

Gender Equality Plan

Georg-Speyer-Haus
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This document applies to the Georg-Speyer-Haus – Institute for Tumor Biology and Experimental Therapy (GSH). It comes into force with the signature of top management on 2022-03-01 and it will be revised once a year.

Georg-Speyer-Haus – Institute for Tumor Biology and Experimental Therapy (GSH) pursues the goal of equal opportunities for all its employees. Specifically, we promote gender equality, diversity, family friendliness, and the reduction of discrimination. We strive for the equal participation of all genders in all departments, and we pursue the consistent elimination of discrimination based on a person's gender, disability, sexual orientation, ethnic origin, age, faith or religious and political beliefs. We are committed to establishing and developing research and working conditions in a family-friendly environment in all areas. We aim at hiring and promoting talents irrespective of gender or race and promote diversity at the institute. We offer training, work and qualification prospects in accordance with equal opportunities and we regularly monitor and improve the above.

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1. Legal Framework

According to current European recommendations and national legislation – such as the European Commission Gender Equality Strategy [1], the German Federal Equality Act (BglG^a) and the Hessian Equal Rights Act (HGIG^b) – institutions must create and implement an equal opportunity concept.

Since 2012^c, gender equality and gender mainstreaming in research has been one of the priorities in achieving the European Research Area (ERA) with actions on three main areas: (i) promoting gender equality in careers, (ii) ensuring gender balance in decision-making and (iii) integrating the gender dimension in research and innovation content and programs.^[2] As of 2022, participation in the new European Framework Program requires having a gender equality plan (GEP) for public bodies, research organizations and higher education establishments (European Commission, 2020^d).

Moreover, gender equality is a priority objective of the German Federal Government which has also been enshrined in the coalition agreement, including regarding science and research. Binding target quotas are to further increase the proportion of women and to achieve a proportion of women in scientific executive committees of at least 30% (Strategy of the Federal Government on ERA, 2018^e).

2. Current Situation

The private foundation Chemotherapeutisches Forschungsinstitut Georg-Speyer-Haus is an independent institution under public law which is exclusively engaged in non-profit work. Situated adjacent to the grounds of the University Hospital of Goethe University Frankfurt, the cradle of modern drug research is linked to the university through cooperation agreements. The foundation was established in 1904 by Franziska Speyer and the associated research institute was opened in 1906. Its first director, Paul Ehrlich, was awarded the Nobel Prize in Physiology or Medicine in 1908. Nowadays, a Board of Trustees advises on the business of the foundation and an Executive Board lead by the scientific director Prof. Dr. Florian Greten manages the institute. A seven-member international Scientific Advisory Board evaluates the scientific progress of the institute annually. About 100 staff members are distributed among 8 research groups, the infrastructure management, and the administration.

^a Bundesamt für Justiz (2015-04-24): *Gesetze im Internet*. URL: https://www.gesetze-im-internet.de/bglg1_2015/BJNR064300015.html [2022-03-01].

^b Die Justiz des Landes Nordrhein-Westfalen (2015-12-29): *Justizportal*. URL: <http://www.lexsoft.de/cgi-bin/lexsoft/justizportal.nrw.cgi?xid=7468747,1> [2022-03-01].

^c European Union (2012): *EUR-Lex*. URL: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A52012DC0392> [2022-03-01].

^d European Union (2020-09-30): *EUR-Lex*. URL: <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0628&gid=1630498105830> [2022-03-01].

^e Bundesministerium für Bildung und Forschung (2018-12): *BMBF*. URL: <https://www.bmbf.de/SharedDocs/Publikationen/de/bmbf/pdf/strategy-of-the-federal-government-on-the-european-research-area-era.pdf> [2022-03-01].

In the following, the proportion of women and men is evaluated according to reporting criteria defined at national level in Germany as non-academic, academic and decision-making staff. These are similar but not identical to A-D staff groups^f of *She Figures 2021* (the EU publication on gender in research and innovation)^[2].

Table. Proportion of women in GSH in non-academic, academic and decision-making positions.

Staff	Position	2019	2020	2021	Target
Non-academic (comp. to group D of <i>She Figures 2021</i>)	Administration	42.9%	50%	40.9%	Same or higher
	Animal facility	90%	91.7%	100%	Lower
	Cleaning services	66.7%	66.7%	66.7%	Same or lower
	Mean non-academic	66.5%	69.4%	69.2%	Same or lower
Academic (comp. to groups B-C of <i>She Figures 2021</i>)	Doctoral students	65.4%	72.7%	64.6%	Same or lower
	Postdocs	50%	50%	58.8%	Same or lower
	Mean academic	57.7%	61.3%	61.7%	Same
Decision-making (comp. to group A of <i>She Figures 2021</i>)	Scientific Advisory Board	28.6%	28.6%	28.6%	Higher
	Board of Trustees	28.6%	28.6%	28.6%	Higher
	Executive Board	33.3%	33.3%	33.3%	Same or higher
	Research group leaders	54.5%	50%	50%	Same
	Mean decision-making	36.2%	35.1%	35.1%	Same or higher

At the GSH, women are overrepresented among predoctoral (64.6%), postdoctoral (58.8%) and non-academic staff (69.2%) and underrepresented at decision-making level (35.1%).

