



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

Since 2013 support of 18 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
- INSPIRE, Career Talks with Women Plant Scientists

INCREASING THE SHARE OF FEMALE SCIENTISTS IN ADVANCED POSITIONS

- Active recruitment CEPLAS II: recruitment of three* female professors out of five new faculty position

*last hire – December 2022

INDIVIDUAL TRAINING

- Career Development Workshops
- Mentoring & Coaching (since 2013 support of 15 female scientists)
- Leadership Trainings

INTERNAL NETWORK: FEMALE PIs/CI@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
- 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

CREATING A POSITIVE CLIMATE FOR DIVERSITY

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

Promotion of diversity-sensitive processes & culture

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.



CEPLAS
Equal Opportunity
Office Report
2022

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

Key Figures 2022*

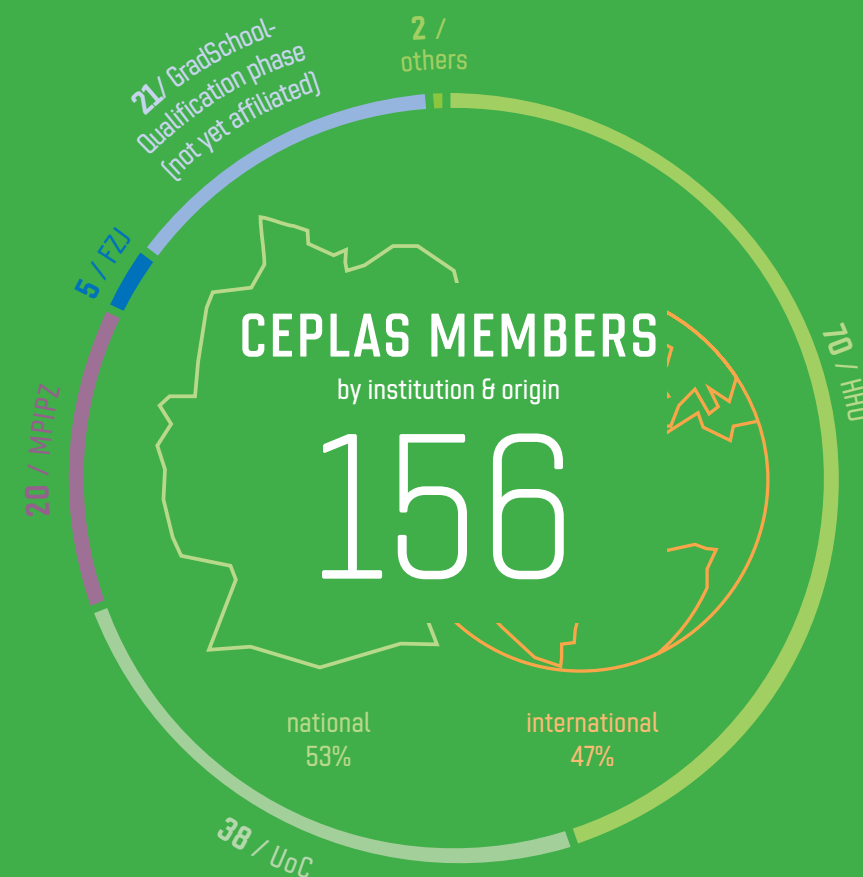
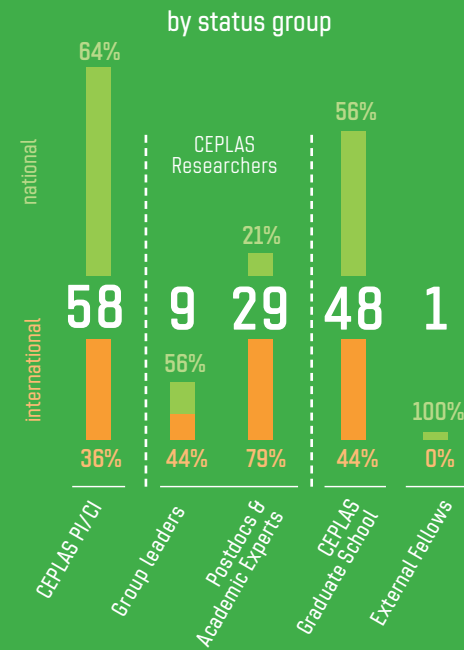
A systematic data collection and monitoring is an important tool supporting the development of effective actions in order to promote equal opportunity and diversity. With the present summary we update our yearly data report for 2022. The report provides data on the current cluster-composition in terms of internationality and gender balance. A closer attention is given to the gender distribution.

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. For example, we register a continuous increase of international researcher's share in the CEPLAS community since the first report was issued in 2020. While in 2020 40% of the CEPLAS members were international, this share increased to 44% in 2021 and has reached now 47%. Similarly, the share of women researcher within the group of CEPLAS PIs/CIs increased slightly from 28% in 2020, to 29% in 2021 to now 33%. This growth is largely related to the recruitment of female professors for the new faculty positions, but also to female early career researchers advancing to the level of group leaders.

