EINSTEIN CENTER DIGITAL FUTURE
Guidelines on Equal Opportunities

Parameters

Einstein Center Digital Future (ECDF) is an interdisciplinary project by Technische Universität Berlin, Charité – Universitätsmedizin Berlin, Freie Universität Berlin, Humboldt-Universität zu Berlin, and Universität der Künste Berlin.

Einstein Center Digital Future was approved by the Einstein Foundation Berlin on September 5, 2016. With this center, Berlin will gain 50 new professors in the field of digitalization. They will be selected from Technische Universität Berlin, Universität der Künste Berlin as well as Freie Universität Berlin and Humboldt-Universität zu Berlin with their joint medical faculty, Charité – Universitätsmedizin Berlin. Beuth University of Applied Sciences and HTW University of Applied Sciences will also establish professorships as part of the center.

This unique project has been made possible by numerous partners from business, science, and politics. Eight non-university research institutions are also involved: the Berlin Institute of Health, the Fraunhofer Institute FOKUS, the Fraunhofer Institute for Telecommunications – Heinrich Hertz Institute, the Fraunhofer Institute for Reliability and Microintegration, the German Aerospace Center, the Max Delbrück Center for Molecular Medicine in the Helmholtz Association, the PTB – Physikalisch-Technische Bundesanstalt, Germany's national metrology institute, as well as the Konrad Zuse Center for Information Technology Berlin. The Federal Ministry of Labor and Social Affairs and the Federal Ministry of Education and Research are each funding one professorship.

20 companies are involved in the initiative. They include the Berliner Wasserbetriebe (BWB), Bundesdruckerei, Cornelsen, the German-Turkish Advanced Research Center for ICT, Intel, SAP, Telekom, Viessmann, and Zalando. For every euro contributed, the State of Berlin will add 50 cents via the Einstein Foundation.

To give a few examples, research will be conducted in the fields of smart housing, smart cities, smart mobility, digital education, bioinformatics, personalized medicine, digital diagnostics, and new methods in genome data analysis and biomedical imaging as well as semantic data intelligence, identity management, the physical foundations of IT security, the Internet of Things, and wearable technologies. The latest generation of water and sewage systems, digitalization and the workplace, as well as multicultural aspects of digitalization also figure in ECDF's research.

A total of 50 professors are to be appointed at the universities and participating colleges. ECDF sees itself as an interuniversity nucleus for research and the promotion of digital structures in science, business, and society. ECDF aims to foster more links in Berlin in the field of digitalization, to experiment with new forms of cooperation, to focus on innovative, interdisciplinary cutting-edge research, and to attract excellently trained and talented early-career researchers to the capital.

As a joint project by all Berlin universities, ECDF has no direct influence on the allocation and appointment of professorships regulated and effected at the respective universities within the meaning of the BerlHG and thus no direct influence on the decisions of the respective committees and boards. ECDF will therefore not draw up an independent equality concept and will instead work toward ensuring that the existing measures are implemented in the respective institutions and applied by ECDF members.

ECDF reinforces the principle enshrined in the General Equal Opportunities Standards at Berlin universities that one of the foundations that must be fulfilled if universities are to fulfill their

functions to a high standard is ensuring equality between women and men in all areas: in "research, promotion of young researchers, studies and teaching, internationalization and university administration."[1]

Objective

ECDF sees the implementation of equal opportunities as a central component of its own strategy. The aim is to establish a gender- and diversity-sensitive organizational culture and to achieve a balanced gender relationship at all levels. Scientific knowledge requires a variety of perspectives in order to achieve innovative results at the highest level. Appropriate consideration for women at all levels and in all committees broadens perspectives and opinions, and thus contributes to outstanding research. In order to achieve these ambitious goals, implicit stereotypes (implicit biases) must be critically reflected upon and addressed at the level of selection and decision-making bodies, and all actors must work together with the equal opportunities goals in mind. By raising awareness at all levels of ECDF and among all stakeholders, the objective is to establish equal opportunities within ECDF.

Status quo

Proportion of women in the different status groups and on the boards of ECDF[2]

	w	m	total	Proportion of women
Management	6	2	8	75%
Executive Board	2	9	11	18%
Scientific Advisory Board	3	5	8	38%
ECDF Professorships	4	18	22	18%
ECDF Research Assistants	2	8	10	20%
ECDF Principal Investigators	12	48	60	20%

Measures

ECDF works to ensure that the measures and services offered by its partner institutions are used, for example, by applying gender- and diversity-sensitive teaching and learning methods, and it establishes an organizational culture characterized by both gender and diversity awareness and gender and diversity competence. This is implemented by various means, including implicit bias training courses for board members, staff in the management office and the scientific advisory board. Above all, however, all publications consistently use the language of gender equality.

ECDF also supports research projects that focus on university structures and knowledge and disciplinary cultures in relation to gender and diversity issues, the findings of which can in turn be incorporated into research-oriented gender equality work. ECDF participates or initiates events that explicitly address and examine gender studies and gender justice in the context of digitalization.

