

Equal Opportunity Strategy

This document outlines the MCC's Equal Opportunity Strategy. Structured in three parts, it (I.) explains the underlying motivation, (II.) describes concrete steps of action, and (III.) introduces the Equal Opportunity Team (EOT) and the elected Equal Opportunity Representatives (EOR).

I. Motivation

At MCC, we strive for a diverse and inclusive workplace that values equity to provide equal opportunities for all. Equal opportunities relate to several dimensions, such as gender, social and ethnic origin, nationality, religious or cultural beliefs, sexual orientation, health status and many more. Diversity is an invaluable resource that fosters the incorporation of a wider range of perspectives and more innovative research. We are committed to promote, harness and protect it.

One of the most commonly featured dimensions of diversity in science and academia is the underrepresentation of women. A recent study by [Auriol et al. \(2022\)](#) shows that in the global top 300 economics research institutions the share of women is around 32%. While at the research associate level (mostly PhD students) and the entry level (assistant professors and lecturers) the share of women is 40%, it falls to 27% at the senior level. The [UNESCO](#) finds similar numbers for the share of women in higher education and research in 2013. While around 53% of bachelor and master graduates were women, the share of female PhD graduates was 43% and that of female researchers 28%.

At MCC, we are actively working on overcoming this bottleneck by implementing several concrete measures of action.

II. Plan of Action

Promotion & Retention of Staff

We support the development of all staff members. In particular, we have taken concrete measures to promote women at every step of their career. This shall help to increase the overall share of women in the field, possibly attracting even more diverse applicant pools in the future.

1. Diversity Guidelines

The MCC Directorate circulated [Diversity Guidelines](#) and thus commits to promote a fair and equal work place for all.

2. Equal academic representation

We target a diverse composition of speakers and facilitators at research seminars and panellists at MCC conferences.

3. Career development / Women Career Service

In order to support young female scientists in particular, MCC is setting up a Career Service whose task is to point out career paths – also outside MCC. If appropriate, men can also participate in the programme. Further training that serves this goal is supported by MCC.

4. Encouraging Skill development

At MCC, we support a bottom-up approach of peer learning. Employees can approach the administration to suggest the invitation of an external expert for skill training.

Diverse Candidate Pool

We design our hiring processes as inclusive as possible to improve the diversity of the candidate pool.

5. Job ads

We have carefully developed a checklist and best practices for the application process. The staff at MCC is reminded regularly about potential improvements of the hiring process. Standard job ads for a PhD, postdoc or group leader are iterated with the Equal Opportunity Team which ensures that MCC's standards for inclusiveness are met. This is explained in detail in the internal application guideline (MCC-Bewerbungsleitfaden).

5.1. Timing of job ads

We consider sufficiently long deadlines to address a broader candidate pool and provide flexibility with regard to the starting dates of potential new staff members whenever possible. This includes raising awareness at the funding agencies that starting dates in the near future reduce the diversity of the candidate pool by discouraging candidates with less short-term flexibility due to residential mobility.

5.2. Content of job ads

In the job ads, we highlight MCC's flexible working policies and family support, including the right to work from home and legal rights concerning parental leave and part-time work. We further emphasize our valuation of soft skills, indicate flexibility concerning the desired qualifications, and highlight the collaborative workplace atmosphere. We adopt gender-neutral language in the job ads and explicitly address more than two genders (diverse/female/male).

6. MCC website

To publicly demonstrate our dedication to diversity and equal opportunity, we present our Equal Opportunity Strategy on the MCC webpage and critically discuss existing challenges. The Equal Opportunity Strategy can be found in the [Jobs section](#). Furthermore, we highlight our commitment to a working and interpersonal culture of diversity, tolerance, and equal opportunity in the [About section](#).

Selection of Candidates

The selection process of candidates from the candidate pool is to further strengthen diversity at MCC.

7. Selection committee

For each postdoc or group leader position, a selection committee is formed which conducts the interviews. For interviews during the selection process one Equal Opportunity Representative and at least one woman should be included.

8. Monitoring

The committee is recommended to use a template for the application process to make it easier to determine the musts, wants and wishes for a job position and to foster a more objective assessment. After the hiring process, the share of women in the total applications and in the interviews should be recorded for monitoring.

9. Quota

MCC's goal is to have an equal share of men and women in the scientific staff in the long run and a diversity in terms of different nationalities. To achieve this goal, we define intermediate steps and target a share of at least 50% of women in our new hires. For the year 2024, we aim at a female share

of at least 35% for senior scientists and 50% for junior scientists. The progress towards achieving our goal is presented and discussed annually with all employees.

III. Equal Opportunity Representatives and the Equal Opportunity Team

The Equal Opportunity Team was formed in 2018 and is currently composed of eight members. Initially, it was set up aiming to realize gender parity and the representation of all genders at MCC. Towards this effort, the first Equal Opportunity Strategy was drafted in 2019 and is updated regularly. In 2021, three Equal Opportunity Representatives were officially elected by all MCC employees. The Equal Opportunity Representatives have the mandate to observe job interviews and advise the management regarding diversity and gender equality topics. The Equal Opportunity Team supports the Equal Opportunity Representatives in their endeavor.

To reach out to the Equal Opportunity Team please send an email to: eot@mcc-berlin.net