

Welcome to our MPP Gender Equality Meeting 2024

- ▶ Welcome to our Gender Equality Meeting 2024 from myself, Teresa Barillari, and Babette Döbrich Gender Equality Officers (GEO) @ MPP
- ▶ This presentation will cover miscellaneous topics
 - General report for Gender Equality situation by the UN and by the OECD
 - MPP and MPS Gender Equality situation and activities
 - Further information on inclusive color vision and inclusive unbiased language



Gender Equality @ MPP



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Contact

Gender Equality Officer

Dr. Teresa Barillari
 +49 89 32354-369

Deputy Gender Equality Officer

Dr. Babette Döbrich
 +49 89 32354-205

Gender Equality in the Max Planck Society

- > [Gender equality officer at the Max Planck Society](#)
- > [Lise Meitner excellence programme for female junior scientists](#)
- > [Elisabeth Schiemann-Kolleg: Mentoring network for women in the natural sciences at the Max Planck Society](#)

Gender equality at the Max Planck Institute for Physics

The Max Planck Institute for Physics puts its faith in excellent scientific talent, creativity and commitment. We promote our employees regardless of their gender, nationality, religion, cultural origin, sexual identity or physical disability. We are convinced that diversity and versatility are a valuable basis for the cutting-edge research undertaken at the Institute.

We are proud of the culture which prevails at our Institute, where everyone can develop their individual abilities. When implementing equal opportunities, we focus on

- the development of a gender- and diversity-friendly, inclusive work culture.
- Reconciling family and career. We support employees who are or become parents.

The gender equality plan 2021-2023 of the Max Planck Institute for Physics is awarded

SILVER

To implement its gender equality goals, the Max Planck Society has defined comprehensive standards that ensure the effectiveness and sustainability of its gender equality strategy. The institutes and facilities implement the standards through gender equality plans. The Commission 'Quality Management of Max Planck Gender Equality Plans', chaired by the Central Gender Equality Officer, regularly reviews the gender equality plans, sharpens the standards and designs the monitoring process.



► <https://www.mpp.mpg.de/en/about-us/gender-equality-1>

<https://www.mpp.mpg.de/ueber-uns/gleichstellung-1>

► The Gender Equality Officers (GEO) at MPP are: myself, Teresa Barillari, and Babette Döbrich

UN: Achieve GE and empower all women and girls

The screenshot shows the UN Sustainable Development Goals website. At the top, the logo for 'Sustainable Development Goals' is visible, along with a search bar and navigation menu. The main heading is 'Goal 5: Achieve gender equality and empower all women and girls'. Below this, there is a red banner with the number '5' and the text 'GENDER EQUALITY' next to a female symbol with an equals sign. The page contains several paragraphs of text, a 'Facts and figures' section with a list of bullet points, and a 'THE 17 GOALS' grid on the right side. The grid shows icons for all 17 goals, with Goal 5 highlighted in red. The 'Facts and figures' section includes a small image of a woman in a field and a list of statistics related to gender equality.

5 GENDER EQUALITY

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. There has been progress over the last decades, but the world is not on track to achieve gender equality by 2030.

The social and economic fallout from the COVID-19 pandemic has made the situation even bleaker. Progress in many areas, including time spent on unpaid care and domestic work, decision-making regarding sexual and reproductive health, and gender-responsive budgeting, is falling behind.

Women's health services, already poorly funded, have faced major disruptions. Violence against women remains endemic. And despite women's leadership in responding to COVID-19, they still trail men in securing the decision-making positions they deserve.

Commitment and bold action are needed to accelerate progress, including through the promotion of laws, policies, budgets and institutions that advance gender equality. Greater investment in gender statistics is vital, since less than half of the data required to monitor Goal 5 are currently available.

