

# DIVERSE&EQUAL

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

## In this edition

**\*NEW\***: PerspektivePlus – Program for students with disabilities

Staff Unit Diversity & Inclusion visits  
TUM Campus Heilbronn

News from the TUM Family Service

Get to know the team:  
Dr. Alina Gales

## Dates & News

Free places immediately / from autumn 2025 at TUM childcare facilities

- Daycare center Forscherzwerge (campus Munich)
- Ingeborg-Ortner-Kinderhaus Daycare Center (campus Garching)
- Day nursery Krabbelstube (campus Freising-Weihestephan)

TUM Holiday program 2025 on the campus locations Munich and Garching

- 04. – 08.08.2025
- 08. – 12.09.2025 (only Munich)
- 03. – 07.11.2025
- 19.11.2025

## Contact

### Staff Unit Diversity & Inclusion

E-Mail: [diversity@tum.de](mailto:diversity@tum.de)

### TUM Family Service

E-Mail: [familienservice@tum.de](mailto:familienservice@tum.de)

Postal address: Arcisstr. 21, 80333 Munich

Visiting address: Barer Str. 21, 80333 Munich



Staff Unit Diversity & Inclusion visits TUM Campus Heilbronn (more on page 2)

## Living diversity – Creating opportunities

**Only 27% of young people from non-academic households in Germany start to study at university.** The proportion among doctoral students is even lower. The Staff Unit Diversity & Inclusion is tackling this educational inequality with the Agnes-Mackensen-Program: it supports FINTA (women, intersex, non-binary, transgender, agender) people and care leavers who are the first in their family to study or do a doctorate. One inspiring example is Anna Lena Salfer, a TUM Master's student who went to Nanyang Technological University Singapore as part of her studies. The TUM Magazine presents her and our program in a more detailed article, be sure to read it!

**TUM Diversity Month 2025 was a complete success – thanks to the many committed TUM colleagues who voluntarily planned and implemented creative activities.** We would like to take this opportunity to thank everyone involved! Your contributions are a strong sign of TUM's commitment to diversity and inclusion.

# \*NEW\*: PerspektivePlus – Program for students with disability

PerspektivePlus richtet sich an Studierende mit (Schwer)Behinderung und/oder Beeinträchtigung(en) und/oder chronischer Erkrankung(en)

Stabsstelle Diversity & Inclusion  
Technische Universität München

TUM

\*\*\*NEW@TUM\*\*\*

## PERSPEKTIVE PLUS

BRÜCKEN IN DIE ZUKUNFT –  
INKLUSION TRIFFT KARRIERE

Was Dich erwartet:

- **Mentoring-Programm:** Tausche Dich regelmäßig zu Deiner eigenen Karriereentwicklung aus
- **Workshops zur beruflichen Vorbereitung:** Strategien für eine wirkungsvolle Bewerbung, Reflexion der eigenen Karriereziele, und mehr + ein Blick hinter die Kulissen von Allianz in Deutschland
- **Job-Shadowing:** Begleite Mitarbeitende im Arbeitsalltag und erhalte praxisnahe Einblicke in verschiedene Berufsfelder

### Are you studying with a disability or impairment and thinking about entering the job market?

PerspectivePlus supports you in actively shaping your professional future – with concrete offers, valuable contacts, and individual support.

The program is specifically aimed at **students with (severe) disabilities or impairments or chronic illnesses who want to prepare for the transition into the job market**. We break down barriers, open up perspectives, and support you in finding your path. What you can expect:

- Personal mentoring with employees of an inclusive employer, Allianz in Germany
- Workshops on career orientation and applications
- Insights into everyday working life through job shadowing
- Exchange with other students in similar life situations

**Our goal: To empower, connect, and prepare you – for a successful, self-determined start to your career.** Join now and get started! More information and registration [here](#).

\*\*\* please note: the PerspektivePlus Program is for German speaking people only \*\*\*

## Staff Unit Diversity & Inclusion visits TUM Campus Heilbronn



Our Staff Unit Diversity & Inclusion team was warmly welcomed by the TUM Campus Heilbronn branch office led by Dr. Sarah Schwab-Jung on May, 7th 2025. In addition to getting to know each other, the focus was on professional dialogue on diversity topics. The day's program included a campus tour with a visit to the newly established family room on Bildungscampus C, as well as a presentation of the [WoMent](#) mentoring program for female young professionals at the Heilbronn universities. A meeting with the Vice President TUM Campus Heilbronn, Prof. Ali Sunyaev, rounded off the visit and emphasized the

commitment of both sides to more intensive cooperation. There was already a joint campaign in June – a first aid course on children at the Heilbronn campus with the aim of recruiting childcare staff for the university's internal [TUM4Kids](#) project.