In the European and German research organizations, despite efforts, the under-representation of women in senior academic and decision-making positions continues to be a significant issue (*She Figures 2021*^[2])^g. The Strategy of the German Federal Government on the European Research Area (ERA) acknowledges that Germany still lags behind other EU member states in the realization of equal opportunity in many fields of science and sets gender equality and gender mainstreaming in research as one of its priorities. Giving people equal career opportunities will require broader, firmer establishment of family-friendly structures within organizations.

^f **A:** The single highest grade/post at which research is normally conducted within the institutional or corporate system; **B:** All researchers working in positions that are not as senior as the top position (A) but definitely more senior than the newly qualified PhDs (C) (i. e. below A and above C); **C:** The first grade/post into which a newly qualified PhD graduate would normally be recruited within the institutional or corporate system; **D:** Either postgraduate students not yet holding a PhD degree who are engaged as researchers (on the payroll) or researchers working in posts that do not normally require a PhD.

^g While at the European level in 2018 women represented more than half of Bachelor's and Master's students (54%) and graduates (59%) and almost half of academic staff in grade C positions (47%), women's representation decreased at grade B (40%) and grade A (26%) positions (equivalent to full professorship) with little improvement since 2015. Overall, only about one-third of researchers (32.8% in the EU-27) are women and the figures are even lower in Germany (27.9%)^[2].



Although the statistics in the GSH is already more balanced than the situation at the European and national level, with the help of **dedicated resources** GSH strives towards a more balanced situation at all levels for period 2022-2025 through following **4 goals and measures**:

- Raise awareness on gender balance among the employees and decision-making bodies
- Implement and adhere to the principles of equal treatment
- Zero tolerance of gender-based violence including sexual harassment
- Monitor and improve

3. Dedicated Resources

Dr. Sandra Schmitz is the GSH representative for equality and diversity. She is supported by Dr. Alina Jurcoane, the coordinator for EU-funded projects at GSH and Franziska Hasslinger-Pajtler, Head of Finance and Administration at the GSH. In addition, through a contractually regulated cooperation, GSH finances a staff position in the [Equality Office](#) of the Goethe University Frankfurt on a pro-rata basis.

4. Goals And Measures

4.1. Raise Awareness On Gender Balance Among The Employees And Decision-Making Bodies

Communication

GEP is publicly available on institute's website and is disseminated through institute's newsletter and active communication in research meetings.

Use Of Language

The management is working to ensure that the GSH always uses the gender-inclusive : variant communication and encourages the use of Goethe University Frankfurt guidelines both for [English](#) and [German](#).

Coach, Train And Inspire

GSH will offer personal coaching on gender and diversity related subjects to employees with personnel responsibilities.

GSH staff can participate in equality-related-topics training and individual coaching sessions through the cooperation between the GSH and the [Equality Office](#) of the Goethe University Frankfurt. This cooperation is contractually regulated. Additionally, our female researchers have access to mentoring programs such as [Mentoring Hessen – Frauen in Wissenschaft und Wirtschaft](#) that prepare highly qualified women for senior positions.

Each year, GSH holds lectures for high school students and following the lectures, the students get the chance to do a week of internship in the labs of GSH.



4.2. Implement And Adhere To The Principles Of Equal Treatment

Recruitment

GSH includes equal opportunity in the processes and procedures of selection of candidates for job vacancies and committees to recruit and employ a greater share of the underrepresented gender. Vacant position announcements are formulated in a way that does not give undue advantage to the overrepresented gender and diversity aspects are considered.

In the GSH there are currently no significant differences in the proportion of women between doctoral and postdoctoral level employees. The overall aims are to increase the proportion of women in decision-making positions and increase the proportion of men among non-academic positions.

To increase the proportion of women at the decision-making level, we focus on promoting the interest of female employees with additional offers. At levels where GSH's human resources department has no influence on the hiring process (Board of Trustees and Scientific Advisory Board), friendly recommendations are made by the Executive Board to raise awareness of gender balance.

In addition to striving for an equal gender representation in employing staff, GSH aims for equality concerning everyone's work processes.

Onboarding

New employees are introduced to the institute's administrative structures and rules through a structured *Welcome Culture* on the first day of work – an introduction plan, an organizational chart and a list of contact persons and regular appointments as well as a mentor to make it easier to get acclimated to their new workplace, ensure work efficiency, and improve their possibilities of career progression.