Facts and figures

- Globally, 26 per cent of ever-partnered women aged 15 and older (641 million) have been subjected to physical and/or sexual violence by a husband or intimate partner at least once in their lifetime.
- In a 2021 survey in 13 countries, 45 per cent of women reported that they or a woman they know has experienced some form of violence since COVID-19.
- In 2021, nearly one in five young women were married before the age of 18.
- 35 per cent and 28 per cent of young women were married in childhood, respectively in sub-Saharan Africa and Southern Asia.
- The global prevalence of child marriage has declined by about 10 per cent in the past five years.
- Up to 10 million more girls are likely to become child brides by 2030 due to the effects of the COVID-19 pandemic, in addition to the 100 million girls projected to be at risk before the pandemic.
- At least 200 million girls and women today have been subjected to female genital mutilation, mainly in 31 countries.
- As of 1 January 2022, the global share of women in lower and single houses of national parliaments reached 26.2 per cent, up from 22.4 per cent in 2015.
- At this pace, it would take another 40 years for women and men to be represented equally in national parliaments.
- Women's share is slightly over one third in local governments.
- In 2019, before the pandemic, women accounted for 39.4 per cent of total employment. In 2020, women represented nearly 45 per cent of global employment losses.
- The share of women in managerial positions worldwide increased from 27.2 to 28.3 per cent from 2015 to 2019, but remained unchanged from 2019 to 2020, the first year without an increase since 2013.
- Between 2007 and 2021, 97 per cent of women aged 15 to 49 who are married or in a union made their own informed decisions regarding sexual relations, contraceptive use and reproductive health care.
- In the first year of the pandemic, an estimated 1.4 million additional unintended pregnancies occurred in lower- and middle-income countries.
- Only 13 out of 52 reporting countries included sufficient provisions in their legal frameworks to protect women's rights to land.
- Between 2018 and 2021, only 26 per cent of countries have comprehensive systems in place to track public allocations for gender equality, 59 per cent have some features of such a system, and 19 per cent do not have the minimum elements of such a system.

Source: [The Sustainable Development Goals Report 2022](#)

THE 17 GOALS

- 1 NO POVERTY
- 2 ZERO HUNGER
- 3 GOOD HEALTH AND WELL-BEING
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 10 REDUCED INEQUALITIES
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION
- 14 LIFE BELOW WATER
- 15 LIFE ON LAND
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

► <https://www.un.org/sustainabledevelopment/gender-equality/>

UN: GE Not on Track

WHAT IS GOAL 5 – GENDER EQUALITY

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. There has been progress over the last decades, but the world is not on track to achieve gender equality by 2030.

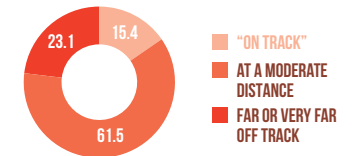
Women and girls represent half of the world's population and therefore also half of its potential. But gender inequality persists everywhere and stagnates social progress. On average, women in the labor market still earn 23 percent less than men globally and women spend about three times as many hours in unpaid domestic and care work as men.



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

THE WORLD IS NOT ON TRACK TO ACHIEVE GENDER EQUALITY BY 2030

OUT OF GOAL 5 INDICATORS:



AT THE CURRENT RATE, IT WILL TAKE



300 YEARS TO END CHILD MARRIAGE



286 YEARS TO CLOSE GAPS IN LEGAL PROTECTION AND REMOVE DISCRIMINATORY LAWS



140 YEARS TO ACHIEVE EQUAL REPRESENTATION IN LEADERSHIP IN THE WORKPLACE

LEGISLATED GENDER QUOTAS ARE EFFECTIVE TO ACHIEVE EQUALITY IN POLITICS

WOMEN'S REPRESENTATION IN PARLIAMENT

(2022)



30.9%
COUNTRIES APPLYING QUOTAS



21.2%
COUNTRIES WITHOUT QUOTAS



NEARLY HALF OF MARRIED WOMEN LACK DECISION-MAKING POWER OVER THEIR SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

1 IN 5 YOUNG WOMEN

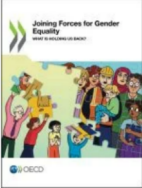
ARE MARRIED BEFORE THEIR 18TH BIRTHDAY



OECD: Gender Equality

▶ See <https://www.oecd.org/gender/>

New publication



Why OECD countries must step up efforts to boost gender equality

Despite progress in recent years, women and girls still face disadvantages and barriers in most spheres of social and economic life. OECD countries must do more – [explore our latest publication](#).

