



## Equal Opportunity **Resources** for PhDs at the MPS (page 1)

### **ALUMNI**

- Max Planck Alumni Association
  - ▶ <http://www.mpg-alumni.de/>
- Alumni Resources
  - ▶ [https://www.mpg.de/alumni\\_activities](https://www.mpg.de/alumni_activities)

### **CAREER**

- Dual Career Service (currently only available in German)
  - ▶ [https://www.mpg.de/4365816/dual\\_career](https://www.mpg.de/4365816/dual_career)
- Career Steps Network
  - ▶ <https://www.mpg.de/career/careersteps/opportunities>
- Minerva Femme Net
  - ▶ Mentoring all (not only female) scientists + participation in regional cooperations
  - ▶ <http://www.minerva-femmenet.mpg.de/>

### **CAREER (FEMALE/NON-BINARY)**

- Lise-Meitner-Excellence Program
  - ▶ W2 leadership positions for the underrepresented genders
  - ▶ <https://www.mpg.de/11963177/faqs-to-lise-meitner-excellence-program>
- Elisabeth Schiemann Kolleg Program
  - ▶ Mentoring for female postdocs for later career moves
  - ▶ [https://www.mpg.de/career/career\\_programs/schiemann\\_kolleg](https://www.mpg.de/career/career_programs/schiemann_kolleg)
- Sign Up! Careerbuilding
  - ▶ Leadership/networking for underrepresented genders; e-mail them to get information about the program
  - ▶ <https://www.eaf-berlin.de/en/project/career-buildung-program-max-planck-society/>
- AcademiaNet
  - ▶ Recruitment database for top female scientists
  - ▶ <http://www.academia-net.org/selection-criteria/>
- Christiane Nüsslein-Volhard-Foundation
  - ▶ Supports talented young women with children
  - ▶ <http://www.cnv-stiftung.de/en/goals/>

### **CHILDCARE**

- Subsidies for childcare for infants (3-12 months)
  - ▶ Program valid until June 2019
  - ▶ <https://www.mpg.de/11406796/pilot-project-childcare>



## Equal Opportunity Resources for PhDs at the MPG (page 2)

### CHILDCARE (CONT.)

- PME Service (website in German, see if your individual institute has a PME Service page on their own website in English)
  - ▶ Child & elderly care, contingent in day nurseries
  - ▶ <https://www.familienservice.de/home>
- Find your nearest cross-company childcare facility
  - ▶ Check with your institute website/Gender Equality officers about childcare facilities with agreements to the institute
- Christiane Nüsslein-Volhard-Foundation
  - ▶ Supports talented young women with children
  - ▶ <http://www.cnv-stiftung.de/en/goals/>

### CRISIS (SEE ALSO CRISIS HOTLINE ON NEXT PAGE)

Recommendations for getting help (from the FAQs section, <https://www.phdnet.mpg.de/45673/General-structures-MPS--PhDnet>):

- Scientific supervisor (supervisors in your department)
  - ▶ Project/career conflicts
- Counselors (at some institutes)
  - ▶ Internal or external counselors may have varying degrees of training for conflict resolution/mental health crises
- Ombudsperson (at every institute)
  - ▶ Scientific misconduct and problems with supervision
- EO Officers (sometimes still called Gender Equality Officers, 1-2 at every institute + central EO Officer)
  - ▶ Cases of discrimination/prejudice/harassment
- BGM Officer (at every institute, refer to Worker's Council if the appointment is not clear)
  - ▶ Resources for mental health crises
- PhDnet Steering Group
  - ▶ Cases for crisis should involve the general administration for advice on who to contact directly
  - ▶ [sg@phdnet.de](mailto:sg@phdnet.de)
- PhDnet EO Workgroup
  - ▶ Cases of discrimination or lack of EO, advice, contacts
  - ▶ [equal.opportunity@phdnet.de](mailto:equal.opportunity@phdnet.de)
- Law firm
  - ▶ MPS appointed law firm to help in cases of harassment, mobbing and discrimination: Wirsing Hass Zoller.
  - ▶ E-mail [sg@phdnet.de](mailto:sg@phdnet.de) for contact information



## Equal Opportunity **Resources** for PhDs at the MPG (page 3)

### **CRISIS HOTLINE**

- Employee Assistance Hotline (Coming 2019)
  - ▶ Mental Health crises and conflicts

### **INTERCULTURAL COMMUNICATION**

- To report a crisis in this sector, see « CRISIS »
- Seminar/workshop database with diversity and intercultural awareness section
  - ▶ To host, e-mail [equal.opportunity@phdnet.de](mailto:equal.opportunity@phdnet.de) for additional information, access to database, advice

### **FAQS**

- Frequently asked questions for PhDs ([https://www.phdnet.mpg.de/45673/General-structures-MPS-\\_-PhDnet](https://www.phdnet.mpg.de/45673/General-structures-MPS-_-PhDnet))
  - ▶ General structures MPS & PhDnet
  - ▶ Contracts (Salary/Extensions/Holidays/Leaves)
  - ▶ Visa
  - ▶ Parenting
  - ▶ Conflicts/Crisis resources
  - ▶ Insurances
  - ▶ Thesis advisory committee (TAC)

### **LGBTQIA+**

- To report a crisis in this sector, see « CRISIS »
- MPQueer Network
  - ▶ Connect LGBTQIA+ peers in the MPG and increase visibility of LGBTQIA+ employees
  - ▶ Contact: [mpqueer-owner@lists.mpg.de](mailto:mpqueer-owner@lists.mpg.de)
  - ▶ Register for the mailing list: <https://listserv.gwdg.de/mailman/listinfo/mpqueer>

