

DIVERSE&EQUAL

News and Events of the Staff Unit for Diversity & Inclusion
and the TUM Family Service

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Call to action for June '25: TUM Diversity Month

As now the "Staff Unit Diversity & Inclusion", we may have a new name, but our mission remains the same: we want to develop the Technical University of Munich (TUM) into an even more diverse and inclusive university and workplace!

The German Diversity Day takes place every year since the initiation through the association Charta der Vielfalt e.V. This year, we celebrate the TUM Diversity Month in June with the motto "Bridging the Gap: Allyship for an Inclusive Organization". What does allyship mean to you? Take part with your own idea! In this context, we are happy to announce the TUM Diversity Research Prize: have you written a thesis with reference to gender or diversity aspects? We are looking forward to your application (start: April 2025)!

We are delighted to welcome Helena Grebner to the TUM Family Service: She has taken over from Doris Halm, who is on parental leave, and is now responsible for the accommodation service.

Renaming to Staff Unit Diversity and Inclusion

By changing its name, the Staff Unit Diversity & Inclusion is focusing on diversity as a core competence and can therefore have a greater impact. Diversity as an umbrella term includes various dimensions, e.g. origin, gender, social background, physical abilities, age and others. We also include the TUM Family Service and consider them in our work areas. In addition, the focus will also be placed on inclusion projects in the future. “Equal Opportunities” is primarily associated with solely gender approaches and will continue to be represented by the Gender Equality Officer and the Equal Opportunities Officer. Diversity and inclusion have a more open and changeable connotation and thus fit better into current discussions.



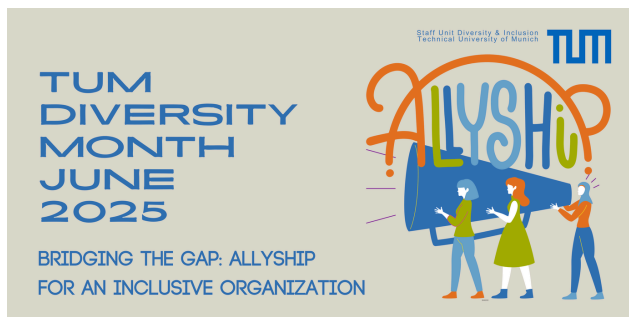
DIVERSITY
INCLUSION
FAMILY

Photo: Astrid Eckert and Canva

Call to Action:

TUM Diversity Month June 2025

TUM Diversity Research Prize



TUM Diversity Month June 2025

In the spirit of “Bridging the Gap: Allyship for an Inclusive Organization” we are celebrating the TUM Diversity Month in June 2025 – a month-long initiative dedicated to fostering meaningful conversations, learning, and action. Throughout the month, the Staff Unit Diversity & Inclusion will be hosting a series of events designed to spark dialogue, build connections, and inspire change. But this initiative is not just ours – it is yours, too! We invite every team, department, and individual to join us in shaping this journey. More info [here](#).



TUM Diversity Research Prize

Gender and diversity research is highly relevant as it helps to make social inequalities and discrimination structures visible and subject to critical examination. The Staff Unit Diversity & Inclusion awards one bachelor's thesis, one master's thesis and one doctoral thesis per semester that takes gender and / or diversity aspects into account. The prize is endowed with €1.000 each. More information on the application process (starting April 2025) [here](#).

Flexible childcare at TUM

Appointments or lectures outside of normal childcare hours can be a challenge for parents. The TUM Family Service provides support with [flexible childcare options](#).



TUM4Kids platform for babysitting and tutoring

On the [TUM4Kids online platform](#), you can easily find reliable babysitters and tutors, whether you need regular care, short-term assistance during exam periods, or help during conferences and events. If you are a student or employee looking to earn some extra income, this is the perfect opportunity for you.

The next babysitting and first aid courses will take place on May 18 and 21, 2025.

Family rooms, games box and kids box

The [family rooms](#) at TUM campuses provide a quiet, protected space where pregnant women and parents with children can retreat and work productively. For appointments or events outside regular childcare hours, some of these rooms also offer the option of flexible, hourly childcare. While this is not a substitute for permanent childcare, it can help parents better balance work, studies, and family life.

Additionally, TUM offers several [KidsBoxes](#) for loan. These fully equipped mobile units provide children with a comfortable space to play and rest while their parents focus on work or study—an ideal way to easily bridge childcare gaps. To complement these services, the TUM Family Service also provides a portable [games box](#) filled with activities to keep children entertained.



Family room at the TUM School of Social Sciences and Technology

Registration for childcare places at the day nursery "Reitmorzwerke"

Online registration for the 2025/26 nursery year at Reitmorzwerke (Reitmorstr. 29, 80538 Munich) will be open from February 1 to March 31, 2025.

The nursery was established to support employees of the Free State of Bavaria in balancing work and family life. Priority will be given to children whose parents live or work in the inner-city area. A decision on the allocation of places will be made by the end of April 2025.

More information about the day nursery and the application process can be found [here](#).

New regulations for parental allowance (Elterngeld) from April 2025

Following the changes in 2024, a new income limit for parental allowance (Elterngeld) will take effect on April 1, 2025. From now on parents will only be eligible if their taxable income in the year before their child's birth is below €175,000. This threshold applies to both couples and single parents and affects all births from April 1, 2025 onwards.

[Further changes relating to studying and working with a family.](#)

Next events

- 07.04.2025: [Family café for \(expectant\) student parents in Freising](#)
- 03.06.2025: [Family café for \(expectant\) student parents in Munich](#)
- 18.05.2025: [TUM4Kids: Babysitting training](#)
- 21.05.2025: [TUM4Kids: First aid course on children](#)



Get to know the team: Dipl.-Soz. Ana Dzhigovechki

I came from Bulgaria to Germany at the age of 18 to study here. In my heavy suitcase - everything a student household needs at the beginning, my university admission letter and the determination to master the challenge! As an international student, I quickly learnt to juggle between studying, looking for accommodation, dealing with the authorities and working part-time jobs, becoming independent, determined, and open-minded in the process. A key support along the way were the people who accompanied and strengthened me. I wanted to pass that on!

Picture by Astrid Eckert/TUM

My studies in sociology brought me to TUM, where I initially conducted research in the university context and took care of students' concerns. I have been incorporating this experience and my personal insights into the topics of work-life balance, finding childcare or schooling into my work at TUM Family Service for years now. In addition to counseling, my focus here is on the further development of existing measures and the establishment of new initiatives and partnerships. The setting up of a new TUM daycare centre in Munich was particularly moving for me – from the renovation and furnishing of the rooms, to finding the right provider, and finally welcoming the first children. With the TUM4Kids online platform, we support families in organizing flexible childcare and tutoring.

I look forward to all the future projects and challenges we will face as a team and university community in order to make TUM even more family-friendly.

“The journey of a thousand miles begins with a single step.”

Lao Tzu

Favorites

- *Productivity hack:* Digital helpers such as calendars or note apps to keep track of to-dos
- *Role Model:* My parents, who both showed me that family and career can be balanced
- *Travel destination:* Whether by the sea or in the mountains, as long as there is sunshine
- *Office snack:* Raw vegetables

Contact

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about me