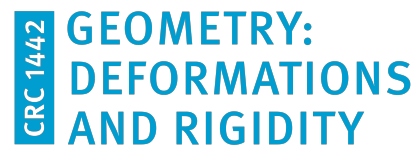
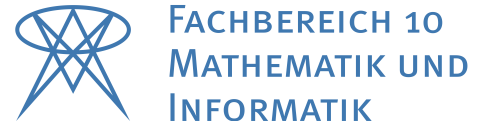
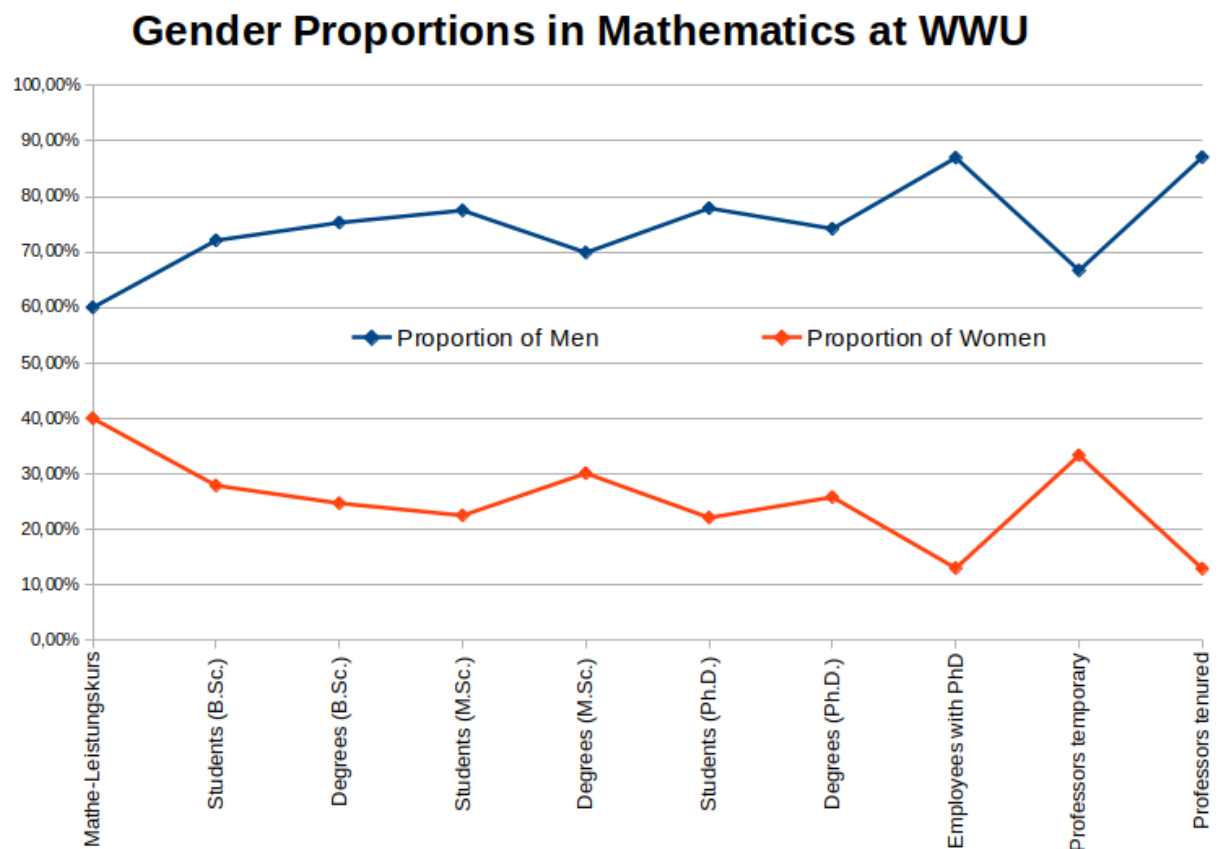


# Gender Equality – Why and What ?



# Why is this still important today ?

The proportion of women is low and decreases further along the career steps.



# What is Gender Equality ?

**Goal:** Women have equal chances in academic careers  
depending only on their achievements  
not on gender

**Decreasing proportions** of women from one career level to the next  
indicate missing gender equality  
require efforts to increase chances for women

Gender equality also means promoting men where they have fewer opportunities.

Increasing equal opportunities leads to **added value** for science and society:  
larger pool of talents  
different styles in leadership, cooperations, ...

## Modern Leadership is Female

Workshop on **May 26, 9am-5pm**

by Dr. Imke Lode

for female PhD-students, Postdocs and Junior Scientists of our Cluster

contact Imke Franzmeier to participate

Cluster Mathematics Münster, CRC Geometry, Fachbereich 10, and WWU Münster promote gender equality by

## Various Measures

**Hiring Policy:** all positions in FB10 internationally advertized  
ambitious goals for hiring women

**Ada-Lovelace-PhD position:** 2–3 positions per year  
to attract and award excellent female PhD-candidates

**MATHRIX-Juniorprofessor positions:** two positions for women in mathematics every three years

**Female Scientists Network:** regular meetings of the female professors with all female junior scientists  
mailing list [fb10-frauen@uni-muenster.de](mailto:fb10-frauen@uni-muenster.de).

**WWU-Mentoring-Program “Erstklassig!” (First class!):** for female postdocs and Juniorprofessors  
support on their way to a tenured professorship

**MINT-Mentoring-Program at FB10:** mentoring group for all female master students  
who write their thesis in mathematics or computer science

**Girls Day:** workshop for junior high school students  
accompanied by female students and graduates through the day

# Family friendly employer

**Childrens room:** next door to the Cluster lounge

**Child care:** Monday, Tuesday, Thursday 3:30 pm – 6 pm  
by three experienced child minders  
also during conferences

**Emergency child care:** for sick children at home during teaching hours or scientific events

**Travel companion for childcare:** travel and accommodation costs for child and child minder are covered

**One-person offices:** for pregnant women and young parents  
with appropriate equipment

**Return from family-related time-out:** additional travel and visitor funds

**Maternity leave extension:** ending contracts are extended at least until the end of the maternity leave

# We look forward to your

**visit** at <https://www.uni-muenster.de/MathematicsMuenster/careers/diversity.shtml>  
and <https://www.uni-muenster.de/GleichstellungFB10/en/index.shtml>

**questions** at [mm-equalopp@uni-muenster.de](mailto:mm-equalopp@uni-muenster.de)

further **suggestions, ideas** and **requests** at [mm-equalopp@uni-muenster.de](mailto:mm-equalopp@uni-muenster.de)

**applications** at <https://www.uni-muenster.de/FB10srvi/clusterequal/edit.php>