management level;
- increase the career qualifications (in addition to academic qualifications) of early-career
- female researchers working in the network;
- make jobs in science and academia more family friendly.

The grant is earmarked and may be supplemented with other network funds if necessary.” (DFG form 52.14 – 10/11, Sec. II, p. 1-2)

- “Gender-equality grants for several research networks can be pooled for joint measures.” (DFG form 52.14 – 10/11, Sec. II, p. 3)

In collaboration with:





Participants „Scientific Writing“ 2016

## DFG funds for equality measures at MHH

Because of its numerous German Research Foundation (DFG) supported collaborative projects, MHH receives substantial resources each year in the form of equality funding. Now, since September 2013, the pooling of these funds and the creation of a coordination unit means that a programme with individual components can be offered that benefits everyone.

### The requirements

Applicant networks need to have drawn up an equality policy and:

- to request funding for equal opportunities right from the start as part of the overall application ((clinical) research groups (FOR/KFO)); or
- to request new funding on an annual basis (Collaborative Research Centres (SFBs)); or
- to reallocate freely disposable funds for equal-opportunities purposes (Clusters of Excellence (EXC), international research training groups (IRTGs)).

### The aims

According to the DFG, equal-opportunities funding is to be used for expanding MHH's already existing equality programme. Also to be encouraged are the introduction of innovative career advancement measures, the formation of networks for early-career female researchers, and measures to make research and family life more compatible.

MHH is a member of the nationwide GenderConsulting network.

## (Possible) measures

✓ Needs assessment of desired equality measures

✓ Workshops/training, e.g.

- Giving presentations
- Giving talks/speeches
- Voice training
- Conflict management
- Leadership skills
- Acquisition of external funds
- The professorial-appointment process
- Scientific writing



Scientist at a workshop in 2015

✓ Conferences

✓ Networking events

✓ Discussions with experts



Symposium 'Women scientists at the CRC – Learn, Network, Catch up', June 2015

✓ Symposia

✓ Coordination meetings between networks on equality as an area for action

✓ Cooperation with the University of Hannover (LUH) and other institutions

✓ One-to-one coaching

✓ Gender consulting on issues such as application for new external funding

✓ Event organization for individual networks

✓ Organization and coordination of childcare

✓ Many other measures are possible; their organization and implementation can be tailored to your needs and wishes

## Childcare

We will be happy to organize childcare for you during the events on offer. Please give at least eight days' notice when requesting childcare.

Also available are flexible childcare provided by our childcare pool, a school holiday childcare service and an emergency childcare service provided by 'pme Familienservice'.

Further information on childcare can be found at our Family Portal:

[www.mh-hannover.de/familienportal.html](http://www.mh-hannover.de/familienportal.html)

and in our brochure titled 'On Your Side'.



Excursion with the holiday childcare group

**For recent announcements and upcoming dates, visit our Internet presence:**

[www.mh-hannover.de/gleichstellungsmittelpoolen.html](http://www.mh-hannover.de/gleichstellungsmittelpoolen.html)