

FUTURE RESEARCHERS

EARLY CAREER RESEARCHERS

ADVANCED RESEARCHERS

Promotion of a family friendly work environment

Promotion of female scientists

Promotion of diversity-sensitive processes & culture

HELPING HANDS PROGRAM

- Special funding instrument: hire a student assistant for research routine tasks to compensate loss of productivity e.g. during pregnancy, family related leaves of absence or due to childcare/elderly care responsibilities

Since 2013 support of 17 female and 6 male scientists in the frame of the Helping Hands Program

ASSISTANCE WITH CHILDCARE*

- Onsite childcare during CEPLAS events
- After-hours childcare (financial support)

- Support in finding a day-care place

* In collaboration with the family offices of HHU & UoC

INFRASTRUCTURE

- Parents-child room, mobile Kidsbox
- Relaxation room for pregnant women and nursing mothers

- Financial support for Home-Office facilities

CAREER EVENTS

- CEPLAS Women in Plant Sciences Day(s) – yearly event since 2014

INCREASING THE SHARE OF FEMALE SCIENTISTS IN ADVANCED POSITIONS

- Active recruitment *CEPLAS I recruitment of four female professors out of nine new faculty positions*

INDIVIDUAL TRAINING

- Career Development Workshops
- Mentoring & Coaching *(since 2013 support of 13 female scientists)*
- Leadership Trainings

INTERNAL NETWORK: FEMALE PIs/CIs@CEPLAS*

- Sharing experiences & opportunities
- Events for promoting female led labs
- Transfer of know-how to early career researchers

The internal network is open to women of all backgrounds and this includes people who identify as trans women or non-binary.

INCREASING VISIBILITY OF FEMALE SCIENTISTS

- Public outreach and campaigns e.g. Soapbox-Science, Social Media campaigns, sponsorship conferences (e.g. I Scientist)

INCREASING THE PROPORTION OF UNDERREPRESENTED GROUPS IN SCIENCE

- Collaboration with university programs supporting underrepresented groups in science (in planning)
- Girls' Day & Boys' Day
- CEPLAS@School

IMPLEMENTING EFFECTIVE MEASURES TO ENSURE GENDER-SENSITIVE PROCESSES & STRUCTURES

- Constant monitoring and evaluation of all cluster-internal processes (decision making, funding distribution, recruiting) from a gender equality perspective
- Equal Opportunity Committee for allocation of equal opportunity funds
- Increasing transparency and communication

INCREASING AWARENESS ABOUT UNCONSCIOUS BIAS IN SCIENCE AND RESEARCH*

- Gender awareness/ unconscious bias trainings
- Keynotes on topics of diversity in science
- Keynote lectures on gender and diversity issues **under development*

CREATING A POSITIVE CLIMATE FOR DIVERSITY*

- Diversity-sensitivity workshops
- Intercultural communication trainings
- Diversity-responsive event planning
- Mental health in academia workshops **under development*

Measures

CEPLAS is actively committed to creating same conditions and opportunities for all cluster members, irrespective of e.g., their gender, life situation, cultural or social background or age. In order to achieve these goals, the CEPLAS Equal Opportunity and Diversity Office has established various short-, mid- and long-term measures. At the same time, we are dedicated to building a culture of continuous improvement towards a gender- and diversity-conscious organizational culture, which means continuous effort towards further developing our set of measures.

The following chart provides an overview of our current main areas of activity and the respective measures we have in place.



Key Figures 2021*

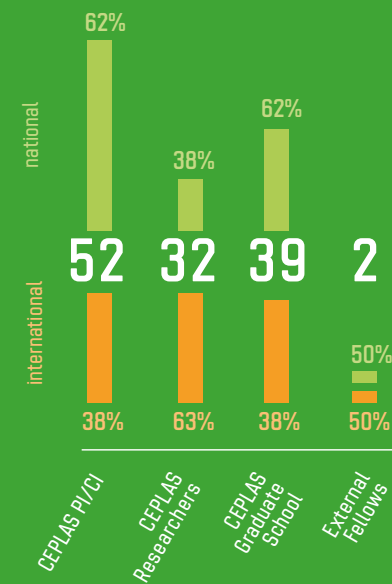
A systematic data collection and monitoring is an important tool supporting the development of effective actions in order to promote equal opportunity and diversity. With the present summary we update our yearly data report for 2021. Issuing the report on a yearly basis is meant to allow us to keep track of the developments with respect to fostering gender equality and diversity in our research community.

