Gender Equality Plan / What to consider during your project

> The full version of the WWTF Gender Equality Plan is available here. The points shown here are those parts of the Gender Equality Plan that must be taken into account during the runtime of your project.

Gender in research teams: equal opportunities in research

- When hiring new staff members, please take into consideration gender balance/equality in your team at all levels.
- Do working conditions allow all members of staff to combine work and family life in a satisfactory manner?
- Are there mechanisms in place to manage and monitor gender equality aspects in your research team, e.g., workforce statistics?

Gender in research content

- Is sex/gender disaggregated data collected and analysed throughout the research cycle and included in publications as well as project reports?
- If there are further aspects of the project in which sex/gender could be a factor (e.g., samples, testing groups), are these gender-balanced?
- Are questionnaires, surveys, focus groups, etc. designed gender-sensitive manner?
- Is data analysed according to the sex variable? Are other relevant variables analysed with respect to sex?

Gender in communication

- Please use gendered writing styles in German and English
- Please be aware of gender bias in communication and aim for unbiased communication, e.g., presenting pictures of the whole project team rather than just the PI.

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