This new publication analyses developments and policies for gender equality, such as gender mainstreaming and budgeting, reforms to increase fathers' involvement in parental leave and childcare, pay transparency initiatives to tackle gender pay gaps, and systems to address gender-based violence. It extends the perspective on gender equality to include foreign direct investment, nuclear energy and transport.

Advancing gender equality is not just a moral imperative; in times of rapidly ageing populations, low fertility and multiple crises, it will strengthen future gender-equal economic growth and social cohesion.

- ▶ Interesting the “G7 Dashboard” statistics, see e.g. next slide
 - ▶ Some G7 joint statements reported below
- https://www.gender.go.jp/international/int_kaigi/int_g7g8/pdf/g7_summit_jointstatement.pdf

Changing Society's Mindset

Gender stereotypes and biases, and discriminatory and harmful social systems and customs mutually reinforce and reproduce each other. We must work to change societal norms and to eliminate discriminatory social practices to facilitate the safety and the full, equal, and meaningful participation of all women and girls. Challenging harmful stereotypes and biases that perpetuate gender inequalities demands that everyone irrespective of their gender be involved in advancing gender equality, and addressing and preventing gender-based violence. We will strive toward engaging all men and boys as allies, agents of change, and co-beneficiaries. These efforts include promoting healthy attitudes and behaviors, and encouraging all men and boys to free themselves from harmful gender stereotypes and biases, such as toxic masculinity, to challenge and change norms, attitudes, and behaviors that perpetuate gender inequality, and to understand and take action against gender-based violence.

Promoting the G7's Commitment to Gender Equality

Gender equality cannot be achieved through government initiatives alone. To advance gender equality and the empowerment of all women and girls, our strong political commitment should be coupled with a solid and constructive cooperation with all stakeholders, such as civil society, academia, the private and public sectors, and effective implementation mechanisms. The G7 has made significant progress in this regard.

Way forward


We, the G7 Gender Equality Ministers, express our strong concern about the roll back of rights of women and girls in time of crisis and we strongly condemn all violations and abuses of human rights and fundamental freedoms for women and girls around the world. We denounce the use of sexual violence in conflict situations and underscore that such acts may constitute crimes against humanity or war crime. We condemn Russia's war of aggression against Ukraine in the strongest terms and urge Russia to immediately withdraw from the territory of Ukraine. We stand with Ukrainian people, in particular, women and girls in all their diversity. We call for a gender-responsive recovery planning in Ukraine in close cooperation with Ukrainian authorities.

We commit to strive to achieve full gender equality, and further empower women and girls in all their diversity, taking into account their intersecting characteristics, such as gender, sex, age, ethnicity, disability, sexual orientation, or gender identity or expression. We continue our efforts toward realizing a society where the human rights and dignity of all women, girls, and LGBTQIA+ persons, are fully respected, promoted, and protected. We are committed to fighting the backlash against gender equality.



The screenshot shows the OECD Gender Equality website. At the top, the OECD logo is displayed with the tagline "BETTER POLICIES FOR BETTER LIVES". There are social media icons for Twitter, Facebook, and YouTube, along with a search bar and a language selector set to "Français". The main navigation bar includes "HOME", "DATA", "ONGOING WORK", "RESOURCES", and "CONTACT". Below the navigation bar, a blue banner reads "GENDER EQUALITY" with an illustration of people and gender symbols. A paragraph below states: "The OECD Gender Initiative examines existing barriers to gender equality in education, employment, and entrepreneurship. This website monitors the progress made by governments to promote gender equality in both OECD and non-OECD countries and provides good practices based on analytical tools and reliable data."

