

FUTURE RESEARCHERS

EARLY CAREER RESEARCHERS

ADVANCED RESEARCHERS

Promoting reconciliation of research and care responsibilities

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

FAMILY-FRIENDLY WORK ENVIRONMENT

- Parents-child room, mobile Kidsbox
- Relaxation room for pregnant women and nursing mothers
- Family-friendly meetings and events

Promotion of women scientists

CAREER EVENTS

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

INDIVIDUAL TRAINING

- Career Development Workshops
- Mentoring & Coaching
- Leadership Trainings

INCREASING THE SHARE OF WOMEN SCIENTISTS IN ADVANCED POSITIONS

- Active recruitment
- Gender inclusion funding for spokespersons

CEPLAS II: recruitment of three women professors out of five new faculty position

INTERNAL NETWORK: WOMEN PIs/CIs@CEPLAS*

- Sharing experiences & opportunities
- Events for promoting women 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 WOMEN SCIENTISTS

- Public outreach events e.g. Soapbox Science Rheinland (co-organized yearly since 2021)
- Social media campaigns e.g. CEPLAS Kompakt/ Excellence through Diversity

INCREASING THE REPRESENTATION OF MARGINALIZED GROUPS IN SCIENCE: BEYOND GENDER INCLUSION.

- Collaboration with university programs supporting underrepresented groups in science e.g. NRW Talent Scouting
- Girls' Day & Boys' Day
- CEPLAS@School
- Special consideration for applicants from the Global South

Promoting a gender- and diversity-conscious culture

EMBEDDING EQUITY AND DIVERSITY IN STRUCTURES AND PROCESSES

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

INCREASING AWARENESS ABOUT UNCONSCIOUS BIAS IN SCIENCE

- 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-sensibility workshops
- Workshops on addressing and combating racism in academia
- Checkliste for inclusive event planning@CEPLAS
- Workshops on Mental Health in academia

Measures

At CEPLAS, we believe that scientific excellence thrives when equity and diversity are prioritized. We are committed to fostering an inclusive environment in our recruitment processes, working conditions, and opportunities for advancement.

We acknowledge the barriers faced by underrepresented groups in science and address these challenges through a comprehensive, multi-level approach. Our strategy involves refining our structures, processes, and practices to ensure they are equitable. Additionally, we provide tailored support to meet the diverse needs of our community members, ensuring that everyone has the chance to succeed in their careers- regardless of gender, sexual orientation or identity, cultural and social background, family situation, health status or age.

Our Equity, Diversity & Inclusion framework is built around a strategic set of measures that operate across short-, mid-, and long-term timelines. These measures focus on **three key activity areas**: women@CEPLAS, Work-Life Integration, and Diversity & Inclusion.

The following chart provides an overview of our main areas of activity and the specific measures currently in place to advance equity, diversity, and inclusion within CEPLAS.



