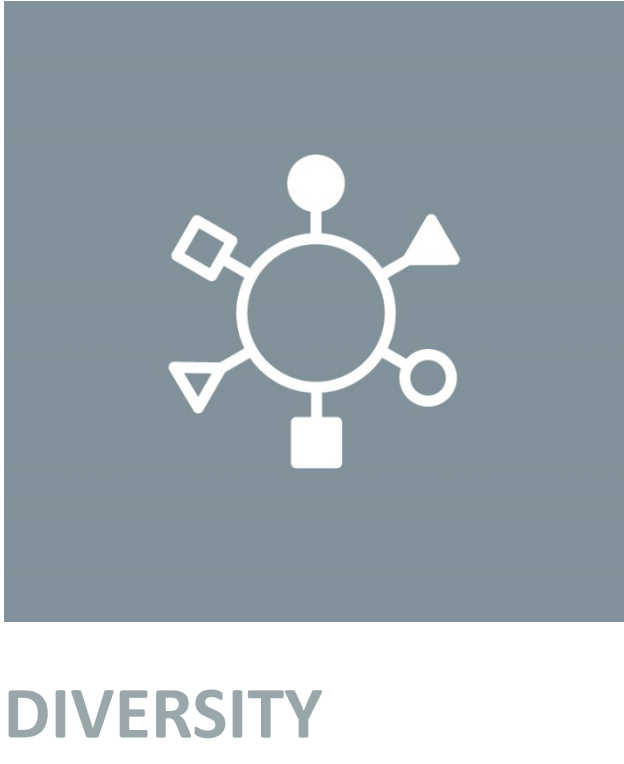


Diversity and Equal opportunity

Our Goals



Ines Thronicker

Goal: Fix the system – culture and structure

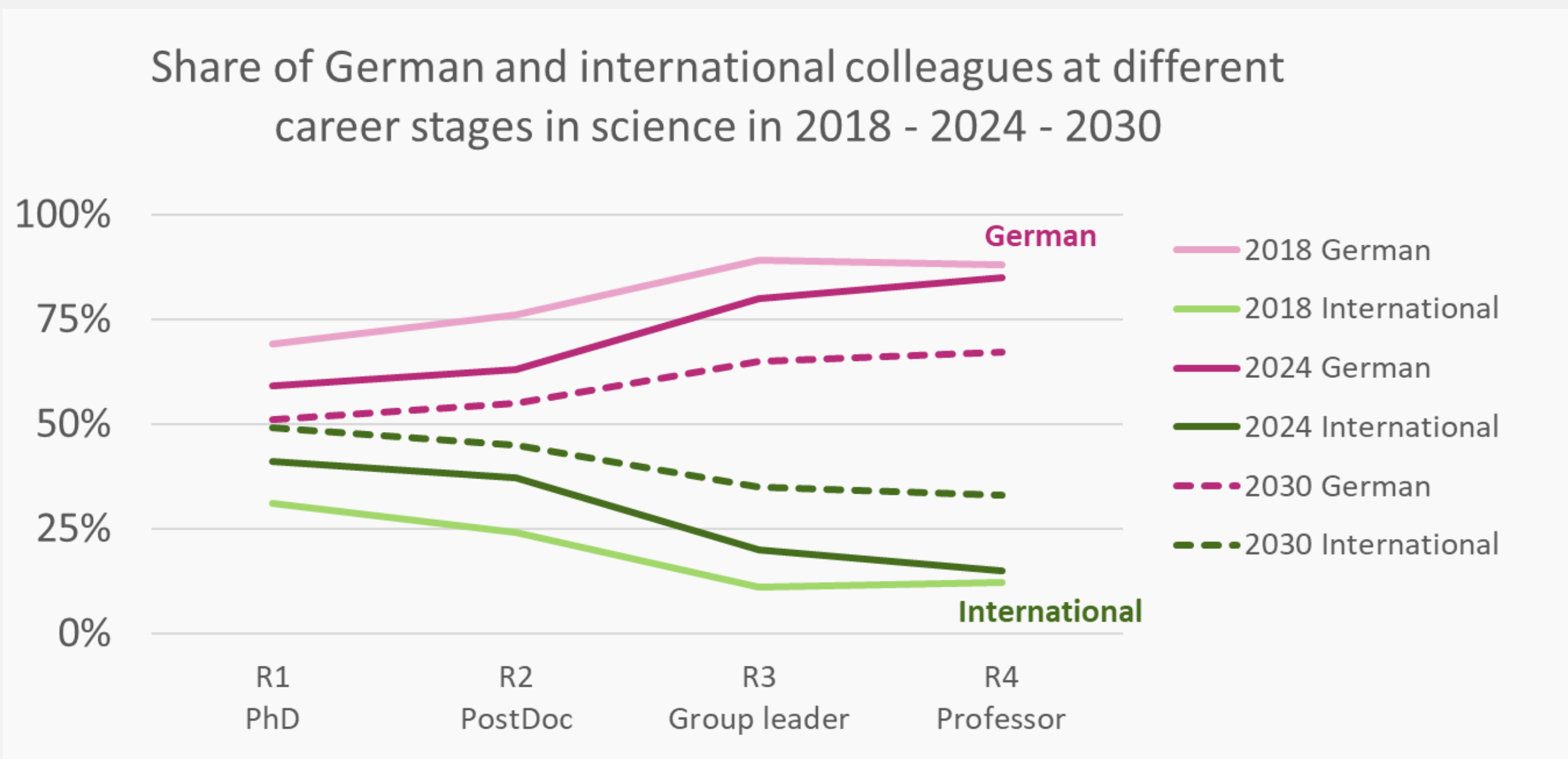
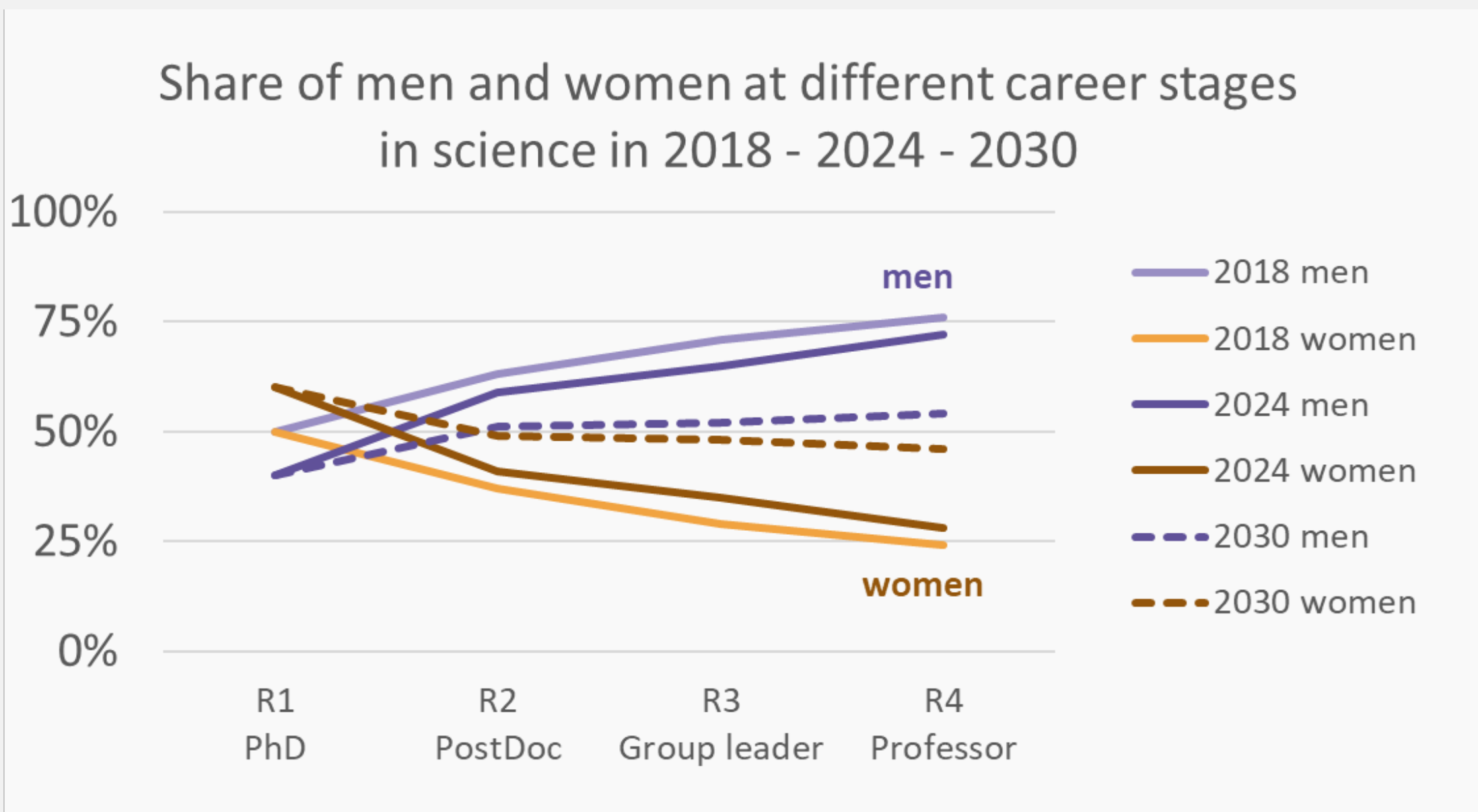
- 1. Strengthen and safeguard an **inclusive culture and diversity-sensitive structure**
- 2. Secure **freedom from discrimination** and any form of sexism, racism, ableism
- 3. Nurture **trust, belonging** and **identification** with the UFZ