New publication

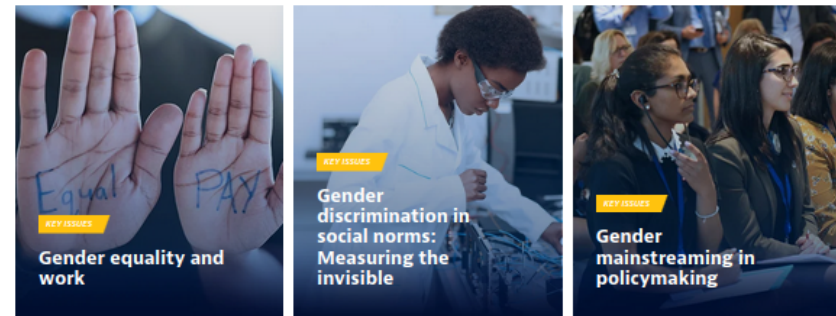


Why OECD countries must step up efforts to boost gender equality

Despite progress in recent years, women and girls still face disadvantages and barriers in most spheres of social and economic life. OECD countries must do more – [explore our latest publication](#).

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Advancing gender equality is not just a moral imperative; in times of rapidly ageing populations, low fertility and multiple crises, it will strengthen future gender-equal economic growth and social cohesion.



The image shows three panels from the G7 Dashboard on Gender Gaps 2023. The first panel, titled "Gender equality and work", features a hand with "Equal" and "PAY" written on it. The second panel, titled "Gender discrimination in social norms: Measuring the invisible", shows a person in a lab coat. The third panel, titled "Gender mainstreaming in policymaking", shows two women in a meeting.

G7 Dashboard on Gender Gaps 2023



G7 Dashboard on Gender Gaps 2023

Gender inequalities continue to persist in all areas of social and economic life. Closing these gaps is an important goal and priority for all G7 members.

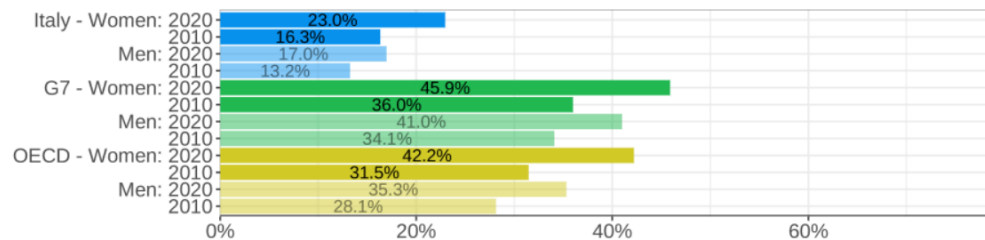
See also new G7 Gender Equality Implementation Report 2023: Promoting Gender Equality Through G7 Policy (December 2023).



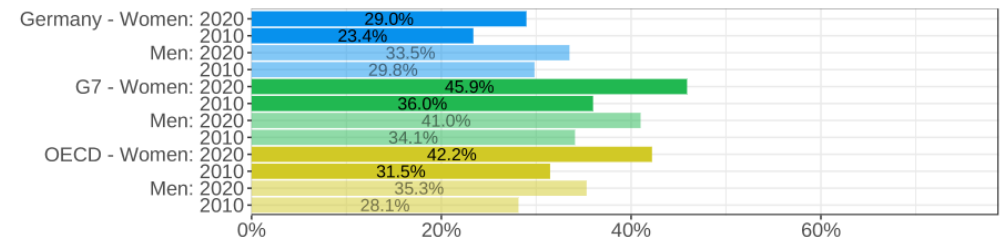
OECD: GE G7 Dashboard

- ▶ See <https://www.oecd.org/gender/>
- ▶ “G7 Dashboard” statistics, e.g. below left (right) some results for Italy (Germany), see
 - https://www.gender.go.jp/international/int_kaigi/int_g7g8/pdf/g7_summit_2023_02.pdf
 - (https://www.gender.go.jp/international/int_kaigi/int_g7g8/pdf/g7_summit_2023_07.pdf)

