### 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-equalityoriented 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

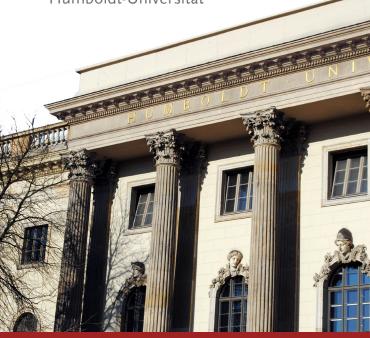
Humboldt-Universität's GeCo-GenderConsulting is part of the federal network "GenderConsulting Forschungsverbünde".





**GeCo - GenderConsulting** 

for Collaborative Research Projects at Humboldt-Universität



"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



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

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Office at Humboldt-Universität



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.

#### 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.

# 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,
  - ightarrow 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.