The following report provides data on the current cluster-composition in terms of internationality and gender balance. A closer attention is given to the gender distribution.

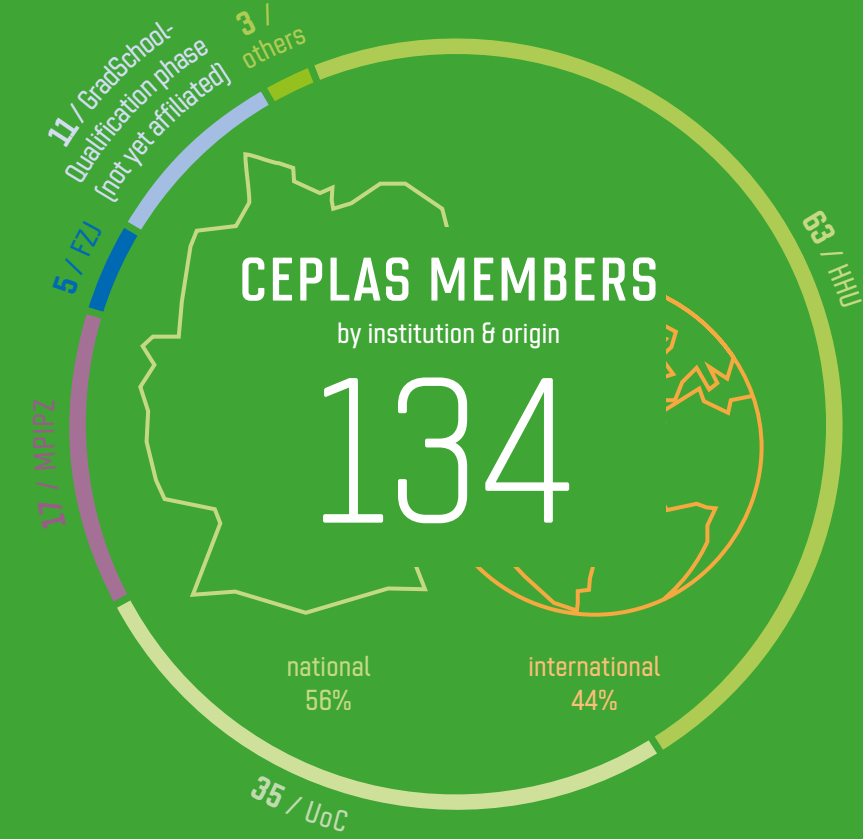
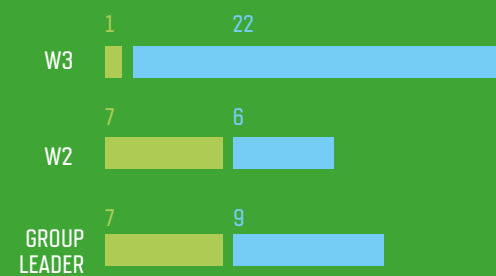
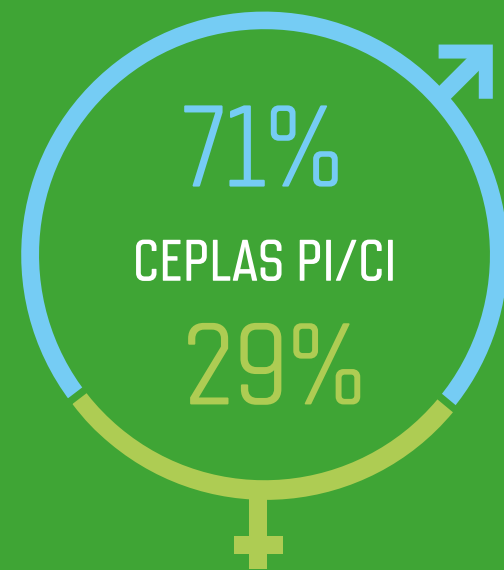
*Reporting date 11/2021

For questions or suggestions please don't hesitate to contact us: equality@ceplas.de
Or visit www.ceplas.eu/en/about-us/equality/