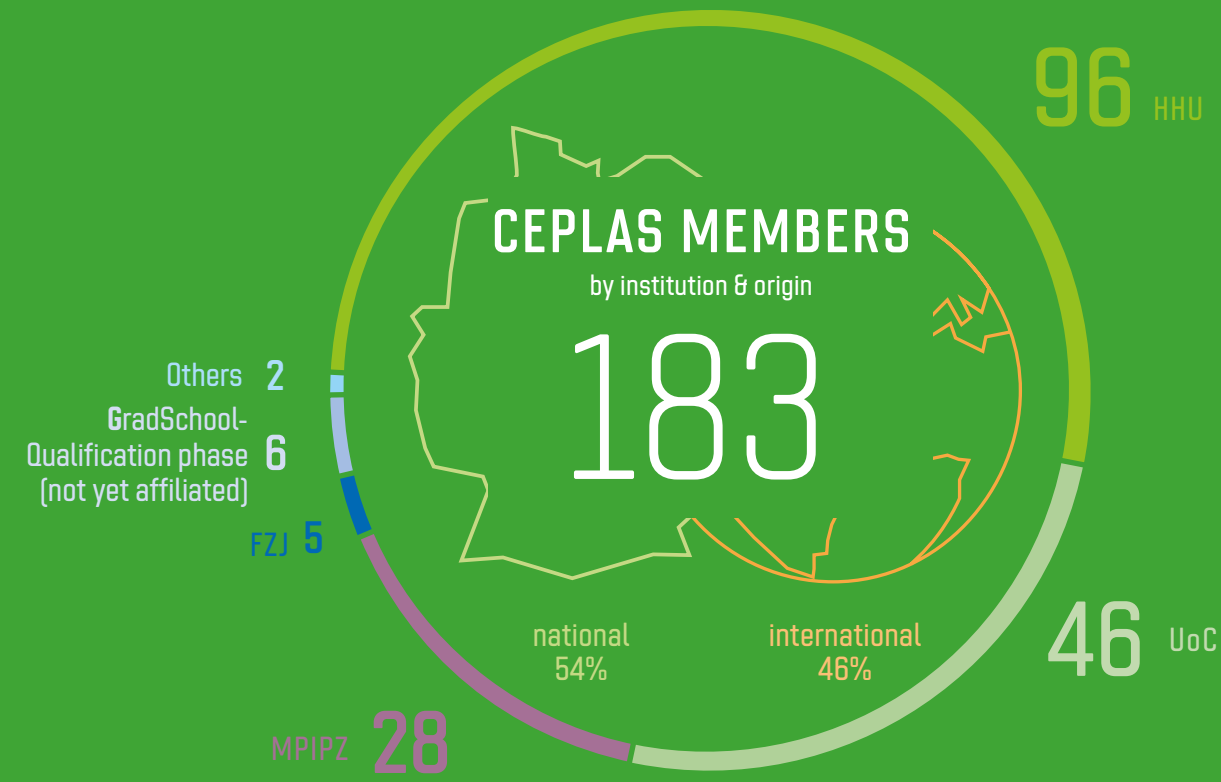
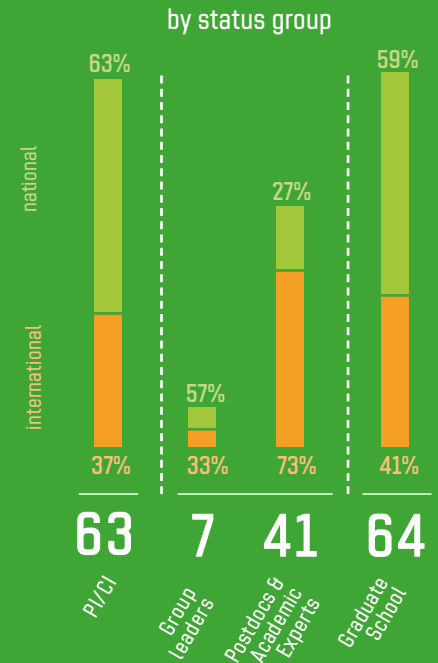
Key Figures 2024*

Systematic data collection and monitoring are essential for tracking representation and participation within the cluster, providing a foundation for developing targeted actions to advance equity and diversity. This summary presents our annual data report for 2024, offering insights into the current cluster-composition in terms of internationality and gender balance. Particular attention is given to gender distribution by status group.

Publishing the report annually allows us to monitor progress in fostering an inclusive research community. As an example, since the first report in 2020, we have observed a continuous increase in the proportion of international researchers within CEPLAS. While in 2020, 40% of CEPLAS members were international, this figure has gradually increased to 46% in 2024. Similarly, the representation of women researchers in senior-level positions among CEPLAS PIs/CIs has increased from 28% in 2020 to 32% in 2024. This progress is largely related to the recruitment of female professors for the new faculty positions, as well as to the advancement of CEPLAS women researchers to CI/Group Leader roles.

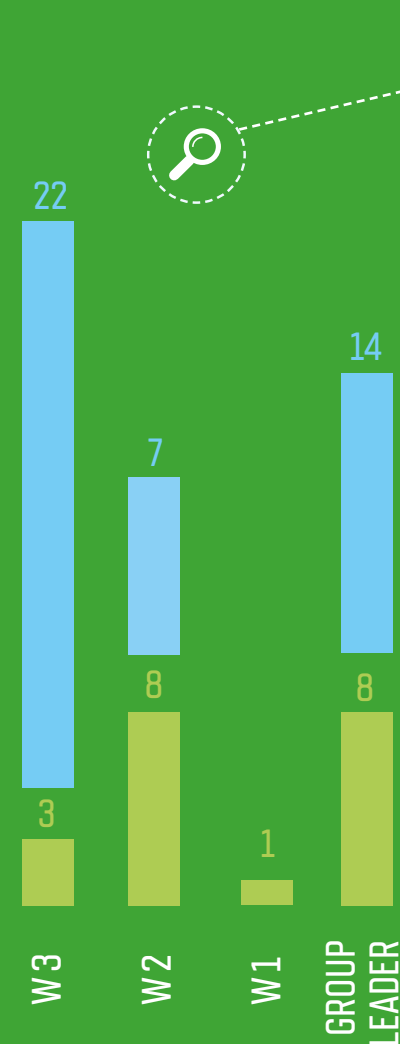
Since the 2022 Equal Opportunity Report, we have introduced a more detailed differentiation within the status groups of CEPLAS researchers, categorizing them by experience level to better track career advancements. Notably, 86% of CEPLAS senior postdoctoral researchers/Group Leaders in 2024 were women.

