



Equal Opportunities for Women in Marine Sciences in Kiel: Activities and Measures

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Women are still largely underrepresented in geosciences in general. Particularly at the level of professorships and permanent research staff positions this also applies to marine science institutions in Kiel, i.e. the research focus Kiel Marine Sciences at Kiel University and the GEOMAR Helmholtz Centre for Ocean Research Kiel. Both institutions are closely collaborating, for instance in the frame of two major third-party funded collaborative projects: The Cluster of Excellence 'The Future Ocean', funded within the German Excellence Initiative, and the Collaborative Research Centre 'Climate – Biogeochemistry Interactions in the Tropical Ocean' (SFB 754) financed through the German Research Foundation (DFG). Both funding schemes request for measures to increase the participation of female scientists in leading positions.

As an innovative approach, The Future Ocean and SFB 754 jointly finance the position of a coordinator for gender measures who is based at the university's Central Office for Gender Equality, Diversity & Family since 2012. This allows for the coordinated development and implementation of programmes to support female marine scientists, with a focus on the postdoctoral phase, and to offer a broader spectrum of activities to raise awareness of gender imbalance in the research community.

The aim of this presentation is to give insight into activities and achievements, among them the mentoring programme `via:mento_ocean` for female postdocs in marine sciences. The programme `via:mento_ocean` has been acknowledged as a best practice instrument to support women scientists in a close disciplinary but international setting and was incorporated into the DFG's online toolbox of gender equality measures.