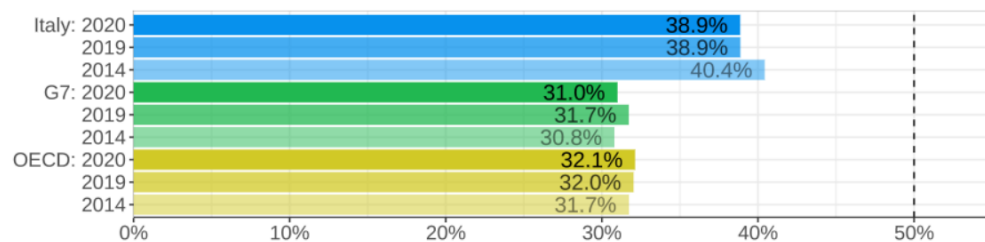
Indicator 2a. Share of the population aged 25-64 who attained tertiary education



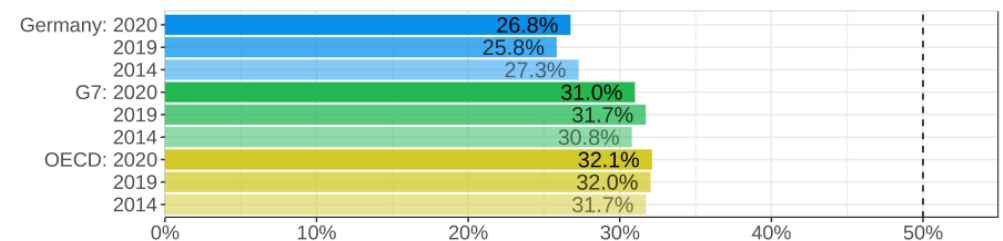
Indicator 2a. Share of the population aged 25-64 who attained tertiary education



Indicator 2b. Share of women among all tertiary graduates in Science, Technology, Engineering and Mathematics (STEM)



Indicator 2b. Share of women among all tertiary graduates in Science, Technology, Engineering and Mathematics (STEM)



Gender Equality at MPS and MPP

- ▶ Remind: the MPS has a “**Code of Conduct**”. This means we abstain and actively discourage all forms of harassment as well as, non-verbal, written or physical abuse
<https://www.mpg.de/11961177/code-of-conduct-en.pdf>
- ▶ MPS goal is to reach between 25%- 30% female in W3 and Group Leader positions by 2030
- ▶ In the CPT section right now we have less than 20% women in these positions
- ▶ At MPP we are preparing a new GEO plan with the available and updated female/male statistic we have
- ▶ Since a few months we have moved to our new building in Garching, please let us know if you have suggestions on what to improve for GE, diversity and inclusion points at the new building
- ▶ Toilets at the new MPP. We have: 18 men toilets, 14 women toilets, 4 barrier free toilets and 1 diversity toilet. This last one is on the 1st floor where the auditorium is

