

Gender Equality Plan “BEING A HUMAN”,

formulated for the Institute of Theoretical and Applied Micro Magnetism, called “The Institute”, working under the wings of Stichting Twin Physics.

1. The starting point of the Institute with regard to gender considerations is that **only one relevant difference** exists between men and women, being the **difference in genital build**. This works against women if they want to study and build up a career, as during the largest part of her life a woman has her monthly period and if not, she is either pregnant, giving birth or is breastfeeding. It is the task of the Institute to take special care for everything female employees need, to alleviate this congenital disadvantage concerning the development of a career. This means that more ladies rooms have to be available than men’s rooms and that they contain everything being necessary, including possibly for her baby. There should also be a comfortable lactation room.

Naturally the Institute will take care of special needs for men as well, as in a future more developed society they as well could take their baby to work.

2. The Institute **does not recognize** any congenital difference in **mental, spiritual or psychic sense** between women, men, neutral human beings, and people of different color, race, descent or age. Research which is directed to differentiating human characteristics and behavior of these types is out of the question as it is considered unethical to reduce a human being to any subspecies. A few examples of these characteristics are: carefulness, vigor, gentleness, mathematical insight, talent for music art and/or science, aggression, creativity, selfishness, altruism, helpfulness, dominancy, convergent thinking, divergent thinking, empathy, competition, technical insight and sensitivity. Excluded from this ban is research into differences which can be traced back to immediate hormonal consequences of genital differences.

3. The basics of Stichting Twin Physics is the theoretical physical model called Twin Physics. This is in itself a foundation for **integration of the gender dimension** into research and teaching content. Twin Physics offers many excellent possibilities to make students aware of unjust attribution of specific characteristics of human beings to gender. Special courses will be composed to present to universities and vocational schools at large, containing practical definitions apart from the concepts of male and female anchored in the basics of physics.

4. All measures will be taken to promote **equal opportunities** for each and every qualified applicant for any position in the organization, in recruitment as well as in existing working relationship. To this end, a **list with points of attention** has to be finished in each formal staff meeting, to remind leaders of this basic necessity and to demonstrate the principle clearly to the member of the personnel in question:

- Is gender equality in recruitment guaranteed from the advertisement on?
- Is the development in the career progression monitored enough from the perspective of the employee?
- Is the salary matching with job description and career?
- Is a healthy work-life balance in the organizational culture maintained?
- Does the organization offer enough flexibility in working hours?
- Can the gender balance in leadership and decision-making somehow be improved?

5. The Institute holds on to the conviction that a predetermined gender balance is not the right way to achieve and promote an optimal work atmosphere. It seems better to accomplish this through **training, openness, data collecting and monitoring**. We expect that this will reduce stress between the sexes and in a natural way will lead to a healthy gender balance, without having to focus on numbers.

To this purpose, at least once a year a collective training will be organized, preceded by data collection and possibly dialog with a designated person having gender equality expertise. In the **first part** of this training, the details of the female inconvenience of monthly bleeding because of menstruation will be addressed, as many men know little or nothing about the practical consequences, and many women feel shy or too ashamed to speak up about this. A short demonstration film may be shown. Was it known that a woman on average 500 times in her life has to deal with it, that it decreases her mobility, that it may cause insecure feelings when giving a lecture, that it gives sick feelings? Speaking about these matters may solve another invisible gender barrier. Some men consider menstruation as unclean, which may add to a subconscious dislike of female leadership and so it is very important to work on awareness and acceptance of this female fact of life.

In the **second part** of this training, attention will be paid to another important difference between a woman and a man. For a man, a sexual contact may be an incidental happening, but, for a woman a sexual contact could cause pregnancy. Almost each woman visiting an abortion clinic has used birth control, but it failed to work for whatever reason. This means that any sexual rapprochement is with less consequences for a man than it is for a woman and in the intercourse between the sexes this source of stress plays in general a role in the feeling of a woman.

It is a matter of **carefulness** of all men in the organization to be aware of this attention that each fertile woman must have for the condition of her body. Each man in the organization can add to a better gender balance by being aware of these two details in the life of a woman. By speaking in an open and respectful atmosphere, he will be invited to take over some carefulness by respecting her rather complicated physical autonomy. We expect that this will dry out the nutrient medium in the organization for sexual harassment as has been present in many organizations in the past.

6. In case a male employee wishes to take over parental care from the mother of his child or children, he will receive the same possibilities as assigned to women in The Netherlands. The managing staff will treat him exactly in the same way considering the amount of working hours in relation to his private situation and support him in all other subjects in a similar manner.

7. The Institute has commissioned Anna Backerra, director of the Institute, to be the **point of contact in any case of irregularity** in the field of gender. She has survived seven years of studying physics as a single girl under hostile conditions, experienced almost three years of excellent working conditions in Philips Research Laboratories, was for gender reasons rejected from universities although being an excellent researcher, and finally has built up scientific collaborations in private circumstances with male scientists without any flaws.

Each notification, by e-mail, telephone or any other way of communication, will be followed up by a personal meeting as soon as possible. This will be collected in annual reports and split up to gender. The findings will be used to identify weak points in the organization as such, or in the personnel, in order to start a process of improvement.

8. In case a **male point of contact** is more desirable, Willem van Erk is designated, being the Secretary of the Board of Stichting Twin Physics. He is experienced in supporting people being in trouble in his church community and will be able to focus on this possibly occurring wrong situation in a respectful way. As far as possible, the two points of contact will consult each other to create an organization wide process of improvement.

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