Title:	**Awareness-raising activities within head office and review boards**[1)]
Implementation	
Field(s) of Action:	* Structural Integration of Gender Equality * Gender-inclusive / Gender-sensitive Organizational Culture
Objectives:	* Awareness raising * Gender-sensitive organisational culture
Target Group(s):	Management and Leadership
Description:	The German Research Foundation (DFG) has carried out various awareness-raising activities at their head office. The internal DFG Working Group 'Equal opportunities in research and academia' has reviewed related scientific literature and has developed a training module for members of the head office. The first training included a scientific presentation by a renowned scientist on aspects of information processing, categorising, stereotypes and implicit bias. In a follow-up workshop, these aspects were further discussed in relation to practical aspects of the evaluation and decision processes at DFG. Concrete measures have been developed that could further avoid possible judgement and decision bias, and recommendations and guidelines for panels will serve as basis for further discussions with DFG review boards. Review boards evaluate proposals to fund research projects and also monitor the review process to ensure that uniform standards are observed. Therefore, they play a key role within the evaluation process. As a next step, these review boards will be asked to explicitly discuss aspects of implicit bias, paying particular attention to gender bias, in one of their forthcoming review meetings.
More information:	German Research Foundation (DFG) (Germany) Website: http://www.dfg.de/en/index.jsp

1)

Science Europe (2017): Practical Guide to Improving Gender Equality in Research Organizations; online available at: https://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf

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