

**FUTURE RESEARCHERS**

**EARLY CAREER RESEARCHERS**

**ADVANCED RESEARCHERS**

Promotion of a family friendly work environment

**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

**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

Promotion of female scientists

**CAREER EVENTS**

- CEPLAS Women in Plant Sciences Day(s) – yearly event since 2014
- INSPIRE, Career Talks with Women Plant Scientists

**INCREASING THE SHARE OF FEMALE SCIENTISTS IN ADVANCED POSITIONS**

- Active recruitment
- Gender inclusion funding for spokespersons
- CEPLAS II: recruitment of three female professors out of five new faculty position

**INDIVIDUAL TRAINING**

- Career Development Workshops
- Mentoring & Coaching
- 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 events e.g. Soapbox Science Rheinland (co-organized yearly since 2021)
- Social media campaigns e.g. CEPLAS Kompakt/ Excellence through Diversity

Promotion of diversity-sensitive processes & culture

**INCREASING THE PROPORTION OF UNDERREPRESENTED GROUPS IN SCIENCE**

- Collaboration with university programs supporting underrepresented groups in science
- 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/ Implicit bias training
- Keynotes addressing gender and diversity in the field of science
- Interactive workshops on gender awareness (e.g. bias in selection procedures)

**CREATING A POSITIVE CLIMATE FOR DIVERSITY**

- Diversity-sensitivity workshops
- Interactive Sessions on Racism Awareness
- Checklist for inclusive event/meeting planning @CEPLAS
- Mental health in academia workshops

# 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.



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

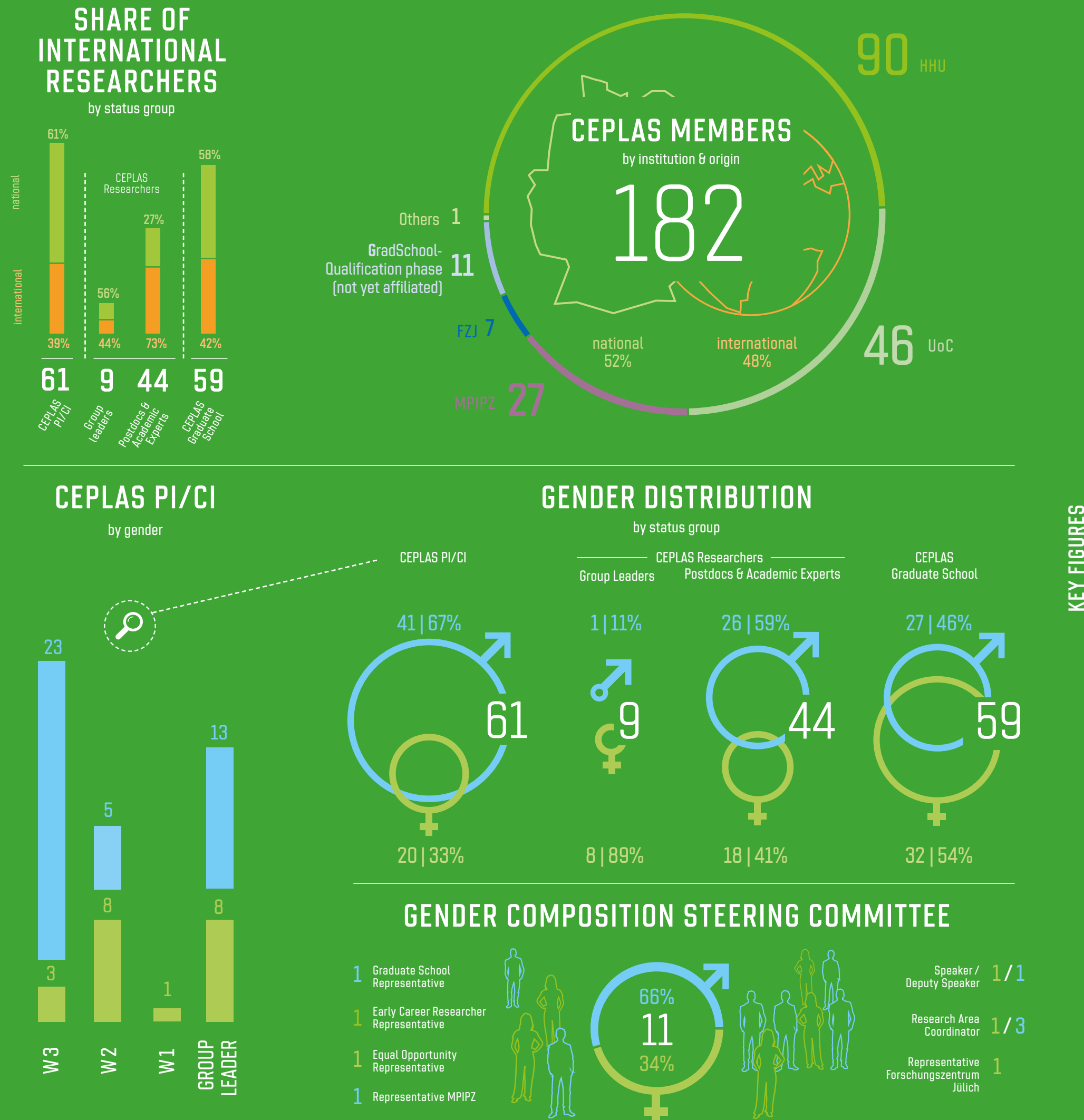
# Key Figures 2023\*

A systematic data collection and monitoring are essential tools for tracking representation within the cluster, supporting the development of targeted actions to promote equal opportunity and diversity. With the present summary we update our yearly data report for 2023. The report provides data on the current cluster-composition in terms of internationality and gender balance. A closer attention is given to the gender distribution by status group.

Issuing the report annually allows us to monitor developments in fostering an inclusive research community. For example, since the first report was issued in 2020, we have registered a continuous increase in the share of international researchers within CEPLAS. While in 2020, 40% of the CEPLAS members were international, this share increased gradually in the following years and has now reached 48%. Similarly, the representation of women researchers in senior-level positions among CEPLAS PIs/CIs has steadily increased from 28% in 2020 to 29% in 2021, reaching now 33%. This growth is largely related to the recruitment of female professors for the new faculty positions, as well as to women CEPLAS researchers advancing to the level of Group Leaders/CIs.

Notably, when taking a closer look at the status group of CEPLAS researchers, it becomes apparent that among those who made first advancements from postdoctoral positions to group leaders, 89% are women. Starting with last year's Equal Opportunity Report, we place increased emphasis on this distinction within the CEPLAS researchers' group. Against the backdrop of addressing the 'leaky pipeline' issue in STEM fields, this differentiation enables us to focus on a crucial juncture within the career development. It allows us to track the progress of female scientists as they advance towards becoming independent researchers.

\*Reporting date 11/2023



[WWW.CEPLAS.EU](http://WWW.CEPLAS.EU)

KEY FIGURES