Karlsruhe Institute of Technology (KIT) attaches high importance to equal opportunities for women and men. All issues related to equal opportunities implementation are regulated through special statutes. The objectives and the measures to achieve them are laid down in the equal opportunities schedule.

The Equal Opportunities Office was established to coordinate the various specific tasks and serve as a central contact point.

To ensure equal opportunities and career advancement for all employees in all areas of science, administration, and technology, the KIT equal opportunities officers cooperate closely with the Presidential Committee and the Gender and Diversity Management of the Staff Development Service Unit.

Legal bases for equal opportunities

- § 16 of the KIT Further Development Act
- § 4 of the Law of Baden-Württemberg on Universities and Colleges
- Equal Opportunities Act Baden-Württemberg
- Agreement on Implementation of the Länder on the Federal Equal Opportunities Act for Employees of the Länder
- General Equality Act

Contact

Karlsruhe Institute of Technology (KIT)
Equal Opportunities Office
Sarah Wenz

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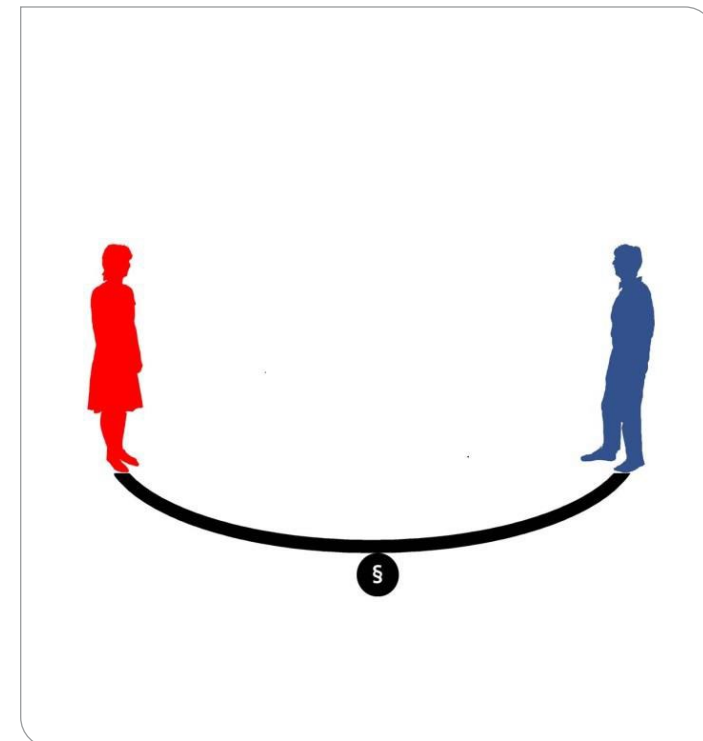www.chg.kit.edu

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Equal Opportunities

for Women and Men at KIT

EQUAL OPPORTUNITIES

Long-term objectives

- More women in leading positions at KIT
- Gender balance in science and technology
- Fair career opportunities for women and men
- Work/studies-life balance

To reach these objectives, KIT strives to

- Create optimum conditions for women intending to work in or working in leading positions
- Increase the percentage of women in leading positions in science and administration
- Increase the percentage of female students in mathematics, informatics, natural sciences and engineering
- Enhance quality management for all measures ensuring equal opportunities

KIT actively supports the compatibility of work, studies, and family and was repeatedly granted the "family-friendly university audit" certificate for its efforts. After four successful audits and a number of measures implemented, this issue is being further advanced at KIT. Since 2014, KIT has also been member of the association "Familie in der Hochschule e.V." (family in university).

Measures taken by the Equal Opportunities Office

For pupils:

- Girls' Day, information days at schools
- KIT-Kinder-Uni: lectures & workshop activities for kids
- KIT-Kinder-Uni – The Workshop

For (student) parents:

- Participation in the association "Familie in der Hochschule e.V." (family in university)
- Kampagne "Kind & Campus: So geht's!" (Campaign: child and campus: This is how it works!)
- KIT-Schulkindbetreuung: educational after-school & holiday childcare programs

For employees and students:

- Family Portal
- Participation in the working group "Sicher auf dem Campus" (staying safe on campus)
- Lehr-Lernraum Schulkindbetreuung: extracurricular trainee programs for students
- Kongressbetreuung: childcare programs during conferences

Guidance and support:

- In the case of conflicts
- In the case of sexualized violence, discrimination and harassment
- In the case of work/studies-life balance problems

Contacts

Family Portal:
www.familienportal.kit.edu/english/index.php

After-school care:
www.ferienbetreuung.kit.edu/

Further relevant contacts

Family Care:
www.peba.kit.edu/familienbetreuung.php

Gender and Diversity Management:
www.peba.kit.edu/english/2281.php

Female students, doctoral candidates, postdocs:
www.zak.kit.edu/english
www.khys.kit.edu/english/index.php

Women interested in mathematics, informatics, natural sciences, and engineering:
www.mint-kolleg.kit.edu
www.hoc.kit.edu

Networks

Women Professors Forum „WPF":
www.wpf.kit.edu

WiKIT (female scientists at KIT):
www.wikit.net.kit.edu

KIT Office-Network (KIT-ON):
www.kit-on.net.kit.edu/english/index.php

Netzwerk Gesundheit (network health):
www.gesundheit.net.kit.edu