

**Diversity policy**

SILS strives for a broad diversity of its employees in all respects.

Considering gender, it is our aim to have an equal balance between men and women at all levels. Currently, women are underrepresented at the higher staff levels. Our action points to correct this current imbalance are:

1. Recruit new women:
   * Active search for female talent to fill open positions
   * Utilise positions and trajectories that are specifically aimed at women, such as the Beta Plus Special Chairs
2. Promote internal talent, support career development:
   * Recognise and promote existing talent at SILS
3. Have women partake in all hiring committees
4. Distribute instructive video to guard against hiring bias: <https://www.rri-tools.eu/-/recruitment-bias-in-research-institutes>.
5. Distribute sfn toolkit to improve gender balance: https://www.sfn.org/news-and-calendar/neuroscience-quarterly/fall-2015/women-in-neuroscience-toolkit
6. Create maternity budget for technical support during pregnancy leave
7. Extend contracts for pregnant PhDs and PDs for the duration of their 16 weeks pregnancy leave where possible (within timeframe of temporary contracts)
8. Invite speaker to discuss gender balance strategies (through PhD council)
9. Organise social events before 17:00 because of family life