



Promoting equal opportunity within the transregional Collaborative Research Center “Waves to Weather” (W2W)

Audine Laurian and George Craig

Meteorological Institute, Ludwig-Maximilians University (LMU), Munich, Germany

The promotion of equal opportunity (EO) is a central commitment of the transregional Collaborative Research Center "Waves to Weather" (W2W) funded by the DFG. Intense efforts are made to promote EO measures and to support female scientists and parents of young children throughout their career within the consortium.

Since the start of W2W in July 2015, the following actions have been undertaken:

- an EO committee has been created, which consists of parents of young children and a PhD student from the main partner institutions in Munich, in Mainz and in Karlsruhe. The EO committee has agreed on a list of EO measures to be offered within the consortium and a flyer advertising these measures has been designed, produced and distributed
- childcare has been organized during the meetings organized by W2W
- outreach events addressed to school girls and promoting the study of physics and mathematics at the university (e.g. Girls' Day) has been organized in Munich, in Mainz and in Karlsruhe
- student helpers have been hired to reduce the workload of female principal investigators with young children
- efforts are made to invite female keynote speakers to the annual meetings of W2W
- regular meetings with the Women's Officer for the Faculty of Physics at the LMU are taking place, e.g. to setup a parent-child office.

These measures have received very positive feedback from the W2W community and from the partner institutions. Discussions and exchanges of experience with colleagues from other research programs and institutions regarding EO measures would be greatly beneficial to promote EO further.