



media
solution
center
baden
württemberg

Gender Equality Plan MSC 2024

Preamble

This Gender Equality Charter reflects the Media Solution Center's Baden Württemberg (MSC) desire to combat stereotypes, to help those who may suffer from them and to prevent behavior, actions, words and writings that are demeaning, inappropriate or even dangerous. This charter promotes equality beyond differences, with respect for diversity.

Gender equality is a fundamental value of the European Union. Gender equality benefits research and innovation (R&I) by improving the quality and relevance of R&I, attracting and retaining more talent, and ensuring that everyone can maximise their potential. There has been demonstrable progress towards gender equality in the European Research Area (ERA), but data shows there is still significant work to be done. Gender equality goals can only be achieved through a structural approach to change across the whole European R&I system, entailing the joint commitment of R&I organisations, their funders and national authorities, and the European Commission.

In general, the MSC undertakes to:

- Mobilize the necessary resources to apply this charter.
- Publicize and disseminate the content of this charter.
- Integrate the gender equality dimension into all MSC projects. It also undertakes to ensure mutual respect and to combat stereotypes and all forms of discrimination.
- Encourage consideration of multiple gender identities.
- Appoint an Equality Officer, identified within the school, who will be responsible for implementing the charter.
- Define the role of the Equality Coordinator in a mission statement and give him or her the resources to implement the defined policy, which will give rise to an annual evaluation included in the MSC's activation report. This report will be based on the following indicators:
 - o Male/female representation on governing bodies.
 - o Gender balance in access to Foundation funding and other resources.

- o Share of men and women in the research teams of projects supported by the MSC.
- This list may be supplemented by any other indicator deemed relevant.
- To report discriminatory acts and remarks to the competent authorities.
- To support the victims and take all necessary measures and sanctions against the perpetrators.

Within its governing bodies, the MSC undertakes to:

- Encourage proportional representation of women and men on all bodies, at all levels and for all categories, and promote parity, particularly in candidates for the Board of Directors or the Executive Committee.
- Aim to promote the principle of alternating between men and women in the appointment of managers or (vice)presidents of bodies.

Regarding recruitment within the MSC or on supported projects, the MSC undertakes to:

- Promote gender diversity at all levels of employment.
- Encourage staff of all categories to take part in gender equality awareness-raising or training initiatives.
- Inform the staff concerned of their rights and duties regarding maternity or paternity leave, parental leave and part-time working rights.
- Support men in taking paternity and childcare leave.
- Encourage women to return from maternity leave.
- Ensure that staff careers are not penalized because of (maternity, paternity, single-parent families, children with disabilities, family situation, career's situation, etc.).
- Encourage the dissemination of information to staff on the rights of victims of harassment and the assistance they can receive, and in general, be vigilant regarding situations that could lead to violence.

In carrying out its missions, the MSC undertakes to:

- As far as possible, include research, studies and teaching on gender and feminism in its scientific programming and in the training courses, particularly doctoral courses, that it puts in place.

- Improve the participation and representation of women in research projects and programs.
- Strive for parity in the scientific events it accompanies or initiates.

Signed at Nobelstraße 19, 70569 Stuttgart

Matthias Hauser
Stuttgart, April 2024