

Gender Equality Support at MPP

Promote a safe, diverse community

Women in Physics are a Gender Minority

- As a minority, your experience in the physics department is **different** from the one of most of your colleagues.
- But **it does not have to be more difficult.**
- Physics problems are the ones that have the right to be difficult. ;)



“It’s OK, I was expecting this to be a tough environment”

- Is it as hard for everyone?
- Or does someone have a **more difficult** path than others?
- Am I in a position where I feel personally pressured in my group and this makes it **harder for me to focus on my research?**
- Are personal interactions at work **affecting my** attitude towards **research?**

If you doubt any of this happens to you, maybe it’s helpful to chat with the GEO!

What can the GEO do?

- We can offer our **experience** to help you **evaluate** the issue.
- We **do not bring any issue outside** of our meetings, and you are not obliged to bring up the issue officially if you talk to us.
- It is important for us to have knowledge of **possibly systemic issues**, so we can **propose changes** to the Institute.
- If you have a **proposal**, we can try to implement it.



What do you mean?

- I get more personal questions by my colleagues than physics questions/questions about my work
- I don't feel I get the chance to be involved in projects like my colleagues are
- It is hard for my ideas to be heard in meetings/discussions
- I get compliments on my appearance more than about my research achievements
- Does everyone in my group get asked to organize a dinner/lunch?

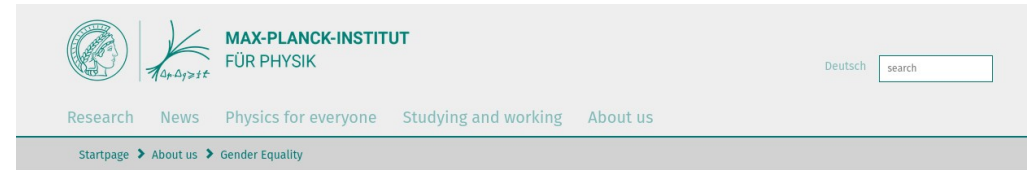


- I get asked to work systematically on weekends and to attend workshops at night
- If I take a break I feel guilty

Important references

- Max Planck Institut For Physics
GEO website

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



MAX-PLANCK-INSTITUT
FÜR PHYSIK

Research News Physics for everyone Studying and working About us

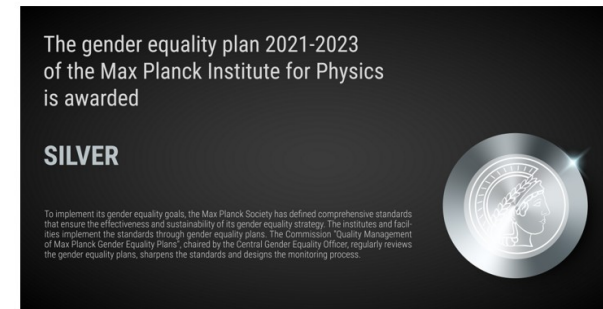
Startpage > About us > Gender Equality

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

- making family and career compatible. We support our staff who are or who are to become parents.
- developing a work culture which does justice to gender and diversity.



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.

Code of Conduct

The rules of behavior regarding protection against sexualized discrimination, harassment and violence are determined in the [Code of Conduct](#).

Women in Science - more offers

- Declaration on [Equal opportunities](#) at the Max Planck Society
- [Lise Meitner Excellence programme](#) at the Max Planck Society – careers for young female scientists
- [Elisabeth Schiemann Kolleg](#): Mentoring network for women in the natural sciences at the Max Planck Society
- [GENERA](#): Gender equality network for women physicists in der European Research Area
- The [European Platform for Women Scientists](#), an international non-profit organization representing female scientists

Contact

Gender Equality Officer

✉ Dr. Teresa Barillari
☎ +49 89 32354-369

Deputy Gender Equality Officer

✉ Dr. Alessandra Gnecci
☎ +49 89 32354-532

International Day of Woman and Girls in Science: Was gefällt unseren Wissenschaftlerinnen an der Physik?



