

Joint responsibility of the Equal Opportunities Commission and Equal Opportunities Officer of the Faculty, Heisenbergstr. 2, Mail: Gleichstellung.FB14@uni-muenster.de, you will find further contact details on our [website](#)

Introducing the newsletter „Equal Opportunity at the Faculty of Geosciences“ – WHY?

Every four years the faculty's equal opportunity commission prepares the [equal opportunity concept for the faculty of geosciences](#) (german only). The last version was passed in the faculty council in the fall of 2023. The outlined measures include the distribution of annually recurring information, which, supplemented by current developments and activities, will be summarized in this annual newsletter.

Information on measures from the equal opportunity concept

Here you can find a short summary of annually recurring information for students and employees of faculty 14:

If you are a MTV (technical/administrative) employee and you were affected by changed processes, changed and additional tasks or changed organizational structures, you can get support for the [re-evaluation of your positions](#) through the principal equal opportunity officer (german only; measure 8).

If you are a MTV (technical/administrative) employee and your position cannot be paid at a higher pay scale for structural reasons, you may be eligible for [performance benefits](#). This applies especially to female secretaries who are often employed part-time (german only; measure 8a).

If you are a female doctoral student or post-doc, you may be eligible for **individual travel support** for conference/workshop participation via the [Equal Opportunity Office](#) (measure 10).

For all professors and scientific staff actively involved in teaching, there is the [guideline „Gender-sensitive teaching at universities“](#) of the „Forschungsnetzwerk Gender im Mittelbau“ (as of July 2018; measure 16).

Internal and external communications should follow the guideline for **gender-sensitive written language** ([Senate resolution](#) and [Equal Opportunity Office](#), measure 17).

Meetings of faculty committees and working groups should follow **family-friendly hours**. For child-care emergencies there are the **back-up child care** of the [Equal Opportunity Office](#) (german only) as well as two mobile play boxes “Hamel Jontef – für töfte Kotens” (local dialect for “Fun for kids”) at the Faculty of Geosciences: Heisenbergstraße 2 (basement, room 18, key in the library of teaching unit 1), Corrensstraße 24 (4th floor, room 423 (storage room), key from Judith Wegener / Susanne Klaus in room 412/413).

Current activities and important information

In the last months, every restroom in the faculty buildings AVZ and GEO1 was equipped with „**menstruation stations**“.

All-gender restrooms (including nappy-changing facilities) were introduced in both faculty buildings AVZ (Corrensstr. 24: 5th floor) and GEO1 (Heisenbergstr. 2: basement)

The **MüFo journal** (Münstersche Forschungen zu Geologie und Paläontologie), edited by the Institute of Geology and Paleontology since 1956, has started to highlight female authors to increase the visibility of women in (geo)science.

At the **Geo.Science.Day** (14.05.2024) the gender equality team presented their work at the Geo.Fair.

The following important documents were created or updated:

- [Guideline](#) for inclusive and needs oriented **planning and realization of excursions** (german only)
- [Poster and handout](#) „**How to respond to sexual discrimination and violence**“ (english and german)
- [List](#) of „**52 equal opportunity statements**“ to support weekly communications (e.g. on screens and notice boards) of important structures and contact persons (german only)
- The next **faculty committee elections** will be held at the beginning of the winter term 2024/2025. Committees should ideally exhibit gender balance ([information and overview](#), german only).

Save the date

On November 25, 2025, the “International Day for the Elimination of Violence against Women”, there will be a Women's General Assembly of the Faculty of Geosciences. This will be organized by Equal Opportunities

Officer of the Faculty and the Equal Opportunities Commission. If you have any requests or suggestions, please send a mail to:

Gleichstellung.FB14@uni-muenster.de.

„Reflectory“ to raise awareness for equal opportunity topics

An interactive application (“reflectory”) was developed with the financial support of the principal equal opportunity office to raise awareness for equal opportunity topics. Users are confronted with different situations (“stories”) using audio, video, image, and text material, and must reflect information, arguments, and possible actions from different perspectives. The [application](#) invites the user to critically reflect personal opinions and actions and to get involved in equal opportunity matters (contact: katja.wrenger@uni-muenster.de).

And at the end...

How do you like this newsletter? Do you have additional ideas to improve the communication between the equal opportunity team and the faculty's staff and students? For any questions, ideas or comments, please contact Gleichstellung.FB14@uni-muenster.de.