



TECHNISCHE
UNIVERSITÄT
DARMSTADT

Gleichstellungsbüro

Stark für gleiche Chancen

Equal Opportunities in Science and Research

Gender and Diversity Consulting for Research Networks



Bild: Katrin Binner

Service Unit Gender&Diversity Consulting

The Service Unit for Gender and Diversity Consulting is part of the Gender Equality Office at TU Darmstadt and advises Research Networks such as Collaborative Research Centres/Transregios and Research Training Groups on all matters regarding gender equality.

Already through all phases of application for a third-party-funded project, the unit supports in conceptualizing a gender equality concept, analyzing the gender ratio within the (future) network and developing appropriate measures. The measures are tailored in each case to the needs of the different disciplines and coordinated with the existing offers of the university.

The compatibility of Family and Career is also taken into account.

Services

We advise existing Research Networks at the TU Darmstadt as well as anyone who would like advice on the topic of equality for applying for a collaborative project.

We offer:

- Consulting on gender equality and diversity related matters for all phases of application
- Support during on-site and virtual reviews
- Consulting on gender equality and diversity policies and coordinating gender equality and diversity activities within the collaborative Research Networks
- Implementation of network-independent gender equality and diversity policies
- Consulting for scientists
- Coordination with the DFG on gender equality and diversity issues
- Coordination with other service institutions at the TU Darmstadt
- Consulting on the conception and organization of workshops and seminars in the area of gender equality
- Exchange with the nationwide "Network Gender Consulting in Research Networks" and transfer of experiential knowledge
- Service and maintenance of the website [Equal Opportunities in Research Networks](#)

Contact

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Goals

The promotion of an equal and diverse research landscape is an important component of the equal opportunity work at TU Darmstadt and the DFG.

TU Darmstadt has defined core goals for equal opportunities in the [Gender Equality Plan](#):

1. Gender mainstreaming
2. Increase the proportion of female professors
3. Acquisition of women for STEM subjects and for scientific careers

According to the [DFG form](#), funding for equal opportunities should contribute to:

- promote gender equality in research,
- promote diversity in science and the humanities or
- make jobs in science and academia more family-friendly (including care).

Framework

In coordinated programs, special funding is provided for gender equality measures. DFG-funded programs can apply for the [Standard Allowance for Gender Equality Measures](#) (see also DFG form above) for this purpose. The DFG provides information as well as fact sheets on their own website. Funding is defined by the [DFG Research-Oriented Equity and Diversity Standards](#). The [Recommendations \(in German only\)](#) from the most recent reporting cycle deal, for example, with the key issues of 'increasing the proportion of women in the postdoc phase' and 'how HEIs address the issue of diversity'.

In addition, the 'Besserstellungsverbot' applies (see Section 44 of the 'Landeshaushaltsordnung' in conjunction with the 'Verwaltungsvorschriften' of the 'LHO'), according to which employees with third-party funding may not be given preferential treatment compared to employees with state funding.

Further legal foundations are the [Allgemeine Gleichbehandlungsgesetz](#), the [Hessische Gleichberechtigungsgesetz](#), the [Hessische Hochschulgesetz](#) (all in German only) and the [Basic Law](#).

Gender Equality Officer of TU Darmstadt

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[Gender Equality Officer and Gender Equality Office Gender and Diversity Consulting](#)

Actions, Measures and Policies

The Service Unit Gender and Diversity Consulting supports you in planning and implementing gender equality policies. In the following we give some examples to inspire you to innovative gender equality work:

- Institutionalize equal opportunities in your network by appointing an equal opportunities officer or several people as an equal opportunities team.
- Support female postdocs and doctoral students in their career development via individual coaching, soft-skill courses, management training, or other continuing education opportunities as career-enhancing measures.
- Make use of the transfer of experience and informal knowledge between a person with more extensive professional experience (mentor) and a person at the beginning of a scientific career (mentee). Benefit from the instrument of mentoring to facilitate entry into science or enable the establishment of (international) networks. Find out about the programs of [Mentoring Hessen](#) and increase the visibility of women in your research association by participating in or forming networks. For this purpose, also invite renowned female scientists who act as role models for a successful scientific career.
- Give insights into your research network at an early stage in order to address talented female students and recruit them as potential PhD students for the network. Take part in Girls' Days or support mentoring between female doctoral researchers, students and pupils. Also engage in competition formats. For example, encourage your female students of computer science, electrical engineering and information technology to participate in international conferences via the Female Student Travel Award or create a similar format for your own discipline.
- Sensitize scientists at all career levels to obstacles and structural disadvantages and include opportunities for reflection. Organize anti-bias trainings and workshops on [gender- and diversity-sensitive leadership culture](#) (see, for example, the hyperlinked guide by LaKoF Hessen; in German only)

Further Information

Federal:

[BMFSFJ: Equality](#)

[EU Bureau of the BMBF](#)

EU:

[European Institute for Gender Equality](#)

[Council of Europe: Gender Equality](#)

Equal opportunity

means the same opportunities
for access and participation in
all areas and to all resources
for all students and
employees.

- Support scientists with family-friendly core working hours and (mobile) play and diaper-changing facilities, provide additional help through student assistants, and inform about central support services such as the [Equality Grant](#) and [Ad-hoc-Childcare](#). Encourage family-friendly working conditions and a family-conscious organizational culture by providing training on this topic for leadership. Contact the [Family Service](#) for questions about childcare, for information about schools or educational institutions in Darmstadt, as well as about the (work) organization of career and family responsibilities.
- Use gender-sensitive language in job advertisements and check gender-fair wording via the [Gender Decoder](#). Get inspired by the [handout](#) for the active recruitment of female professors to gain outstanding female scientists for leadership positions in your research network.
- With a code of conduct, you can speak out against all forms of discrimination and commit your team to gender- and diversity-sensitive practices, as well as raise awareness of harassing behavior and gender-equitable working conditions. Build on TUDA's existing papers, such as the [Guideline against sexualised discrimination and assault](#), and appoint contact persons in your network or ombudspersons outside the network.
- The TU Darmstadt also awards the [Franziska Braun Prize](#), one of the most highly endowed equal opportunities prizes at German universities. We happily advise you on your application.

Contact us any time if you have own ideas for new concepts and further developments.

We are looking forward to your future activities!