

# Equal Opportunities Office

The **Equal Opportunities Office** is part of the university's central administration.

Mission:

- increase the number of women where they are still underrepresented
  - university as a family-friendly and accessible workplace
  - towards a more gender and diversity sensitive academic culture
  - value the diversity / heterogeneity of students and staff
  - sensitizing for and working against discrimination
- University's Women's Representative Dr. Anja Wolde

# Gender Equality

The implementation of equality standards and the promotion of women is a central concern of Goethe University:

## PROMOTION OF WOMEN

- Mentoring, networking, trainings, and educational programs
- Counseling services and support regarding gender based discrimination
- (Active) recruitment of female top-level researchers

## GENDER CONSULTING

- Consulting services for all faculties and the central institutions of the university
- Consulting services for research alliances

## GENDER MONITORING AND QUALITY MANAGEMENT

- Equality monitoring and integration of gender into the university's quality management
- Gender Equality and Diversity Action Plan 2019-2024

# Family & Dual Career Service

## Childcare Services & Family-oriented infrastructure

Regular Childcare | Flexible Childcare | Backup Care |  
Childcare during Conferences | Parent-child rooms and nursing rooms |  
Changing Tables | MobiKiZ – Mobile Nurseries

Dual Career Service for partners of newly hired professors and  
postdocs (international or with family responsibility)

Individual counselling | Introduction to the local job market |  
Support during application processes

## Advisory and Support Service

Sara Schlichting

Family Service

[s.schlichting@em.uni-frankfurt.de](mailto:s.schlichting@em.uni-frankfurt.de)

Dr. Jana Bäuerlen

Dual Career Service

[dualcareer@uni-frankfurt.de](mailto:dualcareer@uni-frankfurt.de)

Benjamin Kirst

Family Service

[kirst@em.uni-frankfurt.de](mailto:kirst@em.uni-frankfurt.de)

[www.family.uni-frankfurt.de](http://www.family.uni-frankfurt.de)

[www.dualcareer.uni-frankfurt.de/en/](http://www.dualcareer.uni-frankfurt.de/en/)



# Diversity Policies

At Goethe University, we aim to do justice to the diversity of faculty, staff, and students. We embrace an open and inclusive university culture.

- development and implementation of diversity-sensitive projects
- improvement of the conditions for students in all life situations, e.g., accessibility issues (services for students with disabilities)
- diversity consultation to departments and central administration
- individual advice for faculty and tutors on diversity-related questions
- gender and diversity awareness trainings for university employees and students
- raising awareness for a reflective approach to diversity issues, e.g., for future teachers
- consolidation of diversity aspects in the quality management of Goethe University

[www.diversity.uni-frankfurt.de/en/](http://www.diversity.uni-frankfurt.de/en/)  
[diversity@uni-frankfurt.de](mailto:diversity@uni-frankfurt.de)

# Counseling

The content of all counseling sessions is kept strictly confidential, and sessions can be conducted anonymously at the participant's request.

## University's Equal Opportunities Officer

in case of gender discrimination

**Dr. Anja Wolde**

[wolde@em.uni-frankfurt.de](mailto:wolde@em.uni-frankfurt.de)

## Deputy Equal Opportunities Officer

in case of sexual harassment (staff)

**Annemarie Eifler**

[annemarie.eifler@em.uni-Frankfurt.de](mailto:annemarie.eifler@em.uni-Frankfurt.de)

## Antidiscrimination Office

- in case of discrimination e.g. for racist reasons, for reasons of origin, religion or belief, because of age, gender, sexual orientation or identity, because of a disability
- in case of discrimination at work (General Act on Equal Treatment (AGG))

**Jana Arnold**

[antidiskriminierungsstelle@em.uni-Frankfurt.de](mailto:antidiskriminierungsstelle@em.uni-Frankfurt.de)



Thank you!

Katrin Springsgut

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charta der vielfalt

