

Equal Opportunities at Heidelberg University

Continuing education on gender equality

Individual training for researchers

- **Career development**
career counselling for female scientists
- **Cooperative coaching**
Supervised peer-to-peer coaching
- **Integration of gender aspects in professional trainings**
Including gender and diversity-matters in University's training programmes

Training for decision-makers

- **Courses on gender awareness**
for members in appointment committees and for those in charge of human resources
- **Certified qualification programme for gender and diversity skills**
Providing University members with fundamental knowledge on gender and diversity management
- **Gender budgeting**
Ensure and enhance the awareness of gender-related financial management