# News from the TUM Family Service

## TUM Holiday Program in Summer and Fall 2025

The TUM Family Service organizes an exciting holiday program for children of TUM employees and students during the first and last weeks of the summer holidays at the Munich and Garching campuses. Children will dive into the mysterious world of water and then take off to explore the wonders of air and flight! [Here](#) you can find the program. You can also sign up your children for the holiday program during the fall break and on "Buß- und Betttag" on November 19. Please contact the [TUM Family Service](#) to receive the registration form. We look forward to welcoming many curious young explorers!



PHOTO DREW BEAMER / UNSPLASH

## NEW: TUM is member of the Bavarian Family Pact

The Technical University of Munich is now an official member of the "Family Pact Bavaria". This initiative, launched by the Bavarian State Government, has been promoting a better work-family balance since 2015. Its mission is to support employers across Bavaria with inspiration, expert knowledge, and practical solutions for implementing family-friendly policies. By joining the Family Pact, TUM reaffirms its commitment to creating a supportive and inclusive environment for employees and students with families. More information available [here](#).



## Symposium "Recognise and Act: Pathways to Diagnosing and Treating Dementia" – 23 September 2025 | 4:00–7:30 PM

On 23 September 2025, the Department of Psychiatry and Psychotherapy at the TUM University Hospital will host a symposium as part of Bavarian Dementia Week. The event aims to provide a basic understanding of dementia and highlight how early diagnosis and personalised treatment approaches can significantly improve the quality of life for both patients and their families. In addition to medical insights, available psychosocial support services will also be presented. Participation is free of charge, and the event will be held in a hybrid format (in-person and online). [More information available here](#).

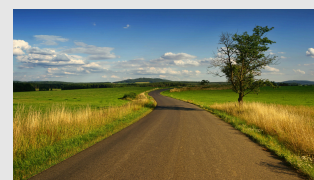


PHOTO JOAHNNES PLENIO | PEXELS

## Spotlight on TUM Daycare - Krabbelstube Weihenstephan

"Inspired by our campus, we value nature and sustainability."

Founded in 1988, the [Krabbelstube Weihenstephan](#) is one of 17 childcare centres operated by the Student Union Munich. Nestled in the heart of the TUM Weihenstephan campus, the centre offers a unique and welcoming atmosphere.

The facility provides generous space for 12 children aged approximately 0 to 3 years. A large garden invites children to play, explore, and discover. On toy-free days, children are encouraged to engage more deeply with natural materials and the elements of water and earth.

The dedicated staff supports children in shaping and influencing their environment through initiative and creativity, helping them grow and learn in a nurturing setting.



PHOTO SILVIE TILLARD

### NEWS:

**[Free places in TUM childcare facilities from autumn 2025!](#)**

[Overview of all TUM daycare centers](#)

[Interested? We're happy to help!](#)

### Next events

25.07.25: [Girls for Science: Discover the world of Quantum](#)

18.-21.08.25: [Scientific Writing Retreat with Professional Childcare](#)

23.09.25: [Symposium "Recognise and Act: Pathways to Diagnosing and Treating Dementia"](#)

05.10.25: [Registration Deadline for the Fall Holiday Program](#)



# Get to know the team: Dr. Alina Gales

I work at the intersection of gender and diversity as well as privilege and discrimination in connection with tech. At TUM, this is exactly where I come in as Head of Staff Unit Diversity & Inclusion, where I design and implement strategic activities to develop TUM into an even more diverse and inclusive university and employer. Over the past four years, we have been able to implement many new initiatives: the Women in STEM Round Table and Diversity & Gender Equality Plan, the Agnes Mackensen Program and TUM Unconscious Bias Online Training, or now the new TUM Diversity Research Prize as part of TUM Diversity Month, and the PerspektivePlus program. I was especially happy to be receiving the Google exploreCSR and the Impact of Diversity Award! It makes me incredibly grateful to work with such friendly, competent and mutually appreciative colleagues. The team spirit makes all the difference for me!

*As the sun does not wait for prayers and incantations to be induced to rise, but immediately shines and is saluted by all, so do you also not wait for clappings of hands and shouts of praise to be induced to do good.*  
Epictetus

I also focus on the mutual influence of technology and society in relation to gender – specifically in the context of artificial intelligence (AI) and social media. My aim here is to raise awareness of social impacts, especially bias, through algorithmic output. AI has the potential to reproduce or even reinforce privileges and discrimination that have manifested themselves in our society. Since we are all confronted with algorithmic recommendations every day, I am particularly interested in raising awareness of the corresponding biases. In this context, I give key notes, sit on panels and moderate discussions.

## Favorites

- *Productivity hack:* Break down tasks into small and quick to-dos, go through them one by one and tick them off as completed
- *Role models:* Esther Perel, Brené Brown, Chimamanda Ngozi Adichie and Sheryl Sandberg – women who are empathetic, cosmopolitan, ambitious, curious and intellectual at the same time.
- *Travel destination:* Forever & ever Los Angeles
- *Office snack:* Nuts

## Contact

Dr. Alina Gales (she/her)  
Barer Str. 21 | S3519 (3rd floor)  
alina.gales@tum.de  
Languages: German & English

about me