

1. Who are we?

The EOOs are the **E**qual **O**ppportunity **O**fficers, currently Uta Schneikart and Polina Voronova.

2. What do we do?

The EOOs **mainly** concern themselves with promoting gender equal opportunity at our respective institutions and preventing discrimination based on gender. We participate in hiring processes, offer private and confidential consulting for anyone who seeks it, organize events to further (gender) equality and give advice that feeds into the mandatory Gender Equality report, which the Bibliotheca Hertziana produces every three years in order to document its strategy of advancing gender equal opportunity. We also offer counseling in cases of sexual harassment and discrimination.

3. Why are there no male EOOs within the MPG?

Seen historically, the position of the EOO has developed from the “Frauenbeauftragten” (“women’s officers”), who were responsible solely for improving women’s equality within the MPG and were always women themselves. Since women still are underrepresented within the MPG, this approach is still upheld today. However, the EOO has broadened to include not only sex but gender as well. The question of who comes into contention as electable candidates for the position of EOO is a matter of ongoing reflection and discussion.

4. Do you just concern yourself with gender issues?

Yes and No. The core function of the EOO is to promote gender equal opportunity within the MPG. However, since there are no designated spokespeople for many other subjects that concern equal opportunity such as race, nationality, sexuality, age, and so on, we also see it as part of our responsibility to address these aspects as best as we can and provide contact and information within our capabilities.

5. How do you become an EOO?

The EOOs are elected every four years by the then current female staff of the Bibliotheca Hertziana. If you are interested in being an Equal Opportunity Officer, you can become a candidate by contacting the Election Committee, which is announced some weeks prior to the election.