SHARE OF INTERNATIONAL RESEARCHERS



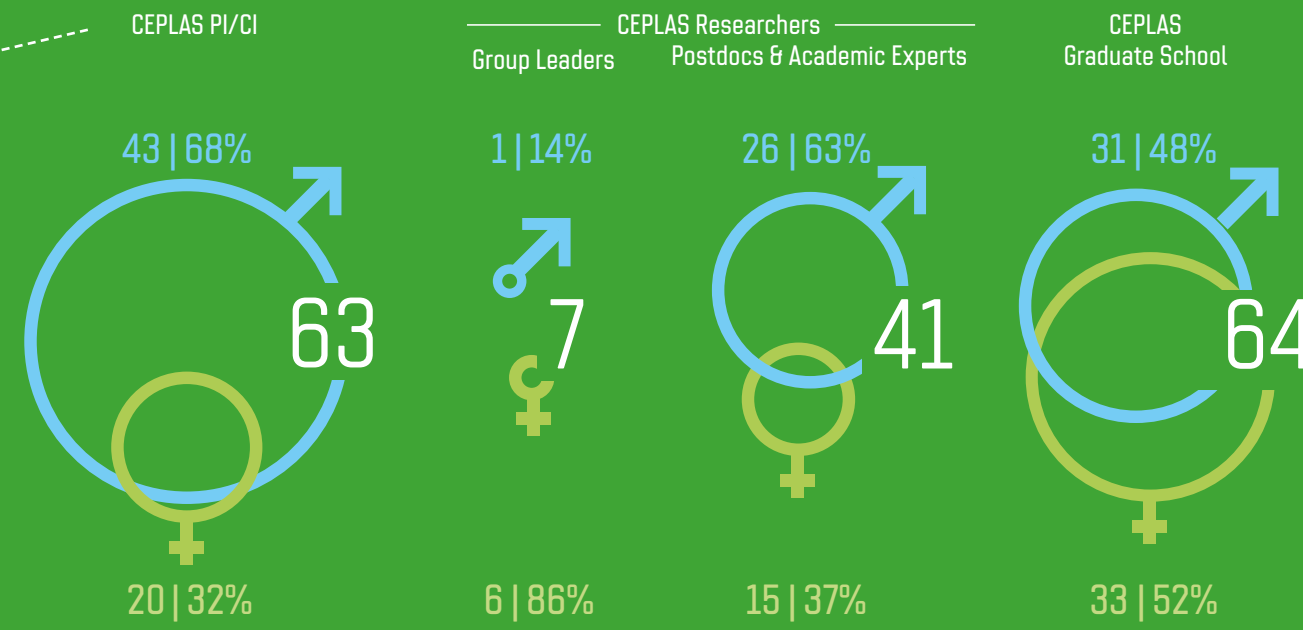
CEPLAS PI/CI

by gender

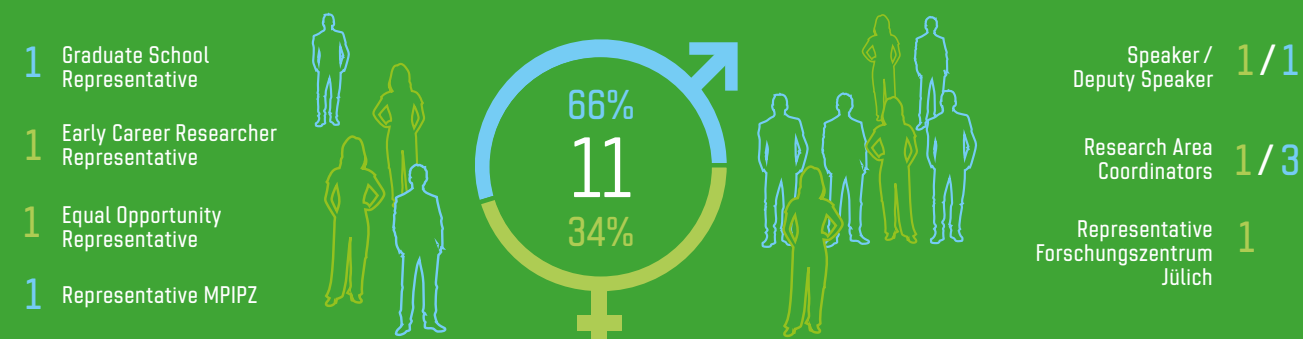


GENDER DISTRIBUTION

by status group



GENDER COMPOSITION STEERING COMMITTEE



KEY FIGURES



WWW.CEPLAS.EU

*Reporting date 11/2024