



Gender Equality Plan of the Max Planck Institute for Chemistry 2024-2026

1. Introduction

Dear employees,

We are pleased to present to you the new Gender Equality Plan of the Max Planck Institute for Chemistry (MPIC) for the years 2024 - 2026.

At our institute, we firmly believe that diversity is a cornerstone of excellence, and we are dedicated to fostering and celebrating it. By embracing a spectrum of intellectual, creative, and technical perspectives, we continuously strive to lead the way in research within our field. We are firmly committed to cultivating an inclusive and equitable working environment, where all individuals are valued, respected, and empowered.

The MPIC supports scientists as well as technical and administrative staff regardless of gender, nationality, religion, cultural background, age and health restrictions. Our goal is to create optimal conditions for successful professional development in combination with a satisfying work-life balance, including childcare close to the workplace and family-friendly, flexible working hours. We strive to ensure that successful qualification and career paths in science can be pursued without gender-specific restrictions. Information, awareness-raising and education as well as the structural anchoring of gender equality are to be improved with this new gender equality plan.

Mainz, im Januar 2024

Prof. Dr. Jos Lelieveld
Managing Director

Prof. Dr. Gerald Haug
Director

Dr. Ira Lemm
Head of Administration

Brigitte Stoll
1st Deputy Equality Officer

Prof. Dr. Ulrich Pöschl
Deputy Managing Director

Prof. Dr. Stephan Borrmann
Director

Madlin Hedderich
Gender Equality Officer

Janine Fröhlich-Nowoisky
2nd Deputy Equality Officer