

## ICCN and BCCN equal opportunity concept

As in most natural science disciplines, the field of computational neuroscience has low numbers of female researchers - at the moment it is around 18-20%. The ICCN and BCCN Berlin has 20% female principal investigators. We have been working on raising that number from the roots by starting within our graduate program computational neuroscience. Nevertheless, we see that further measures have to be taken in order to solve the problem.

Our gender equality concept leans on the *Caroline von Humboldt-Konzept* of HU Berlin.

### 1. Master Program Computational Neuroscience

We take special care in the selection and admission process of our master program to admit at least 40 % female students. This is a challenge since the proportion of female application numbers is lower. Within the last five years we succeeded by admitting an average of 45 % female students. We think this is an excellent ratio for the field.

Our female master students get the opportunity to participate in workshops organized especially for female junior researchers in order to improve their career chances. We search actively for appropriate awards and nominate our female students for awards if the opportunity is provided.

### 2. Doctoral Program Computational Neuroscience

We take special care in the selection and admission process of our doctoral program to admit at least 40 % female students. This is a challenge since application numbers of female students are lower than from male students. Within the last five years we succeeded by admitting an average of 50 % female students.

We organize workshops especially for female junior researchers in order to improve their career chances. We search actively for appropriate awards and nominate our female students and postdocs for awards if the opportunity is provided.

### 3. Association of junior groups, recruitment

We actively look for female junior group leaders to be affiliated to the Center.

In recruitment processes we inform committee members about gender bias and how to avoid discrimination. We recommend showing a short movie used by ERC selection procedures of the EU commission:

<https://erc.europa.eu/thematic-working-groups/working-group-gender-balance>

### 4. Members

We actively look for new female members if female scientists are newly recruited to the Berlin neuroscientific community. We understand that female role models are very important for our students. We look actively for female scientist as PIs in our new grant applications.

### 5. Empowerment

We support our female students, postdocs, junior group leaders and senior scientists to develop their full potential. We offer soft skill courses, stimulate and motivate them to participate in all kinds of events, workshops, courses and support these activities, if possible, financially. All these measurements promote female career development.

## 6. Communication

We communicate our gender equality strategy in our meetings, grant applications, reports, and inform our female scientists about special initiatives, funding initiatives, awards etc. We make clear to our community that equal opportunities and gender equality is an important issue for us.

In our lecture series and events like workshops, symposia and winter school we try to have at least 30-40% female speakers (e.g. Bernstein Conference 2016). With this we communicate and show that there are excellent female scientists in our field. Our reference in this point is "Anne's list", a website created by Anne Churchland, a very renown neuroscientist. The website is listing female neuroscientist of all kind of fields from all over the world with the intention to promote female scientists. This is an important stimulus for our female junior researchers and students.

## 7. Work-Life-Balance

Our meetings take place before 4 pm. Our lectures start the latest at 4 pm. With these measurements we facilitate to reconcile family, study and work time. During events we offer to organize childcare.