



Criteria for the Allocation of Equal Opportunity Funds

Formal Criteria

The following formal criteria are mandatory, when applying for equal opportunity funds within the School of Science:

- ▶ The application form is completed in full and submitted by the deadline of February 15, May 15, August 15, or November 15.
- ▶ The applicant is a member of the School of Science at TU Dresden and has a TUD email address.
- ▶ The applicant carries out the measure for which funds are requested him/herself.
- ▶ The measure for which funding is requested clearly contributes to at least one of the ten equity goals of the MN area:
 1. Increasing the proportion of women in professorships and in the academic mid-level staff
 2. Supporting female scientists in their scientific career
 3. Supporting members of the School of Science in their participation in academic committees
 4. Increasing the proportion of women in male-dominated study programs and of men in female-dominated study programs
 5. Improving inclusion of people with disabilities in studies and in the work process
 6. Improving the compatibility of family and career
 7. Considering gender aspects in research and teaching
 8. Anchoring gender equality work in the faculties and the School of Science
 9. Improving public relations and communication for more acceptance and visibility of the equality work
 10. Compensating for inequities experienced by members of the School of Science due to the Covid pandemic

Content Criteria

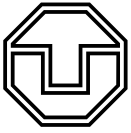
Grundsätzlich gilt:

- ▶ Other than the formal criteria listed above, there are no restrictions on the type of measure for which equal opportunity funds may be requested. If you have any questions regarding the eligibility of a planned measure, please contact your faculty equal opportunity officer. Measures listed below are examples only.
- ▶ Each application, that meets the formal criteria, is discussed and decided upon jointly by the equal opportunity officers in the School of Science. In particular, in the event of approval, the amount of funding is determined on an individual basis. The amounts stated below are for orientation purposes only and do not constitute a claim to funding at this level.

Example: Conference Participation and Research Visits to further Goal 2

The funding of travel expenses is not a primary function of equal opportunity funds. For this purpose, other sources of funding (e.g., budget or third-party funds, the Graduate Academy, DAAD) are to be used in preference. If a trip has already been financed via other sources, equal opportunity funds cannot be applied for retroactively.

If a trip demonstrably promotes the career of the female scientist (in the case of conference travel usually through a lecture or poster presentation, in the case of a research stay e.g. through the initiation of a third-party funding proposal) and no sufficient funds could be found from other sources, then it is possible to apply for a subsidy for the costs (including per diem) from equal opportunity funds. This



subsidy is typically at most EUR 500 for national conference trips, EUR 750 for European conference trips, and EUR 1,000 for non-European conference trips and longer research stays. ¹

Example: Participation in femtec's Career Building Program to further Goal 4

Female students in the School of Science, who participate in femtec's career-building program, may apply for equal opportunity funds for travel and lodging expenses incurred in this effort. These costs are generally reimbursed at the full amount (reimbursable under [Travel Expense Act](#)).

An important prerequisite for this is that the application for equal opportunity funds is submitted sufficiently early so that a „training trip“ can be applied for at the TU Dresden before the trip.

Example: SHK or WHK Support to further Goal 6

Members of the School of Science, who are not allowed to perform certain activities due to pregnancy (e.g., lab work) or who are limited by family responsibilities (e.g., taking measurements or conducting study surveys at non-family-friendly times), may request funding for a SHK or WHK to assist with these activities. In this case, the amount of funding is decided on an individual basis. However, for larger amounts and longer periods of time, the involvement of the responsible organizational unit is expected.

When applying for SHK/WHK funds, the current hourly rate including the employer's share must be applied and a corresponding cost calculation must be attached to the application. ² Possible contact persons for assistance with the cost calculation are, for example, secretariats, dean's offices and controlling.

Example: Studies incorporating Gender Aspects to further Goal 7

Funding scientific studies is not a primary function of equal opportunity funds. However, members of the School of Science, who conduct studies in which gender aspects play a central role (e.g., on different diagnostic tools for women and men), can apply for a subsidy for the the incurred costs from the equal opportunity funds. The amount of the subsidy is then decided on an individual basis.

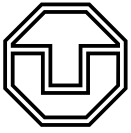
Examples of Measures not Funded

The following are examples of measures that are generally not supported by equal opportunity funds. However, your faculty equal opportunity officers are always happy to answer questions about the eligibility of a specific planned measure.

- ▶ Measures that do contribute to equity goals but not within the School of Science (e.g. studies on the underrepresentation of women in mechanical engineering) are not funded from the gender equality funds of the School of Science. Equal opportunity funds from other Schools or from the Staff Unit Diversity Management may be requested for this purpose.
- ▶ Publication costs are not covered. Other funds are available for this purpose, e.g. from third-party funded projects or the SLUB Open Access Publication Fund.
- ▶ Tasks forming the core of a PhD project are usually not funded. These activities should normally be carried out by the PhD candidates themselves and, if costs are incurred for this (e.g. for conducting a study), their supervisors are primarily responsible for supporting them in securing funding for a suitable source.

¹In general, no more than EUR 1,000 are awarded for measures that exclusively support the career of one female scientist (Goal 2) and do not simultaneously also contribute to other equity goals of the School of Science.

²When applying for equal opportunity funds for personnel, a complete cost estimate must always be included, regardless of the addressed equity goal.



Contact and Advice

If you have any questions, please feel free to contact us:

Equal Opportunity Officer of the School of Science
Equal Opportunity Officer of the Faculty of Biology
Equal Opportunity Officer of the Faculty of Chemistry and FC
Equal Opportunity Officer of the Faculty of Mathematics
Equal Opportunity Officer of the Faculty of Physics
Equal Opportunity Officer of the Faculty of Psychology

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