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## LIKAT Receives "Total E-Quality" Certificate for the Fifth Time in a Row, Underlining its Commitment to Gender Equality

The Leibniz Institute for Catalysis (LIKAT Rostock) is pleased to announce that it has been awarded the prestigious Total E-Quality certificate for the fifth time in a row. This underscores LIKAT's consistent commitment to promoting gender equality in science.

Gender equality continues to be a central theme in LIKAT's values. For this commitment, the institute was awarded the Total E-Quality certificate for the fifth time in a row. It symbolizes LIKAT's exemplary efforts to create an inclusive, diverse and equal working environment where all people are valued regardless of their gender.

The award of the certificate is a testament to the Institute's holistic approach to promoting gender equality, which values efforts to provide equal opportunities, equal pay, work-life balance, and a supportive work culture.

Equality means fairness, respect, and inclusiveness. LIKAT's continued success in earning this certification reflects its commitment:

- Ensuring equal opportunities for all employees, regardless of gender, in career development, training, and leadership roles.
- Establishing equal pay and eliminating the gender pay gap.
- Promote a healthy work-life balance and create an environment where employees can thrive both personally and professionally.
- Cultivating a workplace culture that values diversity and inclusion.

LIKAT's Equal Opportunity Officers (Dr. Sandra Hinze, Annett Brieskorn and Kathleen Schubert) expressed pride in LIKAT's achievement, stating, "The Total E-Quality certificate is a testament to our comprehensive commitment to inclusion and diversity."

This achievement reinforces LIKAT's promise to drive positive change in the scientific community. We are committed to further strengthening gender equality in our institute.



Fig. 1: Equal Opportunity Officers at LIKAT - Annett Brieskorn, Kathleen Schubert and Dr. Sandra Hinze (from left)

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LIKAT is a non-university research institute of the Leibniz Association and is dedicated to the holistic study of the phenomenon of catalysis.

Catalysis is a fundamental concept in chemistry. It involves the acceleration of chemical reactions using catalysts. These catalysts act as mediators by reducing the energy required to initiate a chemical reaction, allowing reactions to proceed more efficiently. Simply put, catalysts accelerate the conversion of one group of molecules into another. This concept is fundamental:

- Sustainability in chemistry: catalysis contributes to sustainable and environmentally friendly chemical processes by reducing waste and energy consumption.
- Pharmaceutical advances: The development of life-saving drugs and important medicines is made possible by catalysis.
- Energy Advances: the search for renewable energy sources relies heavily on catalysis, which enables the conversion of natural resources into clean energy.
- Environmentally conscious materials: Catalysis plays an important role in the development of environmentally friendly materials such as biodegradable plastics and energy-efficient coatings.