

Gender Equality @ HIIG

Gender equality and the explicit promotion of women in scientific positions are a matter of high priority for the HIIGs CEOs (currently all female). As a research institution, the HIIG is bound to high-level principles to ensure equal opportunities such as the research-oriented equality standards of the German Research Foundation (DFG).

The HIIG promotes gender-equality throughout its bodies and research activities. Furthermore, we actively engage in gender-specific data collection and monitoring, and we regularly report on gender-specific data. Staff and managers are trained on gender equality and unconscious gender bias. In the event of a conflict, HIIG has conflict resolution guidelines in place.

Statistically relevant data

At 53%, the proportion of female academics at the HIIG is significantly above the average of 27.9% in Germany (source: destatis). The HIIG is part of the regular data collection and publication on employees in the science system conducted by the Federal Statistical Office of Germany, including gender aspects. These aspects will also be included in the institute's annual research report.

Gender balance in official boards and leading research positions

The **gender balance** is also taken into account with regard to the membership of the HIIG's **official boards**. Either the chairs or their deputies shall be female. The scientific lead of the institute is determined by the academic directors. The designated speaker of the academic directors and the Managing Director of the institute are both female. Our current objective is to improve the gender balance at the post-doc level by promoting and recruiting more female researchers in senior positions (s.b.).

HR, Recruitment & Training

The HR department is specially trained to the issue of gender equality. In our gender and diversity-aware recruitment processes, we pay special attention to a balanced composition of the research teams. Female academics are generally given preference for research positions if there are several applicants with comparable qualifications. We aim for gender balance also in the administrative team. For the institute's job advertisements, we use standardised non-discriminatory language such as 'm/f/d' for addressing candidates. This classification is also used by our HR software. The HIIG also insists on gender equality in **career progress** in the science system. Individual gender-specific career counselling is offered for our female employees at all levels (students, docs, post-docs) by HR and the Managing Director. Our doctoral programme for early stage researchers includes a mentoring and a soft-skill programme paying special attention to gender equality aspects and training.

Family-friendly working conditions

A family-friendly **work-life-balance** is a core element of the institute's employment policy. The HIIG's salary system provides for family allowances. Flexible home office is made possible by various work time models, including the possibility of part-time work, a generally flexible arrangement of working hours and the corresponding technical equipment. In addition, the HIIG offers the possibility for regular and spontaneous

workdays at home. These working conditions not only facilitate the compatibility of work and children but also take into account care work in a broader sense, such as the care for other dependants (e.g. people with disabilities, elderly relatives).

We also encourage our researchers to plan and apply for parental leave so that both mothers and fathers can take on their share of child care. 100% of the fathers at the institute took parental leave – and well beyond two months, even in senior positions. Family-friendliness also implies flexible adaptation to new challenges. For example, in the first year of the Corona pandemic, the institute introduced additional paid care days for staff with children when there was no government regulation in place.

Gender-inclusive language

The institute applies standards for **gender-inclusive language** in the institute's general publications and on its website, which are planned to be more strongly highlighted in the HIIG internal style guide for all employees.

Diversity aspects

In addition to gender equality, further diversity aspects (e.g. differences in cultural perspectives, beliefs, ethnic and social background, age, skills, sexual orientation, gender identity) are of high priority. Inclusion is facilitated through barrier-free access to the institute's building or venues. The institute tries to reach as many different (especially non-Western) cultural groups as possible in our fellow programme and addresses diversity issues in **research and at events**.

For more information please see examples such as HIIG's female [Public Interest AI](#) research group, the [Intersectional AI Toolkit](#), report on [Increasing Fairness in Targeted Advertising](#), research sprint [Toward an African Narrative on Digital Sovereignty](#), research project [Digitalisation and Climate](#), or the publication [Data Sharing Practices in Science](#).

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