

## A brief summary of MfN's Gender Equality Plan

MfN's Gender Equality Plan defines the key principles, goals and measures in the effort to ensure that women and men can participate equitably in the professional life at the museum. This includes counteracting the underrepresentation of women, the prevention of gender bias and discrimination, the equitable staff recruitment and hiring on all qualification and employment levels as well as the improvement of work-life balance.

MfN's Gender Equality Plan is based on the DFG's research-oriented standards on gender equality, the revised Federal Equal Opportunities Act (German: Bundesgleichstellungsgesetz, dated 22.04.2016) as well as the Equal Opportunities Implementation Agreement (German: Ausführungsvereinbarungen Gleichstellung) of the Joint Science Conference (GWK) of the Federal Government and the Länder.

The Gender Equality Plan means to provide long-term, innovative and effective strategies tackling gender inequality. It focuses on the improvement of work-life balance as well as the advancement of women in leadership positions.

Structure:

- Assessment of current employee situation
- Goals
- Empowering women in leadership position
- Staff and recruiting
- Human Resources Development and career development
- Work-life balance
- Work culture
- Diversity