

DIVERSE&EQUAL

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

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published

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Contact

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PHOTO BY HELENA HEILIG

Many perspectives, one common goal: growing together through diversity and learning from each other

Diversity thrives on exchange – and that's precisely what we've experienced in recent weeks: At our events on diversity, equality, and work-life balance, there was discussion, active listening, and collaborative thinking. Every single encounter has shown that change begins where we engage in conversation. For example, during the autumn break, we organized a holiday program for the children of TUM staff and students, and the online lecture "When Parents Grow Older" provided a valuable overview of the first signs of typical age-related changes, their possible causes, and their effects. At the latest "Women in STEM Round Table" at Proxima Fusion, we were inspired by female role models in deep tech, and on November 25th, the Thiersch Tower at TUM shone in vibrant orange – as a visible symbol against violence against women. Further, we started with our inclusion program for students and PhDs: PerspektivePlus!

Together, we have taken important steps this year toward greater diversity, equity, and work-life balance. The journey continues in 2026 – let's spark ideas, inspire action (such as the TUM Balance Award), and make change that truly matters. May your holidays be filled with joy and your new year with growth and success!

New TUM Diversity & Gender Equality Plan published

The Technical University of Munich fosters a culture of integrity, open-mindedness, and tolerance. It recognizes the value created through diversity and respect as a central guiding principle for its proven success: It is the diversity of its scientists, students, and employees that makes TUM an innovative and dynamic university. TUM is thus committed to holistic diversity management that actively promotes the equality of talent, irrespective of gender, nationality, religion, ideology, physical ability, age, sexual identity, or socioeconomic status. TUM translates this commitment into numerous concrete measures, many of which have already been successfully implemented, established, and optimized since the publication of the first Diversity & Gender Equality Plan at the end of 2021. **With the publication of the new Diversity & Gender Equality Plan, TUM reaffirms its forward-looking vision of establishing an ever more inclusive university culture through ongoing efforts in the context of systematic diversity management, which is reflected in the continuation, further development, and renewal of diversity measures.**

The new Diversity & Gender Equality Plan can be viewed and downloaded [here](#).

TUM Global Stories: Promoting Equity

Two inspiring stories that demonstrate what true diversity means:

A student who, despite a chronic illness, dared to take the plunge and study abroad for a semester – and says in retrospect that every single step was worthwhile. And Aryan, who studied at TUM and understood his blindness not as an obstacle, but as a driving force to forge his own path. Both tell of what becomes possible when you believe in yourself, receive support, and encounter people who are open to different perspectives. Their experiences make it clear: Inclusion thrives not on words, but on encounters that break down barriers and broaden horizons. They remind us that diversity is more than a vision – it is a lived reality when we embrace it. Stories like these show why international networking, openness, and mutual empowerment are so valuable. Because every path is different – and that is precisely what makes our community stronger.

Those who would like to learn more about Jakob Stock and his time at Tsinghua University in Beijing with a chronic illness can read more [here](#). And [here](#), Aryan talks about his decision to come to Munich, the challenges of everyday life, and why his stay at TUM has given him self-confidence and shaped his future plans.



BILD VON JAKOB STOCK



ARYAN DHAS, BILD VON AMANDA GESANG

News from TUM Family Service

Online Information Event: "Kita & Co: Finding the Right Childcare Solution in Munich"

Tuesday, 27 January 2026 – 12:00 PM | in English

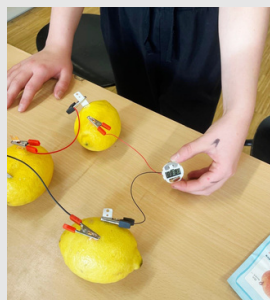
Tips and information about the childcare system in Munich for TUM parents who are exploring childcare options in the city for the first time, as well as for international staff and students who are not yet familiar with the German system. [More information and registration here.](#)



PHOTO BY ASTRID ECKERT

Autumn Holiday Childcare Recap

During the autumn holidays and on Repentance Day, we held our holiday program for primary school children at the Munich and Garching campuses. A total of 55 children participated and enjoyed exciting activities: The autumn group visited the mathematics exhibition ix-quadrat at the Garching campus and took part in an IT workshop. On Repentance Day, the children experimented at various research stations – a highlight was creating their own lemon battery. There will be another holiday program for TUM children in 2026. We will inform you in good time!



