

Benefits for Collaborative Research Project

- ▶ Target group-specific use of DFG-gender equality funds to promote female doctoral candidates, postdocs, and professors
 - ▶ Enhancement of quality, diversity, and innovation
 - ▶ Image gain as a family-friendly and gender-equality-oriented research project
 - ▶ Increase of attractiveness for top international researchers
 - ▶ Embeddedness within university's comprehensive gender equality strategy, the Caroline von Humboldt-Program
 - ▶ Boost of prospects for positive reviews of subsequent DFG-proposals
 - ▶ Workload reduction by taking advantage of GeCo's service
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- ▶ Humboldt-Universität's GeCo-GenderConsulting is part of the federal network "GenderConsulting Forschungsverbünde".

*„A successful strategy for gender equality delivers significant added value. Gender equality enhances research quality because it enlarges the talent pool, promotes a diversity of research perspectives, and eliminates blind spots regarding the significance of gender in research contents and methods (...)“
from DFG's Research-Oriented Standards on Gender Equality, 2008*



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GeCo – GenderConsulting

for Collaborative Research Projects at
Humboldt-Universität



For further information please visit our website:
<http://u.hu-berlin.de/geco>

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To collaborative research projects, the Deutsche Forschungsgemeinschaft (DFG) makes available funds earmarked for the enhancement of gender equality and family-friendliness. Collaborative Research Centres (Sonderforschungsbereiche) can receive up to 30,000 Euros annually, Research Training Groups (Graduiertenkollegs) up to 15,000 Euros.

The Central Gender Equality Office at Humboldt-Universität has instituted a Gender-Consulting-Service to provide all university research projects with a needs-based consultation and information service on gender equality and family-friendliness.

Humboldt-Universität pursues gender equality as a priority. Its commitment is reflected in its gender equality strategy, the Caroline von Humboldt Program, which repeatedly reached the highest level in the DFG-Ranking "Research-Oriented Standards on Gender Equality."

Please contact us for an appointment.

GeCo-Services

Consultation

GeCo advises researchers in (prospective) collaborative research projects on how to apply for and implement DFG-funds earmarked for gender equality and family-friendliness.

GeCo offers gender-competent feedback on draft proposals and draft presentations for the DFG and in preparation for the DFG-review process (Begehung).

Roadmapping

In cooperation with each collaborative research project, GeCo designs custom-fit gender equality measures, such as workshops, trainings, and career events that are financed by way of the participating projects' pooled funds.

Implementation

GeCo supports coordinators of collaborative research projects in the implementation of gender equality measures.

Monitoring

Quality and competitiveness are each research project's highest priority. Regular monitoring assesses milestones and makes achievements visible.

Possible Gender Equality Measures

Career-Support Measures

- ▶ Workshops and trainings for female researchers, e.g. on leadership, presence, or career-planning
- ▶ Coaching for female researchers, focused on e.g.:
 - Dissertation completion,
 - Career-planning,
 - Transitioning into the post-doc phase
- ▶ Mentoring programs for female researchers

Work-Life-Balance Measures for Researchers with Kids

- ▶ Home office arrangements for doctoral candidates with children
- ▶ Flexible child-care services with KidsMobil: Purchase of a set allotment of child-care hours per year
- ▶ Furnishing and set-up of family rooms at Humboldt-Universität

Additional Measures

- ▶ Gender-awareness trainings
- ▶ Office supply designated to facilitate gender equality measures
- ▶ Public relations, e.g. flyers on gender equality measures etc.