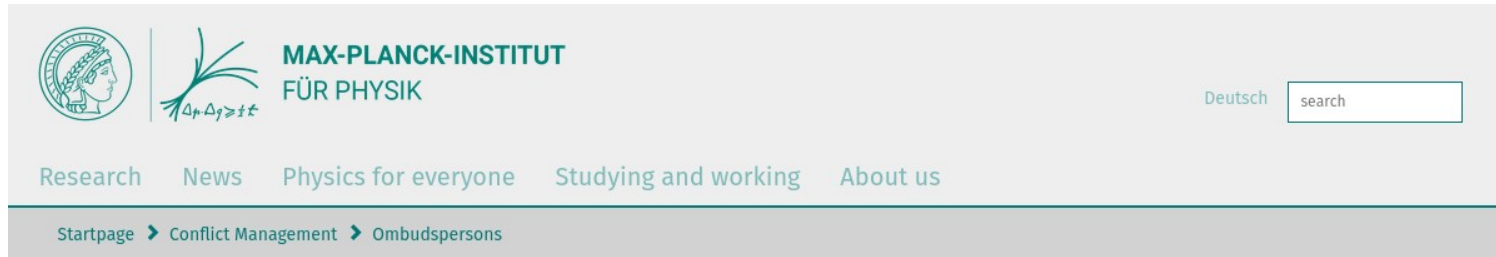
[Unconscious Bias within Academia - Talk](#) by Marika Taylor on April 16, 2021

- ▶ Gender equality officer at the Max Planck Society
- ▶ Lise Meitner excellence programme for female junior scientists
- ▶ Gender Equality Network in the European Research Area
- ▶ Family service

Important references


- Max Planck Institut For Physics **Ombudsperson:** PD Dr. Béla Majorovits

<https://www.mpp.mpg.de/en/about-us/internal/conflict-management/ombudspersons>




The screenshot shows the top navigation bar of the Max-Planck-Institut für Physik website. On the left, there are two logos: the circular seal of the Max Planck Society and the stylized logo of the Max-Planck-Institut für Physik. To the right of the logos, the text "MAX-PLANCK-INSTITUT FÜR PHYSIK" is displayed. Further right, there is a language selector set to "Deutsch" and a search input field with the placeholder text "search". Below the logo area is a horizontal navigation menu with the following items: "Research", "News", "Physics for everyone", "Studying and working", and "About us". A secondary navigation bar below the menu shows the breadcrumb path: "Startpage > Conflict Management > Ombudspersons".

Ombudspersons at the MPP and the MPG



Dr. Béla Majorovits is the ombudsperson for our Institute. The ombudsperson, which is elected by all staff members of the Institute, provides advice in the case of conflicts related to issues of  good scientific practice. Please refer to the respective rules for detailed information about the issues in question.

The ombudsperson performs an essential role of scientific self-monitoring. The conversations they have are confidential, provided that a conflict can be solved at an Institute and that this is done successfully.

Furthermore, each of the three Sections has one further ombudsperson. Click here for their names and for information about the ombudsperson scheme: <https://www.mpp.mpg.de/en/internal/conflict-management/ombudspersons/>

It is defined in the  Rules of Procedure how the involved parties should act upon suspicion of scientific misconduct.

Contact

 PD Dr. Béla Majorovits
 +49 89 32354-262
Room 118

Important references

- **free immediate counselling service is available to all MPG employees and scholarship holders for support in dealing with personal or professional problems and issues**
EMAP = Employee and Manager Assistance Program

How does EMAP work?

Simply call + 49-800-387 78 36 and mention "MPG".

You can also contact the Fürstenberg Institute by email
beratung@fuerstenberg-institut.de

<https://max.mpg.de/Service/Beratungsangebote/Pages/EMAP.aspx>



Thanks