

color meets flavor

Equal Opportunity Committee and EDI Topics

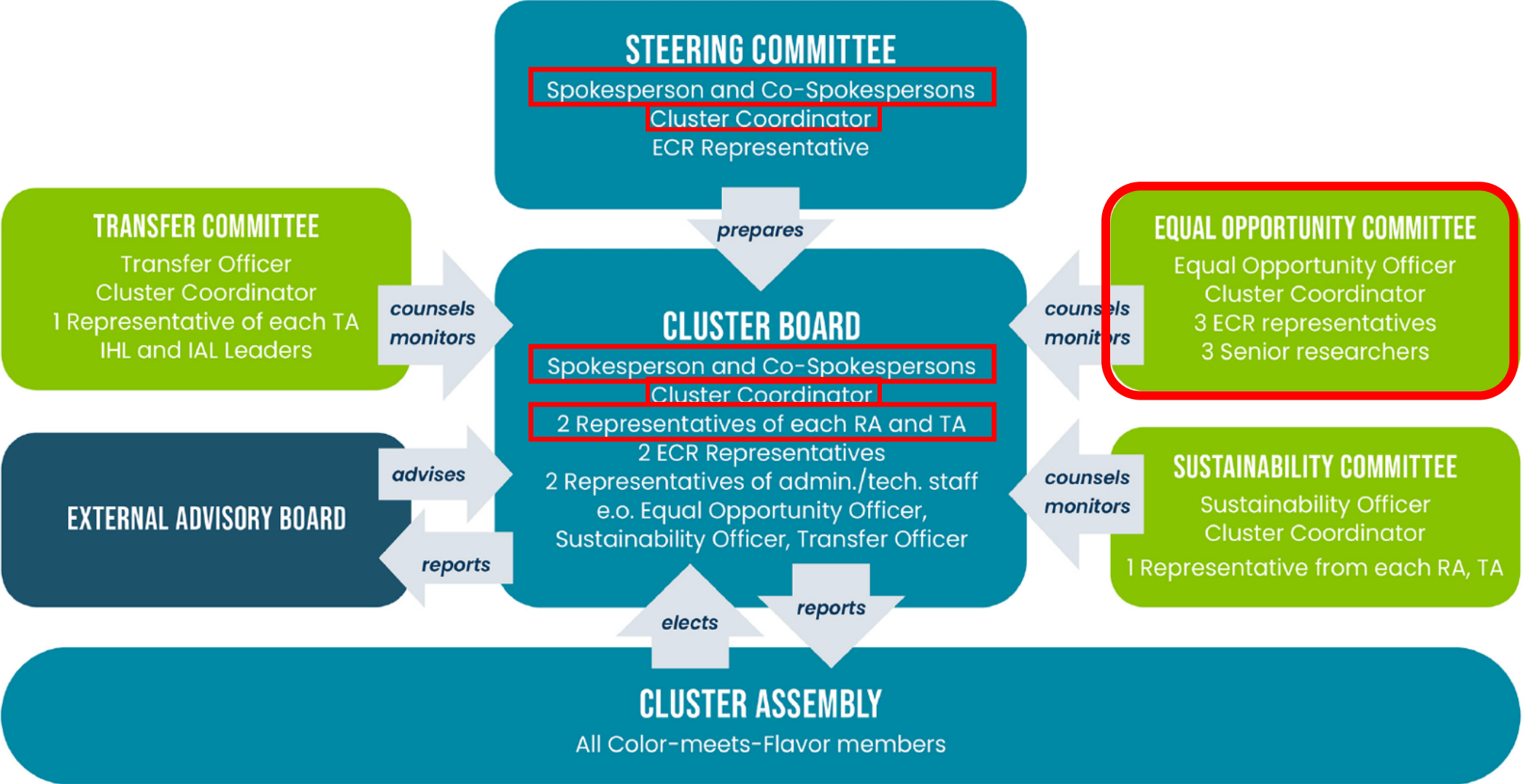
Jochen Dingfelder

March 10, 2026

Schwelm



GOVERNANCE



EDI MEASURES PLANNED IN CmF

School program

- Primary and high-school programs
 - Extensive long-term, closely-supervised program for pupils in NRW
 - Natural sciences program for primary schools
 - Program accompanied pedagogically and scientifically (McElvany, TU Do)
- Schülerakademie (FZJ)
- Proactive recruitment
- Cascade model for monitoring the progress in supporting underrepresented groups

Attracting and promoting underrepresented groups

- Young-talents seminars
- Expanding upon existing mentoring programs
- Annual retreats for females and underrepresented groups

Awareness training workshops and mental health

- Definition of a code of conduct in CmF
- Awareness workshops
- Regular workshop on mental health

EDI MEASURES PLANNED IN CmF

Support of families and inclusion

- Offer hybrid meetings
- Remote work for fraction of time
- Part-time employments if wanted
- Resources for child care at CmF events
 - salaries for temp. professional replacements
 - KidsBox
 - Flexible child care outside of working hours
 - Travel with companion to conferences
- Support for researchers with disability (accompanying person, support of hearing-impaired, ...)

Equal Opportunity Committee

- Oversees all EDI measures
- Counsels and monitors activities of CB
- Members from all four CmF institutions
- Persons of trust

Further measures at university level

- Make use of existing offers at the four institutions

All EDI measures can be supported by Equal Opportunity Fund (100 kEUR/year)