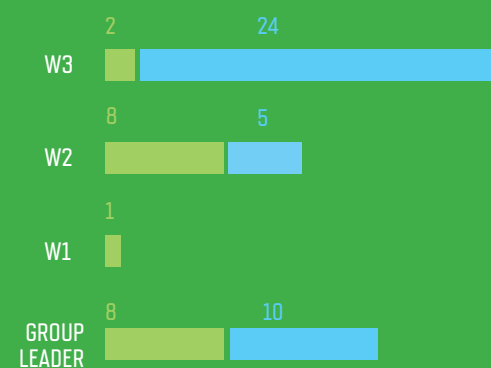
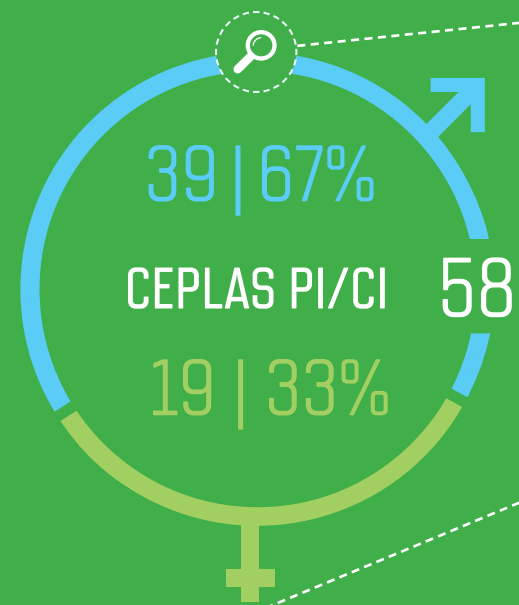
NOTE: this year we introduce a new differentiation within the status groups. Within the group of CEPLAS Researchers we make the distinction between postdocs & academic experts AND group leaders. This distinction allows a better representation of researchers who made first advancements towards an independent researcher status.

*Reporting date 11/2022

SHARE OF INTERNATIONAL RESEARCHERS

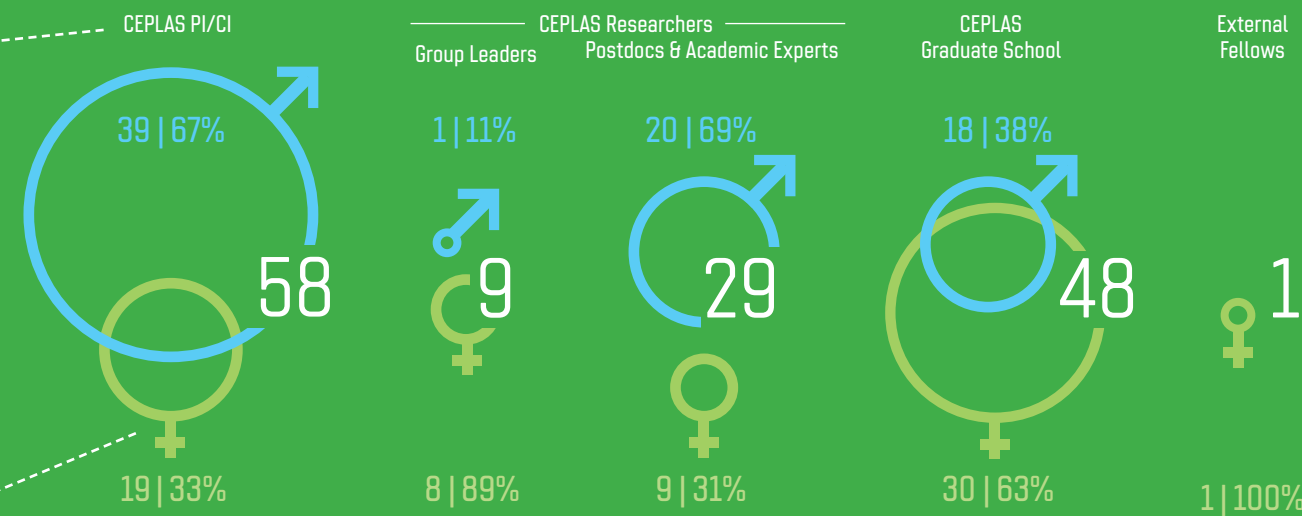


FACULTY POSITION (W-SCALE) by gender

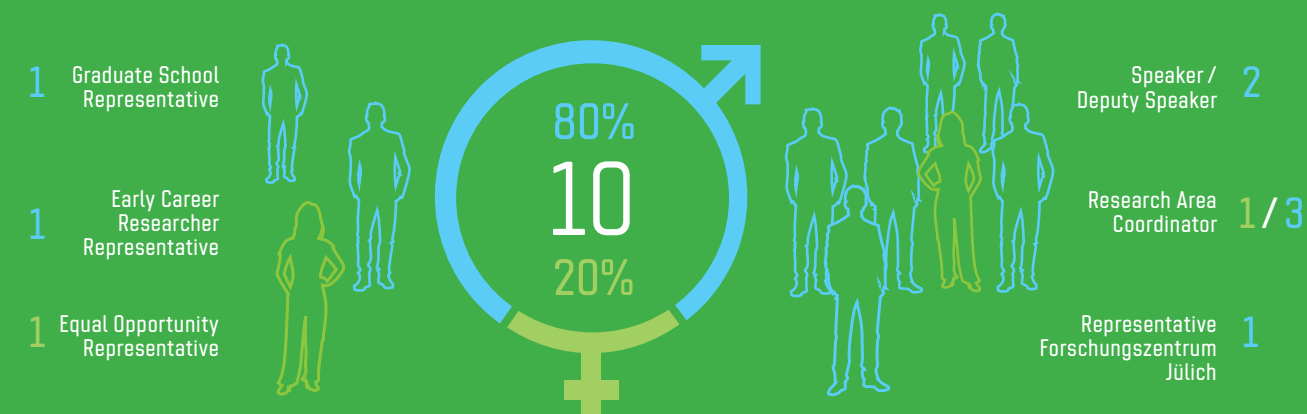


GENDER DISTRIBUTION

by status group



GENDER COMPOSITION STEERING COMMITTEE



KEY FIGURES



WWW.CEPLAS.EU