

## Diversity, gender equality and compatibility of family and career

The UMR, JLU, and MPIterMic, as employers, represent the principle of equal opportunities. The focus of this work lies in the compatibility of family and career, as well as in mentoring young researchers.

### **Agreed measures for equality/promotion of young scientists:**

- Participation in structured doctoral programs is supported in the respective departments. Regardless of gender, all doctoral students and postdocs are encouraged to participate in subject-specific seminars and interdisciplinary workshops offered by graduate schools, MARA, DHV, and others. Any participation fees will be reimbursed upon request, with priority given to female and gender-nonconforming young researchers, as well as young researchers in need of equal opportunities based on origin, disability, or other reasons.
- Participation in external training and networking events in the scientific field is supported upon request for female and gender-nonconforming young researchers, as well as young researchers in need of equal opportunities based on origin, disability, or other reasons (Summer Schools, etc.).
- Participation in external mentoring programs (especially Mentoring Hessen) is promoted among female and gender-nonconforming young researchers; any potential participation fees will be reimbursed upon request.
- Central offerings of the UMR for female scientists (equality scholarships in the form of Completion Scholarships and Bridging positions, Student Assistant-Fund) are actively promoted.

### **Agreed measures regarding compatibility of family and career:**

- Support for young researchers with children up to 3 years old and during pregnancy/parental leave through student assistants upon request.
- Pregnant and breastfeeding young researchers can receive equipment for their home office workspace upon request (laptop, possibly other technical equipment, up to 1.300 euros per person).



- Young researchers and PIs with young children (toddler age) can request support for attending conferences, Summer Schools, etc., in the form of reimbursement of childcare costs or costs for the necessary travel of partners.
- Childcare is offered as needed at Tree-M events (seminars, workshops, conferences).
- A workshop/discussion on the topic of compatibility of family and career is conducted during the retreat.
- Instead of a structured mentoring program, which would imply an unequal burden for female and young PIs, an "open door culture " is promoted and actively communicated, meaning all PIs are willing to discuss career planning or balancing family and career with any young researcher. This reduces the workload on individuals and provides young researchers with the opportunity to actively approach people who serve as role models to them.