

Technical report no. 2021–F
roadmap

Inprodat e.V. Gender Equality Plan

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Roadmap for a Gender Equality Plan of Inprodat e.V.

The Innovation Centre for Process Data Technology (Inprodat e.V.) was founded in 2019 as a public-benefit association with the objective of advancing solutions in data technology and analysis in chemical and mechanical process engineering based on quantitatively accurate molecular modelling and simulation deployed by high performance computing.

As of September 2021, Inprodat e.V. has not taken over any roles as an employer or concerning budgetary activities; however, it aims at commencing these activities soon in order to establish itself as an independent research organization, to become part of the innovation landscape in Kaiserslautern and Rhineland-Palatinate state. This entails a responsibility in contributing to gender equality in engineering science and technology, both with respect to the institutional activities of Inprodat e.V. itself and the development of the addressed communities and fields of research and development at large. As a driver of innovation, Inprodat e.V. must advise on a way forward rather than accepting practices as they are. In devising the organizational Gender Equality Plan (GEP), we will involve all members in a discussion process aligned in accordance with the following schedule:

<i>2021 calendar week 40</i>	Initialization of GEP drafting
<i>2021 calendar week 46</i>	Collation of draft passages, advice for redational work
<i>2022 calendar week 02</i>	Finalization and approval by the extended board

Thereby, at least the minimum requirements and recommendations specified by the European Commission will be addressed.¹ This concerns four process-related requirements (publication; dedicated resources; data collection & monitoring; training) and recommendations for five thematic areas (work-life balance and organizational culture; leadership and decision making; recruitment and career progression; research and teaching content; measures against gender-based violence). But we are not limited to these items.

At any stage of the process, members and community stakeholders are advised to communicate their expectations and suggestions for the final GEP document, as well as the drafting process as such, by email to the extended board, vorstand@inprodat.de. The topic will be discussed in the video calls on calendar weeks 40, 46, and 02, where all members are invited to attend as usual. Everybody who can support or advise on this process is welcome to join any of these calls as well (for details, contact vorstand@inprodat.de).

¹ Horizon Europe, *Gender Equality: A Strengthened Commitment in Horizon Europe*, Luxembourg, 2021.