

Addendum to the Gender Equality Plan of the MPIE 2019-2023

The advancement of important topics in relation to gender equality issues is currently a very dynamic process in MPIE, in which the ongoing change in the current state also brings with it a number of "unplanned" improvement, that had not been foreseen in the very long planning window of the gender equality plan. In order to formally acknowledge these positive, progressive steps, this addendum to the Gender Equality Plan is adopted.

In combination with the current Equality Plan, it reflects the status quo with regard to the equality strategy of our Institute.

1. Ressources

- The Equal Opportunities Officer has been relieved of a quarter of her working time; she has also been given the necessary time off to build up gender expertise. Since 2018, the corresponding costs for these training courses have amounted to around € 3.500. Around € 4.000 was spent on seminars for the purpose of expanding competences (gender, communication) for employees.
- A budget is made available for gender equality work. This budget was deliberately not explicitly capped in order to enable all meaningful, targeted and appropriate measures and not having to limit them due to budget exhaustion.
- An office with the possibility of confidential talks/ consultation hours was set up in summer of 2020.
- The Institute continuously advertises the possibility of occupying so called „Belegplätze“ for young children. For all places requested by employees and actually occupied in a facility cooperating with MPIE, the Institute subsidises the parents' contribution.
- Since 2018, several group leaders, especially from the scientific departments, very constructively involved themselves, contributing working time and ideas to working groups with regard to the advancement of women and equality & diversity. Discussions are currently underway as to whether capacity compensation can be organised in order to avoid any scientific disadvantages for the employees.

2. Data collection

Currently, for internal capacity reasons, gender-specific data for the scientific report is only collected at 3-year intervals. This data will be collected and made available annually from 2022. In preparation, the relevant departments, in particular the Human Resources Department, are already being informed about the necessity of data collection and evaluation and are obliged to submit the data on the respective reporting date.

3. Trainings

In our equality plan- as a first step towards strategically anchoring the idea of equality in MPIE (measure 2)- events for a subgroup (graduate school SURMAT) were set up. This first step was omitted and various events have already been offered/held for all people at MPIE and more are planned:

- Invited talk on the topic „Gender in science“, 11/2020- target group: whole institute; participants: about 90 persons
- Invited talk on the topic „Diversity/ sexual orientation“, 01/2021- target group: whole institute; participants: about 80 persons
- Invited talk on the topic „women & leadership positions in scientific organisations “ 02/2020- target group: group leaders & female postdocs
- Online-training for protection against sexualised discrimination; target group: whole institute
- Planning of a webinar with discussion on gender-neutral language in 12/2021.

4. Gender Balance in leadership & recruitment

The current situation regarding the quota system for academic group leader positions, which is not considered sufficient, has already been responded to by setting up an overarching staffing commission in order to achieve improvements more quickly and in a more targeted manner. As of autumn 2021, active female group leaders will be included in the process of new appointments in this area together with the Equal Opportunities Officer.

In addition, a commercial applicant management system has been in use across the board for more than two years, which offers the greatest possible transparency as well as the inclusion of various actors. The departments proactively search for suitable applicants and have the possibility to inform themselves on the intranet about gender-appropriate language in job advertisements or can consult the expertise of the Equal Opportunities Officer.

5. Integration of the gender-dimension in research & teaching

MPIE is a research institute which, according to its charter, does not conduct any institutional teaching. Directors and senior scientists of the MPIE do, however, support teaching at various institutions on a part-time or honorary basis. They are sensitised to incorporate a gender dimension into teaching wherever possible.

Basic research in the field of materials itself does not intrinsically offer any starting points for incorporating a gender dimension: physical and chemical laws of nature do not have any gender dimension and thus neither does their research.

Since basic research does not focus on specific products or areas of application, but rather on the properties of materials or material classes such as hardness, mouldability, etc. and thus complex matrices of application fields, it is not possible to introduce a gender dimension into research through this channel either. So far, the only starting point for MPIE is to include a gender dimension where the history of science or current important scientific findings are concerned and to acknowledge the scientific contributions to the further development of the field in a gender-appropriate way. MPIE also immediately takes up well-founded and concrete suggestions from the materials science community that point to previously unknown ways of incorporating a gender dimension into basic research on materials.

6. Gender-based violence including sexual harassment – organisational culture

- As mandatory training for all employees, our internal training system assigns training on the General Equal Treatment Act (AGG)
- The Institute has already adapted the MPG policy on sexualised discrimination, harassment and violence in 2020; as a measure to implement its contents all employees has been offered an appropriate training (see also 3.)
- The Equal Opportunities Officer is trained to support & advise staff on complaints related to sexualised discrimination, harassment and violence
- Both on the intranet and via a notice board, we provide information about the relevant persons of trust and contact persons and also point out escalation options such as those responsible at the MPG general administration or even external lawyers.

Düsseldorf, den _____

Prof. Dr. Dierk Raabe _____

Geschäftsführender Direktor

Prof. Dr. Gerhard Dehm _____

Direktor

Prof. Dr. Jörg Neugebauer _____

Direktor

Dr. Kai de Weldige _____

Kaufmännischer Geschäftsführer

Simone Degner _____

Gleichstellungsbeauftragte