[1] https://www.lakof-berlin.de/media/AGS_A6_8_Seiten_final_II.pdf

[2] As of December 2018

Internal ECDF project proposals must explicitly address equal opportunities issues. Corresponding guidelines and handouts will be developed and published.

Within the framework of calls for proposals at and for ECDF, suitable female scientists are explicitly addressed and invited to apply. ECDF aims to achieve a proportion of 50% women on its selection committees, other committees, and in expert opinions in the long term. In order to find suitable female candidates, ECDF makes use of appropriate databases[3] designed to assist searches for female scientists. With a view to future generations, ECDF also concentrates on targeting female students in the planned degree programs and modules in the field of digitalization, in its cooperations with existing programs such as ECDF's participation in school laboratories, Girls' Day, MINToring,[4] or MINTgrün.[5] In addition, female student assistants at ECDF who, for example, work in the groups led by ECDF professors are encouraged to pursue careers in science, and the supervision of bachelor's and master's theses by ECDF junior professors is also geared toward a balanced relationship and suitable topic selection. To this end, among other measures, ECDF uses the toolbox and online material collection developed and made available by FU Berlin; this contains practical tips, resources, and contact points for teaching staff on the application of gender- and diversity-sensitive teaching and learning methods.[6]

In close cooperation with the ProFIL program and DiGiTaL, ECDF organizes continuing education events specifically for women and works to ensure that female members make use of the existing offers at their respective institutions. A*e employee* is explicitly entrusted with coordinating this area.

When invitations to lectures, scientific conferences, and other ECDF event formats are issued, great attention is paid to a balanced gender ratio between the speakers.

ECDF sees itself as an open yet protected space in which everyone is invited to put forward new ideas, themes, and content. With these principles in mind, experts from the various existing alliances and institutions (e.g., DiGiTaL) are explicitly involved.

The Executive Board is responsible for implementing the guidelines and embedding them in the partner institutions. Implementation is regularly discussed at board meetings.

ECDF undertakes to collect gender-differentiated data and to carefully monitor the development of the proportion of women in different status groups and on its committees" and to report to the supervisory bodies on an annual basis. On the basis of the data, the guidelines will be further developed each year and supplemented with further equal opportunities aspects.

[3] E.g.: https://scientifica.de/aktuelles/wissenschaftlerinnen-datenbanken/

[4] https://www.fu-berlin.de/sites/mintoring/index.html

[5] https://www.mintgruen.tu-berlin.de/startseite/

[6] http://www.genderdiversitylehre.fu-berlin.de/toolbox/index.html

Statement on Open Science

ECDF strongly encourages the open sharing of scientific knowledge of all kinds – data, code, tools, research questions, course material, articles – as early as practical[7] in the scientific discovery and research process. In doing so, ECDF supports the basic principles enshrined in declarations such as the Berlin Declaration,[8] the Budapest Open Access Initiative,[9] and the G7 Science Ministers' Communiqué.[10] Furthermore, we are fully aware of the current debate on Open Science, as reflected in the Berlin Appeal for Open Science,[11] the G7 Expert Group on Open Science, and other relevant EU strategies on Open Science.[12]

- ECDF advocates open and collaborative science and the development of incentives and recognition and reward systems that guarantee and actively promote the integrity, transparency, and reproducibility of research.
- ECDF supports all researchers in disseminating the outcomes of their research (both positive and negative) in order to make it widely accessible to the scientific community and the public.
- ECDF actively promotes a culture of replication by encouraging post-publication discussion of data, by sharing all algorithms and tools used to generate the results, and by encouraging constructive criticism of the research process and results.
- ECDF expects all its members and researchers at all stages to uphold the ideas of Open Science.

While the above rules and goals form the foundation for Open Science, ECDF strives to go a step further by actively promoting Open Science via the different event formats at ECDF:

- ECDF encourages its members to integrate Open Science ideas into their events (e.g., hackathons, workshops, roundtables).
- ECDF expects researchers using the center as platform (e.g., science labs, short/long-term residents) to support the ideas of Open Science.
- ECDF expects all its members to reflect the principles of Open Science in their research work, when developing new project ideas, and when planning new activities, for instance with sponsors.
- ECDF considers itself a "Home of Open Science" and actively promotes all ideas and initiatives supporting this movement.

[7] We are fully aware of and respect all privacy and other legal restrictions such as IPR or the GDPR that may limit full disclosure. However, we strongly encourage all researchers to limit non-disclosure to the furthest extent possible.

[8] Berlin Declaration, Oct 22, 2003, https://openaccess.mpg.de/

[9] Budapest Open Access Initiative, http://www.opensocietyfoundations.org/openaccess/

[10] G7 Science Ministers' Communiqué, Sept 27/28, 2017, http://www.g7italy.it/sites/default/files/documents/G7%20Science%20Communiqu%C3%A9.pdf

[11] Berliner Appell für eine Offene Wissenschaft, https://de.wikiversity.org/wiki/Wikiversity:Fellow-Programm_Freies_Wissen/Berliner_Appell

[12] Open Science, European Commission, https://ec.europa.eu/research/openscience/index.cfm