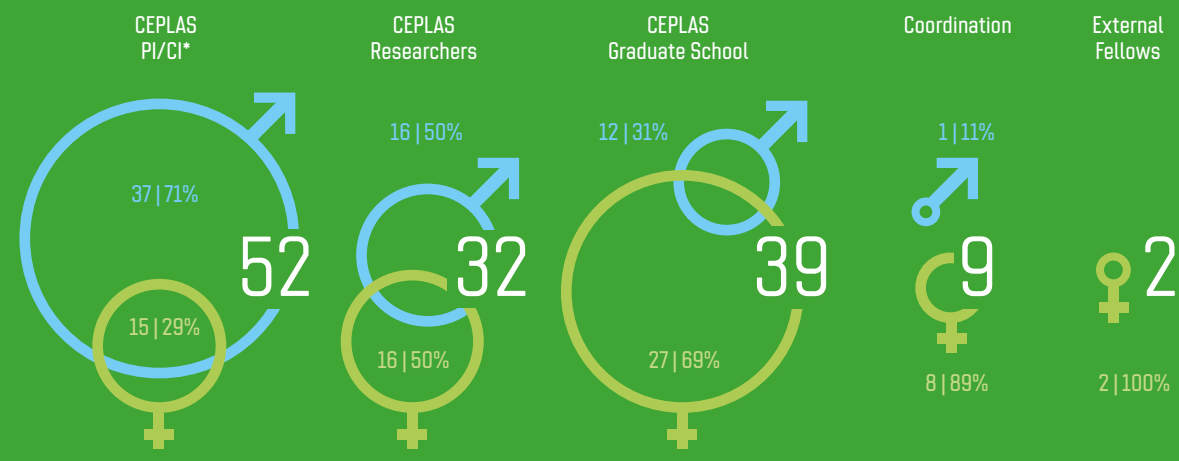
SHARE OF INTERNATIONAL RESEARCHERS by status group



FACULTY POSITION (W-SCALE) by gender

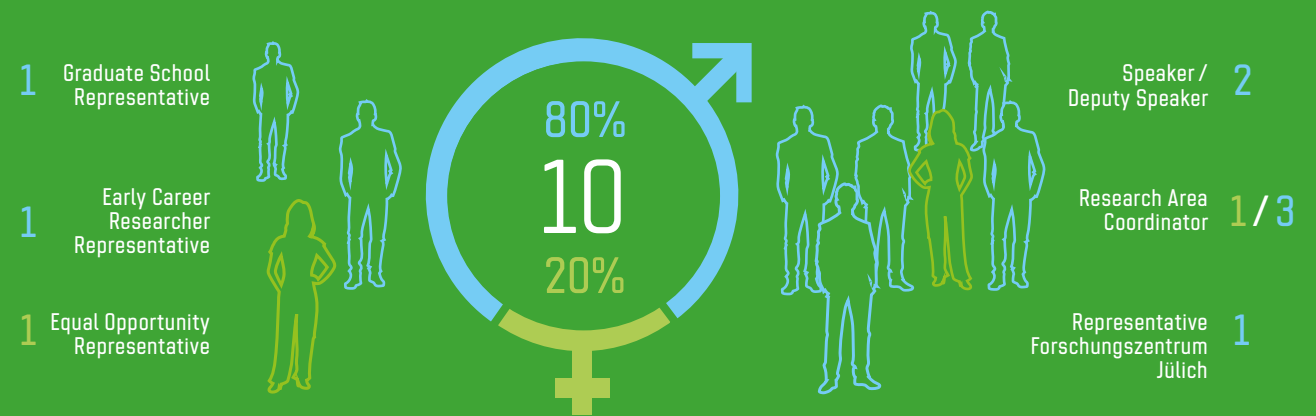


GENDER DISTRIBUTION by status group



* Percentage of female professors in biology at German universities: 27% / in NRW: 24.5% (Source: Statistisches Bundesamt (DESTATIS): Bildung und Kultur, Personal an Hochschulen 2020. Sonderauswertung zur Fachserie 11, Reihe 4.4.) Netzwerk Frauen- und Geschlechterforschung NRW, Gender-Report 2019, Geschlechter(un)gerechtigkeit an nordrhein-westfälischen Hochschulen.

GENDER COMPOSITION STEERING COMMITTEE



KEY FIGURES



WWW.CEPLAS.EU