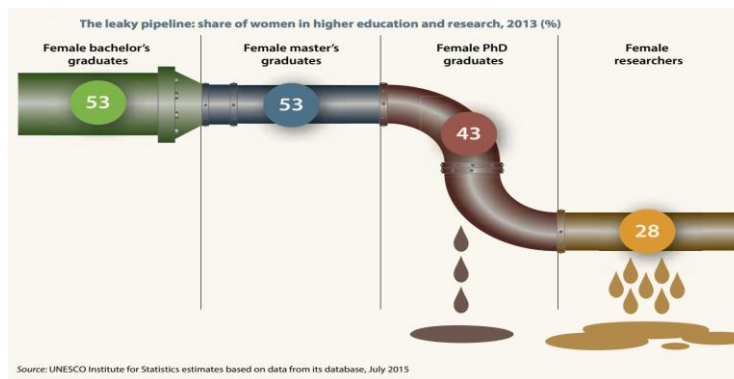


Equal opportunity strategy

Motivation

It is well known that there is a “leaky pipeline” concerning the share of women in research (see Figure). MCC is aware of that fact and is actively working to overcome that gap to the extent possible. We have implemented an equal opportunity strategy to remove visible and invisible barriers concerning gender and nationality. The equal opportunity strategy consists of four pillars: i) diversification of the candidate pool, ii) selection process of candidates, iii) promotion of staff and retention, and iv) implementation.



1. Candidate Pool

1.1. Job ads

We have a check list and best-practices for the application process:

Timing of job ads:

- We aim at providing **flexibility** for potential new staff members by extending our application deadlines and later starting dates.
- This includes **raising awareness with the funding agencies** that starting dates in near future may encourage candidates with more short-term flexibility to residential mobility which could reduce the diversity of the candidate pool.

Job description / requirements

- We check our job ads to be formulated in an **objective** way.

Working conditions

- **MCC has flexible working policies** and family support, which we highlight in our job ads:
 - We offer flexible and family-friendly working times and possibilities for home office
 - Germany has supportive legal rights concerning parental leave and part-time work.

1.2. Webpage appearance

- We present our equal opportunity strategy on the webpage and **critically discuss the background.**
- Concerning gender, we **formulate our prospective goals** in a transparent manner.

2. Selection of Candidates

2.1. Rules and Monitoring:

We have simple rules for the selection of candidates and monitor our process:

- We **invite at least one woman** to the job interviews.
- We create anonymized database of application process to review ourselves and **subject the process to an objective check**.

2.2. Funds to hire talented researchers

We aim at providing **extra funds** to hire or keep talented researchers with a diverse background.

2.3. Gender quota

MCC's goal is to have an **equal share of men and women** in our scientific staff in the long run. To achieve this goal, we define intermediate steps and want to reach a share of at least 50% women in our new hires (subject to equal qualification). For the year 2024 we aim at a female share of 35% for senior scientists and 50% for junior scientists.

Each year we check our progress towards achieving our goal.

Our current share in 2018 was 17% for senior scientists and 42% for junior scientists.

3. Promotion and Retention

3.1. Internal Mentoring Program

MCC has a process for supporting the career development of our staff. Additionally, we provide an **internal mentoring program for our female** staff members.

- Each year, three women are appointed to have career talks with our senior staff to identify a possible career development path.
- The mentee is supported to find a mentor outside of MCC for individual meetings to support the development.

3.2. Equal academic representation

We aim to **ensure diversity** at MCC within:

- **Moderation**
- **Nomination for external seminars, conferences, workshops** - contribute towards experience, visibility and feedback.
- **Speakers at MCC research seminars**
- **Panels at MCC conferences**

All this helps to **mainstream amplification** as internal practice and ensures that diverse voices are heard.

4. Implementation

4.1. Equal Opportunity Team

We have an Equal Opportunity Team at MCC. Everybody can become member of the team.

The Equal Opportunity Team ensures:

- **Diversity at job interviews** and selection of candidates.
- **Monitoring** of our progress towards equal opportunity with a yearly meeting at our retreat.