

Voices to GEOMAR WEB

„We are stronger, more present and are more recognized with the WEB and can therefore give advice to our female colleagues on their way to leadership positions.“

Dr. Catriona Clemmesen-Bockelmann, Marine Biologist

„Formulating and presenting self-generated ideas, then trusting and finding the right instruments to implement them. Here is where the WEB can help.“

Dr. Birgit Quack, Marine Chemist

„There are so many excellent female scientists, who deserve a long-term perspective in research, including leadership positions. WEB members can pass their own career experiences on to young women, in order to sustainably accompany and foster them.“

Prof. Dr. Katja Matthes, Meteorologist

„Young female scientists need to see that it is possible to achieve their goals, which are sometimes multifaceted and seemingly at odds with one another [e.g. family and professorship]. WEB can help by creating a community through which female scientists can share ideas, experiences, and a feeling of comradeship. This support network can thereby bolster their chances of success in the future.“

Dr. Christa Marandino, Marine Chemist

„The WEB brings GEOMAR into the future; it works as a mirror and as a resonance space. The WEB encourages women to find their own personal way in the complex research landscape.“

Prof. Dr. Ute Hentschel Humeida, Marine Microbiologist



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Ideas and exchange are very welcome!
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WOMEN'S EXECUTIVE BOARD

Why do we need the WEB?

The Women's Executive Board aims at fostering a modern equal opportunity-oriented culture at GEOMAR through equal participation of men and women at all levels.

This will be achieved through the following:

- ▶ **Recognition and presentation of professionally successful women,**
- ▶ **Support of career paths and perspectives for women,**
- ▶ **Promotion of transparent decision and communication structures,**
- ▶ **Assistance in implementing the cascade model,**
- ▶ **Advisory service to GEOMAR decision makers with regard to gender balance.**

Photo: E. Renz-Kiefel

More information
about the GEOMAR WEB
can be found here:
www.geomar.de/go/web



HELMHOLTZ
RESEARCH FOR GRAND CHALLENGES





GENDER BALANCE

Women's Executive Board

Women in permanent leadership positions at GEOMAR, working in both science and administration, founded the Women's Executive Board (WEB) in May 2013. WEB would like to promote and encourage qualified and motivated women to stay in science.

We would like to show ways to contribute in the long term to an equal gender ratio at permanent and leadership positions. There is already an equal gender ratio at the Ph.D. level and short-term postdoctoral and junior-professor positions; the percentage of women at this stage is between 44 and 50 (status: end of June 2017). However, the proportion of women in permanent scientist and professorship positions is still heavily underrepresented (between 17 and 19 percent).

“A successful gender strategy leads to a remarkable added value: gender balance influences the quality of research in a positive way, since talents can be recruited from a larger population (diversity) [...]. The consideration of relevant gender and diversity aspects is a fundamental part of high-quality research.”

German Research Foundation (DFG) in its research-oriented gender balance standards from August 2008 with confirmation from July 2017

Marie-Tharp Lecture Series 2013-2017

01 Prof. Dr. Cindy Lee, 2013, 02 Prof. Dr. Heike Lotze, 2013, 03 Prof. Dr. Véronique C. Garçon, 2014, 04 Prof. Dr. Antje Boetius, 2014, 05 Prof. Dr. Jeanine L. Olsen, 2014, 06 Prof. Dr. Monika Rhein, 2014, 07 Prof. Dr. Ulrike Lohmann, 2015, 08 Prof. Dr. Susan Trumbore, 2015, 09 Prof. Dr. Catherine Boyen, 2015, 10 Prof. Dr. Gabriele Gerlach, 2015, 11 Priv. Doz. Dr. habil. Veronika Eyring, 2015, 12 Dr. Cécile Guieu, 2016, 13 Prof. Dr. Anne-Marie Treguier, 2016, 14 Prof. Dr. Elena Litchman, 2016, 15 Prof. Dr. Bess Ward, 2016, 16 Prof. Dr. Susanne Neuer, 2017, 17 Prof. Dr. Terry Plank, 2017, 18 Prof. Donna Blackman, 2017

PROMOTING WOMEN

Concept

The WEB acts as an engine and moderator of supporting activities to steer qualified and motivated women into leadership positions. The WEB concept will be continuously developed and evaluated in close collaboration with the board of directors, as well as other committees. In order to efficiently support women in science, WEB has joined forces with existing programmes, such as the mentoring programme of the Helmholtz Association („Taking the Lead“) and the mentoring programme of the Cluster of Excellence „The Future Ocean“ at Kiel University („via:mento_ocean“).

Events

GEOMAR Marie Tharp Lecture Series for Ocean Research

The Marie-Tharp Lecture Series for Ocean Research aims at presenting and honoring high-profile scientists in marine sciences as role-models for young scientists. In combination with a public lecture, there will be a get-together exclusively for women to discuss career paths and exchange experiences.

Need-based training seminars

The WEB sets up different professional training seminars for women, based on their articulated demands, which are highly valued and well-received. In addition to the MTLs, there have been/are trainings related to career planning and networking, self-assertion, self presentation, speech and negotiation. Since 2017, group mentoring has also begun for postdoctoral women, which is organised by the WEB postdoctoral representatives. On the one hand, professional trainers are invited, and, on the other hand, informal gatherings are held with experienced GEOMAR scientists on topics, such as third party funding opportunities or the compatibility of work and family.