Be diligent - Be nicer than nice

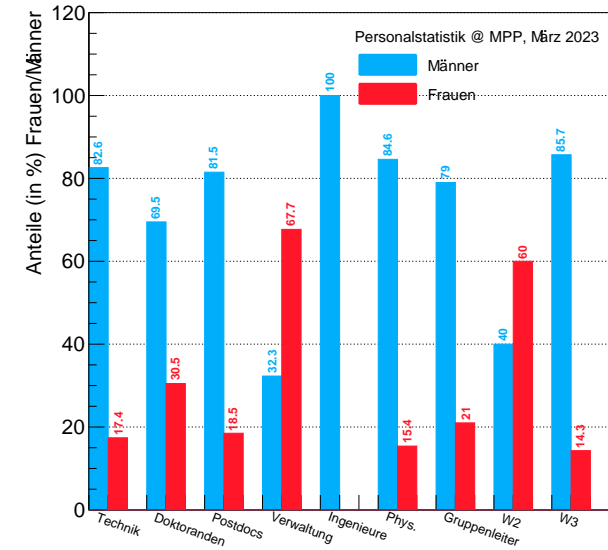
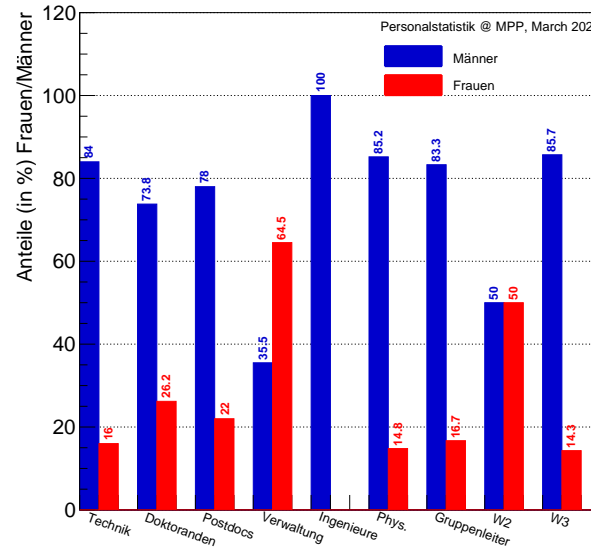
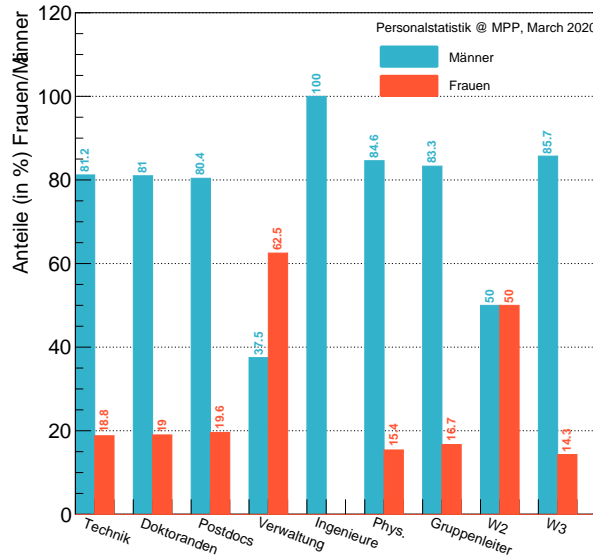
- Remember in meetings questions are welcomed, they should be asked and answered respectfully. We want all participants to be able to express their opinions freely
- **We kindly ask everybody to follow these principles**

- Yelling at someone to make your point is abusive.
- Be mindful of the language that you use.
 - for example, sexual language and imagery, sexist, racist, or otherwise exclusionary jokes are not appropriate.
- Give your colleagues the courtesy and respect that you would like to receive.

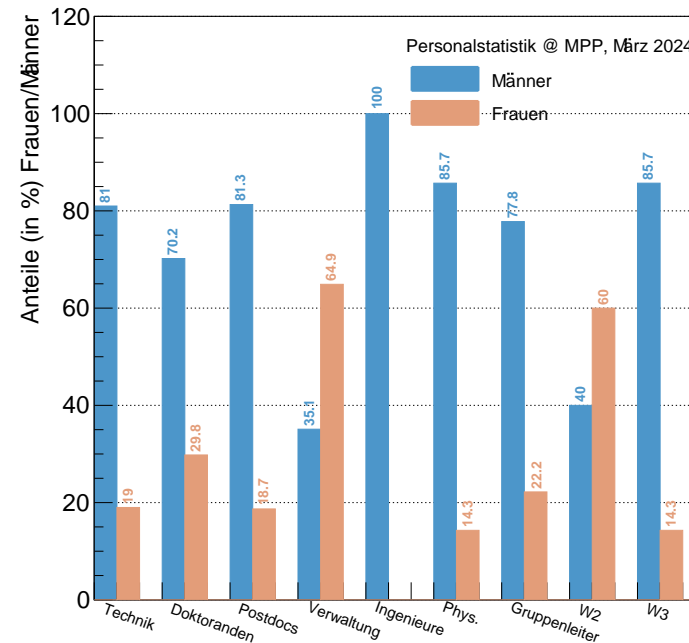
CREATIVITY ○

○ COMMITMENT

Personalstatistik @ MPP

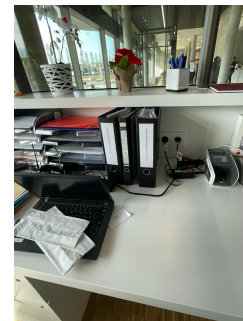
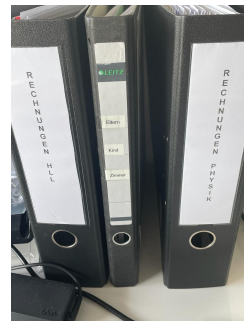