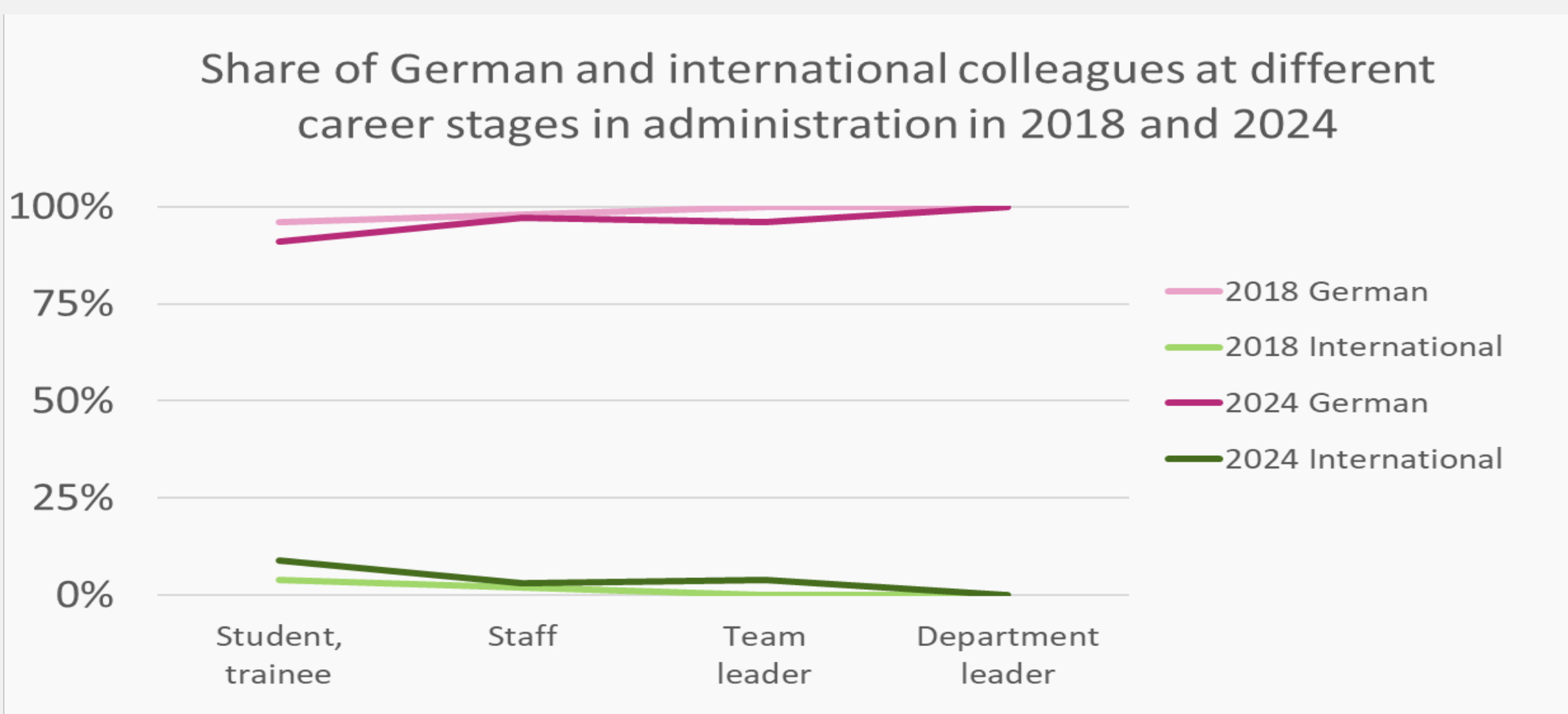
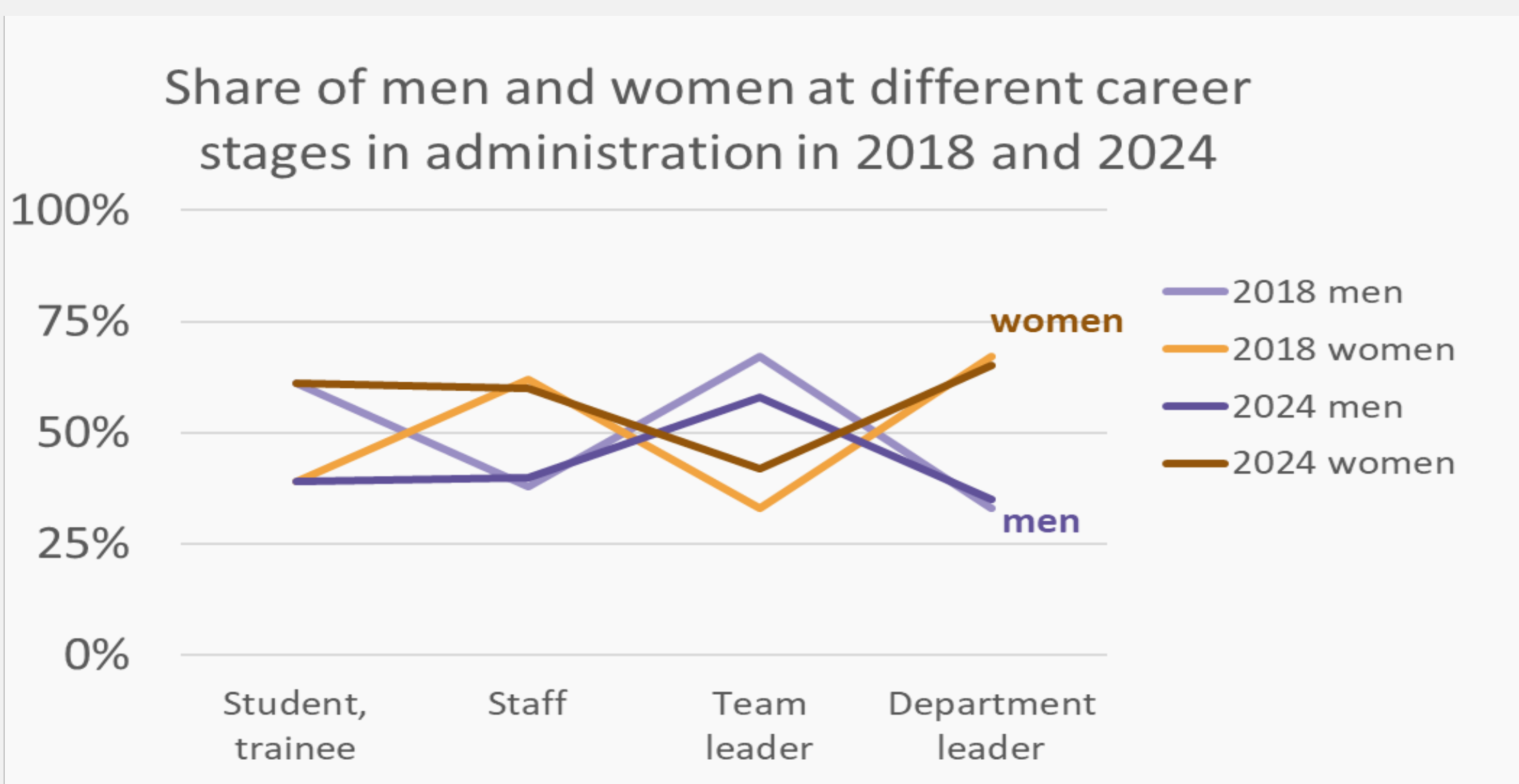
Goal: Fix the numbers – parity and representation

