



JOINT FINAL CONFERENCE

INCLUSIVE RESEARCH AND INNOVATION ECOSYSTEMS A SUSTAINABLE WAY FORWARD FOR GENDER EQUALITY

Central Gender Equality Office of the Max Planck Society
With their expertise on Gender Equality Plans (GEPs) the Central Gender Equality Officer of the Max Planck Society and her team provided training on the whole cycle of GEP design, implementation, evaluation and re-design for the LeTSGEPs partners.

Max Planck Institute for Biological Intelligence
The Max Planck Institute for Biological Intelligence implemented a GEP in the framework of LeTSGEPs – in an especially participative way.

**MAX PLANCK INSTITUTE
FOR BIOLOGICAL INTELLIGENCE**



MAX PLANCK GESELLSCHAFT
ZENTRALE GLEICHSTELLUNGSBEAUFTRAGTE
CENTRAL GENDER EQUALITY OFFICER



PARTICIPATIVE PROCESS

At the Max Planck Institute for Biological Intelligence, we have implemented a Gender Equality Plan (GEP) with Gender Budgeting strategy. More than 20 stakeholders from all areas and career levels in the Institute were involved in the whole design and implementation process.

GENDER BUDGETING ANALYSIS

We have collected data for 15 Gender Budgeting indicators, among others hours of usage of Imaging Service, student assistants per researcher, office and lab space per senior researcher and third-party funding acquired per researcher.

TO THE NEXT LEVEL

Following the Gender Budgeting pilot project in our Institute, Gender Budgeting elements have been integrated into the Gender Equality Plan-Standards for all 85 Max Planck Institutes.

BROAD DISSEMINATION

Six internal and three external events took place with overall 673 participations.

DATA-BASED AND TAILOR-MADE MEASURES

Our GEP consists of 21 tailor-made measures, based on the needs identified in the data collection, among them four targeted specifically at administrative personnel and one at personnel in the lowest pay-groups.