- ★ Statistical comparison years 2020 - 2023. We have a nice improvement in the number of female PhD students. The statistics for postdoc female physicists is still not good. The statistics for female group leaders is a bit better. Thanks a lot to T. Scheidl for providing the statistics
- ★ More on new statistics 2023-2024, and a general statistics to be added in our new GEO plan, will be presented today by T. Scheidl



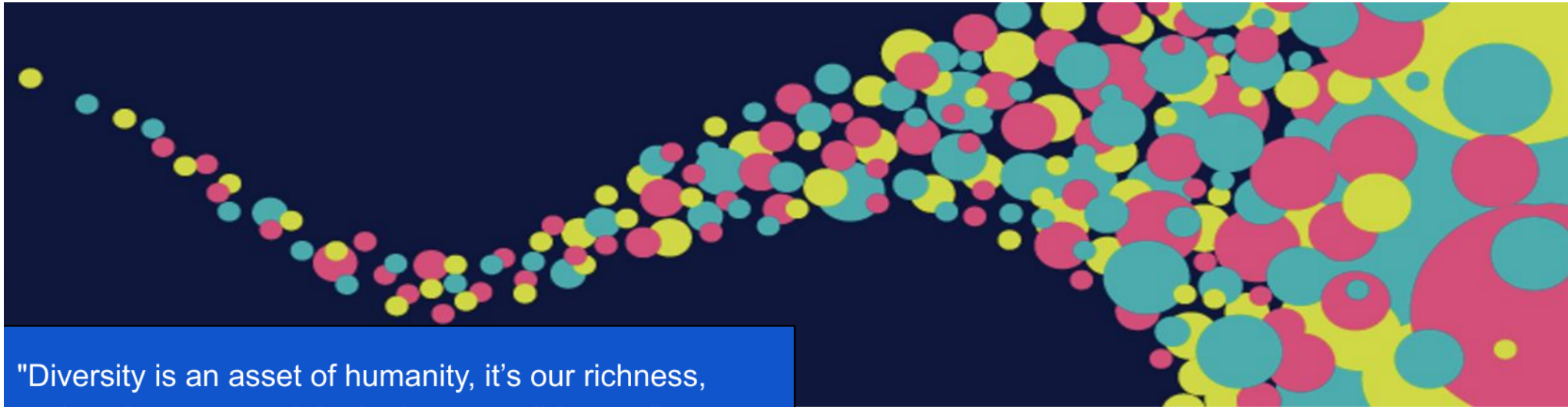
New MPP Family Room

- ▶ The new family room in A.0.81.0 is now available
- ▶ In the barrier-free toilet, room A.0.60.0, is located a baby changing table
- ▶ The key to enter the new MPP family room is in a small white box behind the reception main entrance door
- ▶ Please fill and follow the indications given in the “**Eltern Kinder Zimmer**” folder available on the reception desk



Inclusion and diversity

This slide (and following contents) from Alex Undrus - Brookhaven National Laboratory



"Diversity is an asset of humanity, it's our richness, and we have to use it in the best possible way."
– Fabiola Gianotti

"Our ability to reach unity in diversity will be the beauty and the test of our civilization." — Mahatma Gandhi

"Diversity requires commitment. Achieving superior performance diversity can produce further action— most notably, a commitment to develop a culture of inclusion. People do not just need to be different, they need to be fully involved and feel their voices are heard." — Alain Dehaze, CEO of Adecco

