

Equal Opportunity Plan

Ernst Strüngmann Institute



Version 1 from June 2021



Greeting from the Managing Director

It is an urgent aim of the Ernst Strüngmann Institute (ESI) to attract the best from the scientific community for its research. This applies equally to women, men and other gender identities. Furthermore, the ESI strives to be a sympathetic, family-friendly, open and tolerant employer for all our current and future employees.

In order to achieve this goal, measures will have to be taken consistently. As an important step, Equal Opportunity Officers were elected in October 2020 for the first time in our institute and they have since been working closely with all stakeholders from academia, the service areas and administration.

This Equal Opportunity Plan is the first one of our institute. It is intended to provide information about the current situation in the various work areas at the ESI. At the same time, perspectives and measures for future equal opportunity work are to be defined here.

The Equal Opportunity Plan will be in place for a period of 4 years and will be adapted as needs change.

Frankfurt, May 2021

David Poeppel
(Managing Director)



Preamble

The ESI's equal opportunity concept follows the principles of the Federal Equal Opportunities Act, the implementation agreement to the GWK Agreement on Equality between Women and Men in Joint Research Funding, and the General Works Agreement of the Max Planck Society. In line with this approach, the ESI sees equal opportunity as a common task for all areas of the Institute. The responsibility for implementing the equal opportunity mandate lies in particular with the Managing Director, the scientific directors and the Head of Administration of the Institute.

From these principles, the ESI derives the following overarching objectives:

- Increasing the proportion of women or men at all levels of qualification and in all areas of work where one gender is under-represented.
- The design of family-friendly conditions for all members of the institute.
- Strengthening gender and diversity awareness at the institute.
- Equality-oriented organisational development that takes into account the different life situations and interests of women, men and other gender identities in all decisions.



Equal opportunity objectives at the ESI

Goal 1: Organization

The ESI mainstreams equal opportunity as a quality criterion in the organisation and raises awareness of implicit and explicit discrimination in order to strengthen fairness and gender equality in existing structures.

Goal 2: Participation

The ESI is expanding its recruitment and appointment strategies for all areas of work where women are underrepresented.

Goal 3: Promoting young talents

The ESI designs its promotion of young scientists and personnel development in a gender-appropriate manner in order to promote young female scientists on their scientific career path and to keep the proportion of women stable across the scientific qualification levels.

Goal 4: Inclusive culture

The ESI uses design leeway and promotes diversity to enable the compatibility of science, studies and career with family responsibilities and to establish an inclusive culture that promotes excellence.



Measures

The following equal opportunity measures are already established at or accessible to the ESI:

- A company day-care centre (supported by the ESI, operated by BVZ Frankfurt) with a forecast-based contingent of childcare places that are reserved for institute employees. The contingent can also be expanded at short notice.
- Advice immediately upon notification of pregnancy, in particular reference to the MPG guideline "Maternity protection in the laboratory". Creation of suitable laboratory work opportunities and compensation measures for the period of pregnancy and breastfeeding.
- A quiet room as a retreat for nursing mothers.
- Temporary part-time work (parental leave and reduction of working hours due to childcare) is explicitly supported at the ESI - within the framework of the legal regulations - also for male employees.
- The request for a reduction or increase in working hours is complied with within the framework of the possibilities offered by the service.
- "Minerva-FemmeNet": Minerva-FemmeNet is a network for female scientists of all research fields and different hierarchical levels in the Max Planck Society. It aims to pass on the experience of competent female scientists - including former members of the institute - to young female scientists in the form of mentoring.
- "Sign-up! Careerbuilding": The Max Planck Society has developed the program "Sign up! Careerbuilding" together with the organization EAF Berlin - a network advising business and politics on the promotion of equal opportunities, diversity and work-life balance. The program is aimed at excellent female postdocs who are selected in a competitive process. The postdocs are trained in leadership skills, prepared for leadership tasks in science and strengthened by an explicitly career-oriented network. The aim is to encourage and motivate them in their orientation phase in their scientific careers and to support their individual career planning.
- "Mentoring Hessen": In addition to the mentoring funding lines, Mentoring Hessen offers a diverse and interesting training and networking program for all members. Mentees and mentors are given the opportunity to deepen their professional skills, learn about interesting career paths and professional fields in science and business, and develop their own career perspectives and network with other women from science and business.
- "Christiane Nüsslein-Volhard-Stiftung": The foundation supports female doctoral and postdoctoral researchers of all nationalities who are conducting research at German universities and research institutes, as well as female postdoctoral researchers who have received their doctorate from a German university and are continuing their research abroad. Many female researchers are faced with the problem of reconciling family work and their own research. The Foundation provides practical support here. With monthly financial support for help in the household and additional childcare, young female scientists are relieved of domestic tasks.



- "Dual Career Service ": The Dual Career Network Rhine-Main Metropolitan Region (DCN-MRM) was founded in 2011 as an initiative of the Goethe University Frankfurt and the Technical University Darmstadt with the support of the Hessian Ministry of Science and the Arts. The aim of the network is to attract top talents for business and science to the Rhine-Main Metropolitan Region by assisting dual career couples. The ESI has been a member of the DCN-MRM since 2017.

Additional targeted actions:

- Mandatory gender and diversity awareness training as part of the on-boarding for new employees. Perception and communication training on gender aspects and different cultural backgrounds.
- Regular communication about the above-mentioned offers of the MPG for career support for female scientists in the form of a newsletter, on the intranet of the ESI, as a notice board and through the PhD and postdoc representatives.
- Include the equal opportunity officers in all task forces.
- Expansion of equality work to include all other aspects of diversity. Thus, the Equal Opportunities Office offers a contact point for all gender and diversity issues at the Institute.
- Employees are visibly informed on the intranet and on flyers that the Equal Opportunities Officers are available as a confidential contact persons in the event of sexual discrimination or harassment at the workplace.
- The management assures and ensures that resources are made available for equal opportunity work and at the same time that equal opportunity work gains general acceptance in the institute.
- Use of gender-sensitive language in internal and external communication.
- The *berufundfamilie / family-friendly university audit* is the central offer of berufundfamilie Service GmbH and is based on an initiative of the non-profit Hertie Foundation. As a strategic management tool, the audit supports employers in sustainably shaping family- and life-phase-conscious personnel policies and family-friendly working, research and study conditions. The ESI has set itself the goal of submitting to the audit as an employer and working together with berufundfamilie Service GmbH to develop measures that are tailored to fit and meet the needs of the employer. In this way, the ESI is setting an example for the permanent anchoring of family-conscious personnel policies in the corporate culture.
- Job advertisements are made in gender-neutral language, or take into account the female and male form. Qualified women and people with disabilities can and should be deliberately addressed and encouraged to apply. Subject to equal suitability, ability and professional performance, women will be given preference in areas where women are under-represented until such time as under-representation no longer exists. Prior to advertising, the supervisor receives a reference to the objectives in the equal opportunity plan, if applicable. When a



vacancy is advertised, a reference is made to the Equal Opportunities Officer, who is informed of the further procedure. There is a standardised tender format to be used by all departments.



Evaluation and updating

The evaluation of the equal opportunity plan will take place at the beginning of each year, preferably in January. The first review is scheduled for January 2022. In addition to analysis and evaluation, the report also contains recommendations for the update. If necessary, further objectives and additional measures will be added.

Implementation and enforcement

The Equal Opportunities Plan was drawn up by the Institute's management with the participation of the Equal Opportunities Office for the first time in 2021 and will come into force on 1 June 2021. It will be published on the intranet of the institute. The employees of the ESI will be informed about the equal opportunity plan in a separate mail.