



Diversity Understanding at the Max Planck Society

Elaboration

The Max Planck Society is an organization of diversity, characterized by its institute autonomy, scientific sections, regionality, international staff, scientific and non-scientific activities, different age-demographics, gender diversity and organization-specific career levels.

Since 2010, the MPG is a member of the nationwide Charter of Diversity, under the patronage of Dr. Angela Merkel. By signing the charter, the MPG has committed itself to create a working environment in which all employees are equally valued and supported, regardless of their nationality, ethnic origin, religion or ideology, disability, age or sexual orientation.

In December 2019, the MPG has passed an organisation-specific understanding of diversity, which was adopted by a Presidential Circle decision.

Diversity Understanding at Max Planck

Legal Basis:

In the General Equal Treatment Act (AGG) § 1 AGG, reference is made to the avoidance of discrimination "on grounds of race or ethnic origin, sex, religion or ideology, disability, age or sexual identity". Article 3 of the Basic Law states: (3) "No one shall be discriminated against or favoured on account of his or her sex, descent, race, language, home or origin, beliefs, religious or political opinions. No one shall be discriminated against because of his or her disability".

Based on these legal requirements, the results of the survey on working culture, the Code of Conduct, as well as national and international standards, the following organisation-specific focal points for an MPG-wide diversity understanding were derived:

- Gender
- Disability
- Age
- Sexual orientation/identity
- Internationality/Ethnicity
- Non-scientific/Scientific Staff
- Social origin/education
- Work-Life Balance
- Religion

This understanding of diversity is supported by the members of the Talent, Gender & Diversity Board.

Since an understanding of diversity can never encompass all existing dimensions of diversity, we recommend that the MPG's understanding of diversity is to be viewed as an unlimited and indefinable continuum. Furthermore, this approach strengthens the MPG's equal opportunity strategy, as the organisation recognises that individuals can experience discrimination not only on the basis



of individual characteristics but also on the basis of interrelated personality traits.

A broad understanding of diversity is also synergistic to the MPG's excellence prevalence: "We believe that science is a diverse endeavor: diversity provides new impulses, new ideas, new perspectives and innovation." (Code of Conduct, MPG, p.2)".

Diversity Management at the MPG:

The MPG's understanding of diversity should be anchored in the following organizational core processes as part of a holistic diversity management approach:

- Organisational development
- Leadership behaviour
- Personnel development
- Conflict management