- 1. Each scientific career levels: **50% female** scientists and **35% non-German** scientists by 2030
- 2. All UFZ: clearly enhance share of **colleagues with disabilities**
- 3. Adequate **representation** of people with different gender, nationality, racialized people, people with disabilities at all **career levels, bodies of decision making** and **ways of recognizing contributions** to our mission

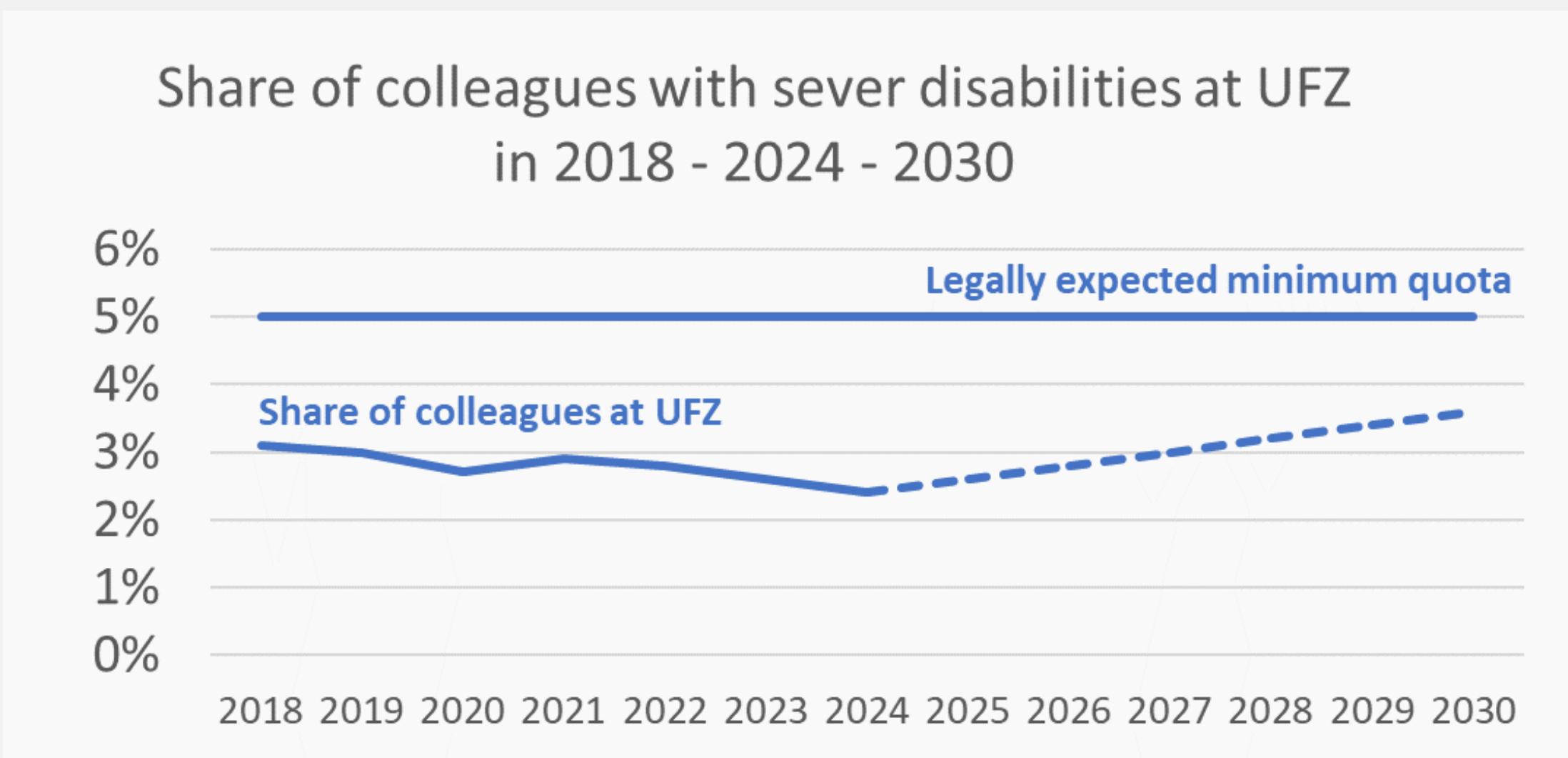
UFZ Science – Gender and Internationality



UFZ Administration – Gender and Internationality



UFZ Overall – Colleagues with disabilities



More stats

UFZ Diversity Monitoring
[Key Indicator Report](#)