Inclusive color vision

Facts about color blindness

- Overall, around 300 million people around the world have some form of color blindness, mostly red-green. Source: [Cleveland Clinic](#)
- For most people, color blindness is inherited. But it can be acquired with age
- Almost half of all color blind people are unaware of their condition. Source: [Northwell.edu](#)

Red-green color deficiency



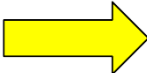
Full-color vision



Improved color code

Improved color palette

"Before" and "After"



MR-65492-2023-09-05-16-58	x86_64-c opt
MR-65573-2023-09-05-16-45	x86_64-c opt
MR-65573-2023-09-05-16-45	x86_64-c opt
MR-65573-2023-09-05-16-45	x86_64-c opt
MR-65573-2023-09-05-16-45	x86_64-c opt
MR-65540-2023-09-05-16-30	x86_64-c opt
MR-65540-2023-09-05-16-30	x86_64-c opt
MR-65580-2023-09-05-16-25	x86_64-c opt
MR-65580-2023-09-05-16-25	x86_64-c opt
MR-65581-2023-09-05-16-23	x86_64-c opt
MR-65575-2023-09-05-15-55	x86_64-c opt
MR-65575-2023-09-05-15-55	x86_64-c opt
MR-65575-2023-09-05-15-55	x86_64-c opt
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MR-65009-2023-09-08-20-29	x86 opt
MR-65009-2023-09-08-20-29	x86 opt
MR-65009-2023-09-08-20-29	x86 opt
MR-65009-2023-09-08-20-29	x86 opt
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MR-65685-2023-09-08-20-06	x86 opt
MR-65686-2023-09-08-19-59	x86 opt
MR-65686-2023-09-08-19-59	x86 opt
MR-65686-2023-09-08-19-59	x86 opt
MR-65686-2023-09-08-19-59	x86 opt
MR-65669-2023-09-08-19-42	x86 opt
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MR-65620-2023-09-08-19-23	x86 opt
MR-65620-2023-09-08-19-23	x86 opt
MR-65620-2023-09-08-19-23	x86 opt

Applying simple rules based on medical science and color theory has greatly improved perception for everyone, especially users with non-standard color perception

- See e.g. recommendations from the UsabilityHub platform: <https://www.lyssna.com/blog/color-blind-friendly-palette/>
- Color scheme "cubehelix" for intensification of astronomy images: <https://people.phy.cam.ac.uk/dag9/CUBEHELIX/>
- Chrome extensions for color blindness: <https://colorblindawareness.org/chrome-extensions/>

Inclusive language

- ▶ Checking for bias language it's challenging
 - Technical terminology sometime can be perceived as offensive
 - Cultural and religious nuances due to diversity of our community
 - Unintended damaging consequences of false positives
 - Absence of wide writing guidelines
- ▶ Identified a few open source tools (“woke”, “vale”, “alex”) but cannot be used still (security concerns, health of projects, lack of scientific context support, ...)
- ▶ Challenge for maintaining inclusive language standardsis absence of the inclusive language standard

- While there are no gross violations (such as gender-based language, racial or ethnic stereotypes, heteronormative language, references to religious beliefs) certain stylistic corrections in the codebase are needed to reduce the use of controversial terms:
 - “dummy”, “master”, “slave” - frequent instances
 - Example (code comment): “*the master method for going from RIO to ROT*”
 - “white space”, “white list”, “sanity check” - few instances in MR checks weekly
 - Example (code line): “*whiteLists = [“G4particle_whitelist.txt”]*”
 - Unnecessary personal pronouns
 - Example (code comment): “*dummy check on my dummy surface*”
 - Human centric terms
 - Example (code comment): “*search result for this guy*”
 - Words that bear a disrespectful context
 - Example (code line): “*truth_suppressed_pileup(const int& b){ return (b == crazyParticleBarcode);}*”
 - Use of foreign words or deliberately distorted spelling
 - Example (title of Merge Request): “*Tschuuuuus MuonRecExample*”

Meeting feedback

- to be added
-
-
-
-