Training

We will improve the high-quality scientific research and career and personal development training opportunities at the GSH further by establishing a GSH graduate school that will offer our researchers an even greater opportunity to develop their skills and competences.

Gender In Research Content

We support and promote stronger incorporation of the gender dimension in research projects, from planning, implementation to analysis and reporting.

Teleworking

As of March 2020, IT has focused on expanding the GSH's IT infrastructure to enable all employees to work from home. For example, numerous digital workstations have been set up, storage capacity expanded, and VPN access set up (among other things). Supplements to the employment contracts have been drawn up and the management has decided to allow teleworking from home generously in all areas where it is possible.

Parenthood

We offer career development schemes that support equal opportunity career management and the promotion of family-friendly organization structures – parent child workstation, audit

workandfamily – which improve and ensure young researchers' career prospects and achieve a stabilization of women's careers in science.

Parent-child workstation – With financial support from the German Research Foundation (DFG), the GSH was able to set up a parent-child workstation in 2019 that can be used by employees. For this purpose, 2 rooms on the 1st floor of the GSH were renovated and redesigned. In addition, a multiple docking station and a monitor were purchased in 2020, as well as a telephone, so that a fully equipped digital workplace is available. A printer in the adjoining room can also be used. The offer is advertised on the Internet and at institute meetings.



In addition, the management will continue to work with the University Hospital Frankfurt management on a joint concept for the use of the Hospital's **daycare centers** by the children of GSH employees.

audit workandfamily Certification – Together with the Board of Trustees, it was discussed in December 2019 to have the GSH certified in the audit workandfamily. The first detailed preparatory activities and workshops for the certification took place in 2020 with a wide range of participants. At the end of 2020, the target agreement was discussed, signed, and submitted for review. The measures agreed will have to be implemented within a period of 3 years and will be the focus of the work of the HR department/administration in addition to day-to-day business.



Further measures that make it possible to combine studies (undergraduate and graduate) and work with parenthood:

- Schedule seminars, lectures and meetings that are part of the institute's general agenda so that they do not extend into the evenings.
- Encourage both male and female employees to take parental leave. Offer to stay in touch during parental leave, especially during re-entry.
- Support parents with staff who will take over work that has to be done outside hours covered by daycare.

Charter of Diversity – With the signing of the Charter of Diversity in 2021, GSH is committed to an appreciative and bias-free working environment. The Charter of Diversity is an initiative to promote diversity in businesses and institutions under the aegis of former German Chancellor Angela Merkel. We thus send a clear



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signal for diversity and tolerance in our professional world and express our appreciation for all employees regardless of age, ethnic origin and nationality, gender, religion and worldview, physical and mental ability, sexual orientation, and social background. Measures we already implement in the field of diversity management:

- Fostering an organizational culture characterized by mutual respect and appreciation. We create the conditions for managers and employees to recognize, share and live these values.
- Reviewing and ensuring that our HR processes reflect the diverse skills and talents of all employees as well as meeting our performance standards.
- We make the issues raised in the Charter of Diversity part of our internal and external dialog.

4.3. Zero Tolerance Of Gender-Based Violence Including Sexual Harassment

Violating/humiliating behavior related to gender includes not only acts of a sexual nature, such as unwelcome physical contact or pressure for sexual activity, but also acts such as stalking, intimidation, or physical and non-physical humiliation.

Investigate And Act

If the head of department/institute learns that an employee is being exposed to sexual harassment or other violations, he or she is responsible for investigating the circumstances and taking any required action to address such violations/humiliations and prevent them from occurring in the future. Reports of such violations are treated confidentially and urgently. The employee is protected against any harassment related to having filed a complaint.

4.4. Monitor And Improve

Statistics

GSH yearly updates this public gender equality plan (GEP) and an internal gender equality report (de: Gleichstellungsbericht).

Targets

We consider that an equal gender division is achieved when at least 40% of each gender is in place in each category by 2025. All the measures aim to achieve gender equality both directly, by recruitment of new staff, and indirectly by creating an inclusive organizational culture and encouraging staff members of underrepresented genders to apply for openings within the institute.

Survey

A GSH employee satisfaction survey took place in 2019 and an updated version – including items related to gender equality and diversity – is planned for 2024 as part of the project Balancing

Work, Family and Private Life. The goal is to find out how the employees themselves perceive their situation, what issues they prioritize and to guide the institute on what to focus on.

5. References

[1] European Commission: *Europa*. URL: https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en [2022-03-01].

[2] European Commission, Directorate-General for Research and Innovation (2021-11-24): She Figures 2021. Gender in research and innovation: statistics and indicators. *Publications Office*. URL: <http://www.data.europa.eu/doi/10.2777/06090> [2022-03-01].

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