**Diversity**

Both universities have implemented many diversity measures that will support SyNergy in its efforts to support young scientists, women and families.

A special focus will be on international scholars, where the international offices of both universities and SyNergy’s Newcomer Center will collaborate.

A second area of focus is to support SyNergy scientists with families: SyNergy will provide financial support for child care and laboratory work to its scientist-parents (see inside).

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**SyNergy Support Programme for Families and Women**

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## SyNergy Support Programme for Families and Women

<table>
<thead>
<tr>
<th>Eligibility</th>
<th>With children up to 3 years of age</th>
<th>With children between 3 - 6 years of age</th>
<th>With children between 6 - 12 years of age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female SyNergy scientists and Male SyNergy scientists (when partner works and the SyNergy scientist is care giver as well)</td>
<td>Allowance of up to 500 € / month *</td>
<td>Allowance of up to 300 € / month *</td>
<td>Allowance of up to 200 € / month *</td>
</tr>
<tr>
<td>Financial support of up to 300 € / year / child (up to six years of age) for work-related, out of regular hours exceptional child care expenses or expenses for child care in the case of need, such as business trips to conferences or meetings.</td>
<td></td>
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</tbody>
</table>

* For child care (upon proof of actual monthly costs), allowance proportional to working hours

| Female SyNergy scientists | Support can be provided for a part-time technical (50% TA) or a student/research assistant during the time of the pregnancy/maternal leave (Mutterschutz) for up to six months. |

- 1 application/child
- Applications always welcome
- SyNergy-Board will decide in a competitive procedure
- Granted allowance will start from the first day of the months following the SyNergy-Board meeting at which support was granted.

### Application documents

(to be submitted to the office of the SyNergy Cluster)

- a written application (including a statement of reasons and given expectations, e.g. it shall demonstrate the current situation relating to individual child care/domestic care and justify how, on the basis of the granted allowance, the professional situation may be improved.)
- curriculum vitae
- list of publications
- approval of the group leader
- birth certificate(s) of child/children or confirmation of pregnancy / expected birth date (if appropriate)
- confirmation of full- or part-time employment of the SyNergy scientist and of his/her spouse.
- official confirmation from the daycare of the monthly costs