PRIVATE PHOTO



NEW: Honoring commitment for work-life integration

The staff unit Diversity & Inclusion and TUM Family Service are launching a new initiative to honor leaders who are particularly committed to integrating work and family life and who promote a supportive work culture at our university through role-model behavior.

Employees can nominate their supervisors for the award until **February 28, 2026**. [More information about TUM Balance Award](#)

Spotlight on TUM After-School Care Center Weihenstephan

Laughing, learning, and embracing individuality together

The after-school care center is beautifully located on the Weihenstephan Hill in Freising – just a few steps from the TUM Campus and Vötting Elementary School. It's a place where children can laugh, explore, and simply be kids!

Four dedicated educators and assistants care for a total of 17 children from grades 1 to 4 with great commitment and heart. The center is open to families from Freising and the surrounding area, with priority given to children of TUM employees.

In addition to homework supervision, children can take part in a variety of games and leisure activities, be creative, move freely across three floors of the villa and the spacious garden, relax, and have fun together. Each child brings their own strengths, interests, and developmental opportunities – and this diversity is what makes the group so special.



PHOTO FROM THE AFTER-SCHOOL CARE ARCHIVE

NEWS: Available spots at the Weihenstephan after-school care center for the 2026/27 school year!

[Overview of all TUM daycare facilities](#)

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

Next events

01.01.2026: [Registration at the Weihenstephan after-school care center](#)

20.01.2026: [Information evening at the Kinder\(t\)räume Weihenstephan](#)

27.01.2026: [Online information Event "Kita & Co: Finding the Right Childcare in Munich"](#)

28.02.2026: [Nomination deadline for the TUM Balance Award](#)



PHOTO BY HELENA HEILIG

MOVEMENT IS LIFE,
AND LIFE IS MOVEMENT
BASED ON FELDENKRAIS UND ARISTOTELES

Get to know the team: Anna Gabriel

Women in science – sure! Doctorate and children – easy! Easy? Over the past few years, I have learned firsthand that it is actually not that easy to do both – to earn a doctorate as a female scientist in a rather “male-dominated” field and to be a parent. One thing is clear: there is still a lot of work to be done!

I originally studied physical therapy because I enjoy working with people and because I love to move the dial or move people (or get them to move). I find it fascinating to see the different issues that move people and how experiences, backgrounds, and life situations influence their everyday lives and health. After completing my master's degree in Health Science – Health Prevention and Promotion at TUM, I gained valuable experience in the world of science over the past five years as a research assistant at the Chair of Conservative and Rehabilitative Orthopedics.

All of these experiences, both personal and professional, are useful to me in my current work as coordinator for gender and diversity consulting in research networks at the Staff Unit Diversity & Inclusion at TUM. Together with Judit Vári, I advise research networks on gender and diversity measures. A particular concern of ours is the implementation of initiatives, measures, and structures to promote equal opportunities. It fills me with a sense of purpose to know that our work can bring a little bit of change to the world of science. Specifically, change in the sense that people from a wide variety of backgrounds and life situations have a little more “equal” opportunities in their everyday working lives.

Thank you to the entire Staff Unit Diversity & Inclusion for the warm welcome and support at the start!

Favorites

- *Productivity hack*: Exercise break outside in the sun
- *Role models*: Children – always moving
- *Travel destination*: Sweden in general, and more specifically Småland
- *Office snack*: Apples from my grandfather's garden

about me

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