

Gender Equality at IAMO – Elements of our Gender Equality Plan

IAMO is committed to actively promote gender equality. The implementation of equal opportunities is seen as a guiding principle. Measures to implement gender equality are laid down in various documents. The main features are highlighted in the Gender Equality Plan (GEP).

The regularly updated *women advancement plan* (“Frauenförderplan”) depicts the current representation of female employees across all roles and leadership levels. On these grounds measures are developed and evaluated that aim at providing equal opportunities, notably at increasing the proportion of women in leading positions. To bring more women in leadership positions, the institute follows a target quota that is based on a cascade model. In addition there is regular monitoring of gender equality measures. In the course of the indicator-based monitoring for the *Pact for Research and Innovation of the German Joint Science Conference (GWK)*, IAMO reports annually on gender-specific personnel data in the *Annual Report of Activities* (“Geschäftsbericht”) and *Annual Financial Report* (“Verwendungsnachweis”).

The institute’s gender equality policies are based on the *Guidelines for Equal opportunities* by the Leibniz Association and the *Research-Oriented Standards on Gender Equality* by the DFG. The regulations of the *Implementation Agreement from the German Joint Science Conference (GWK) on Gender Equality in Joint Research Funding (AV-Glei)* in the latest version will therefore be applied by the institute on the basis of the individual agreement with the state of Saxony-Anhalt. The specific responsibilities of the *Equal Opportunities Officers* are regulated additionally at the level of the institute by the “*Memorandum of Understanding on the Service and Employment Responsibilities and Rights of the Equal Opportunities Officers at IAMO*”.

Together with the Staff Council and the Equal Opportunities Officer, the institute’s Board of Directors developed a *Service agreement on recruitment at IAMO (recruitment guideline)* which stipulates transparent and gender-sensitive recruitment procedures at the institute.

In all aspects of gender equality, IAMO is advised by the Equal Opportunity Officer. She works closely with the board of directors, the human resources department and the staff council. The Equal Opportunity Officer is elected every four years by the female employees and is released for this activity to the extent of 20% of her position. Costs incurred for networking meetings, further training and legal advice are settled within the IAMO core budget via cost unit “Internal management and internal committees”.

The FEM POWER project promotes gender equality for female scientists at IAMO. Funds from the European Social Fund (ESF) and the state Saxony-Anhalt were used to create the position of a coordinator for equal opportunities. The overall goal of the FEM POWER project is to strengthen women in mid-level and leadership positions in science.

Besides these formal and structural instruments to strengthening gender equality at IAMO, the institute has been implementing various measures that aim on training and capacity building on a more individual level, e.g.:

- Mandatory anti-discrimination workshops for all employees, to raise awareness on gender equality, racism and unconscious bias
- Regular trainings and workshops for female researchers
- Individual support options to promote female scientists (e.g. Leibniz Mentoring, MLU Mentoring Programs, *MeCoSa* - Mentoring & Coaching Program Sachsen-Anhalt)

In its Mission Statement, the institute commits itself to equal opportunities for all, regardless of age, disability, ethnic origin, gender, religion, ideology or sexual orientation. Thus, IAMO actively works on a working atmosphere that is characterized by personal integrity, mutual respect, recognition of diversity, fairness and care for one another. This also includes a family-friendly work environment. The institute strives to make the balance between personal and professional life possible for all employees. In 2021 IAMO was rewarded with the "*audit berufundfamilie*".



Prof. Dr. Thomas Herzfeld