

## DFG's equal opportunity concept: Avoiding implicit bias in the review and decision process

The German Research Foundation (DFG) is Germany's largest funding organization. The evaluation and funding of research projects is one of the core tasks of the DFG, the other are the promotion of early career researchers and the promotion of equal opportunities. Recently, all funding programs have been reexamined for possible structural obstacles. The resulting measures will be discussed. As part of this equal opportunity concept, a strong focus is to avoid implicit bias in the review process and funding decisions. Implicit bias refers to stereotypes that affect actions and decisions in an unconscious manner. The challenge is to recognize these stereotypes and develop mitigating strategies. This talk will explore examples of stereotypes in physics and implicit biases within decision processes.

<https://bbb1.physnet.uni-hamburg.de/b/kat-byo-8bb-ggf>

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