### **MATERNITY**

- Maternity protection guidelines in the lab
  - ▶ [https://www.mpimf-heidelberg.mpg.de/14270882/Maternity-Protection-in-the-Lab\\_Version-2018.pdf](https://www.mpimf-heidelberg.mpg.de/14270882/Maternity-Protection-in-the-Lab_Version-2018.pdf)
- See FAQs

### **MENTAL HEALTH**

- Institute by institute basis: internal/external counselors help with conflicts and may give referrals/make appointments with doctors
  - ▶ If these are not available and you would like to implement them, contact [equal.opportunity@phdnet.de](mailto:equal.opportunity@phdnet.de) for information or resources/contacts for implementation



## Equal Opportunity Resources for PhDs at the MPG (page 4)

### MENTAL HEALTH (CONT.)

- Employee Assistance Hotline (Coming 2019)
- Institutional Health Management Working Group (BGM)
  - ▶ Collaboration between PhDnet Steering Group and General Administration
  - ▶ BGM Officer established at every institute
  - ▶ Can help with funding for mental health promotion events or resources at your institute
  - ▶ Contact your BGM Officer, [sg@phdnet.de](mailto:sg@phdnet.de) or [equal.opportunity@phdnet.de](mailto:equal.opportunity@phdnet.de) to join this working group or establish a resource/event

### INTERNATIONAL OFFICES

- Institute by institute basis: help with the transition of living in Germany
  - ▶ Inquire at your institute

### PENSION/TAX/INSURANCES

- Coming in 2019 to the FAQs

### SURVEYS

- PhD Survey Results and planning for next years survey (collaboration with N2)
  - ▶ Contact: [survey@phdnet.de](mailto:survey@phdnet.de)
- LimeSurvey to host survey on MPS servers for maximum anonymity, available to all MPS members
  - ▶ Contact for an account: [support@gwdg.de](mailto:support@gwdg.de)
  - ▶ Link to LimeSurvey: <https://survey3.gwdg.de>

### WELCOME SERVICES/ ONBOARDING

- Institute by institute basis, help with providing MPS resources and information to new hires
  - ▶ Inquire about/establish within your institute by speaking to your EO Officers, or by contacting [sg@phdnet.de](mailto:sg@phdnet.de) about their Welcome Service/Onboarding projects with the GA

### WORK-LIFE BALANCE

- Audit « Berundfamilie »
  - ▶ MPS uses audit to foster work-life balance and flexible working environments

## More Contacts to get Involved:

- OFFSPRING MAGAZINE**
  - To write for Offspring: [offspring@phdnet.de](mailto:offspring@phdnet.de)
  - Info on the blog: <https://www.phdnet.mpg.de/22833/offspring>
- SANITARY PRODUCTS INITIATIVE AT YOUR INSTITUTE**
  - For more information on how to start one, contact: Alba Gonzalez, [alba.gonzalez@tuebingen.mpg.de](mailto:alba.gonzalez@tuebingen.mpg.de) or the EO Group at [equal.opportunity@phdnet.de](mailto:equal.opportunity@phdnet.de)
- HOSTING SEMINARS/ WORKSHOPS**
  - Seminars (Scientific/Career/Diversity/Mental health/etc.)
    - ▶ Can be stand-alone or part of the institute seminar series
  - Workshops (Main skill/Soft skill/Diversity/Mental health/etc.)
    - ▶ Can be institute or IMPRS funded
  - To host any of the above: contact [equal.opportunity@phdnet.de](mailto:equal.opportunity@phdnet.de) for access to speaker database, advice, contacts, resources
- ALUMNI WORKSHOPS**
  - To host, contact the Steering Group at [sg@phdnet.de](mailto:sg@phdnet.de) for their initiatives and collaborations with the alumni association
- FUNDING FOR SEMINARS/ WORKSHOPS ON EO TOPICS**
  - Contact the Steering Group at [sg@phdnet.de](mailto:sg@phdnet.de) (they serve as the link to contact the Central EO Officer who can help with this matter)
- UPDATES ON EO COMMISSION**
  - Contact [equal.opportunity@phdnet.de](mailto:equal.opportunity@phdnet.de) (they serve as the link to contact the HR Resources and Opportunities department which has contact with the EO Commission)
- ANY PHD RELATED INQUIRY**
  - Contact the Steering Group at [sg@phdnet.de](mailto:sg@phdnet.de) (who serve as the link to Ilka Schiessler-Gäbler)
- PARENTING&PHD TASK FORCE**
  - Contact the Steering Group at [sg@phdnet.de](mailto:sg@phdnet.de) to join the task force (or [equal.opportunity@phdnet.de](mailto:equal.opportunity@phdnet.de) to join a subgroup)
- FUNDING SOFT SKILL COURSES**
  - Contact the Steering Group at [sg@phdnet.de](mailto:sg@phdnet.de)
- HOST WORKSHOPS FOR YOUR PHDNET WORKING GROUP**
  - Contact the Steering Group at [sg@phdnet.de](mailto:sg@phdnet.de)
- COLLABORATE WITH N2 ON EQUAL OPPORTUNITIES POSITION PAPER**
  - Contact the Steering Group at [sg@phdnet.de](mailto:sg@phdnet.de)