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

CAREER
- Dual Career Service (currently only available in German)
  - 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
- Sign Up! Careerbuilding
  - Leadership/networking for underrepresented genders; e-mail them to get information about the program
- AcademiaNet
  - Recruitment database for top female scientists
  - http://www.academia-net.org/selection-criteria/
- Christiane Nüsslein-Volhard-Foundation
  - Supports talented young women with children

CHILDCARE
- Subsidies for childcare for infants (3-12 months)
  - Program valid until June 2019
  - https://www.mpg.de/11406796/pilot-project-childcare
CHILD CARE (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](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

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](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
- PhDnet EO Workgroup
  - Cases of discrimination or lack of EO, advice, contacts
    - 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 for contact information
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 for additional information, access to database, advice

FAQS
- Frequently asked questions for PhDs (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
  - Register for the mailing list: https://listserv.gwdg.de/mailman/listinfo/mpqueer

MATERNITY
- Maternity protection guidelines in the lab
- 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 for information or resources/contacts for implementation
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 or 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
- LimeSurvey to host survey on MPS servers for maximum anonymity, available to all MPS members
  ‣ Contact for an account: 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 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
- 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 or the EO Group at 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 for access to speaker database, advice, contacts, resources

ALUMNI WORKSHOPS
- To host, contact the Steering Group at 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 (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 (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 (who serve at the link to Ilka Schiessler-Gäßler)

PARENTING & PHD TASK FORCE
- Contact the Steering Group at sg@phdnet.de to join the task force (or equal.opportunity@phdnet.de to join a subgroup)

FUNDING SOFT SKILL COURSES
- Contact the Steering Group at sg@phdnet.de

HOST WORKSHOPS FOR YOUR PHDNET WORKING GROUP
- Contact the Steering Group at sg@phdnet.de

COLLABORATE WITH N2 ON EQUAL OPPORTUNITIES POSITION PAPER
- Contact the Steering Group at sg@phdnet.de