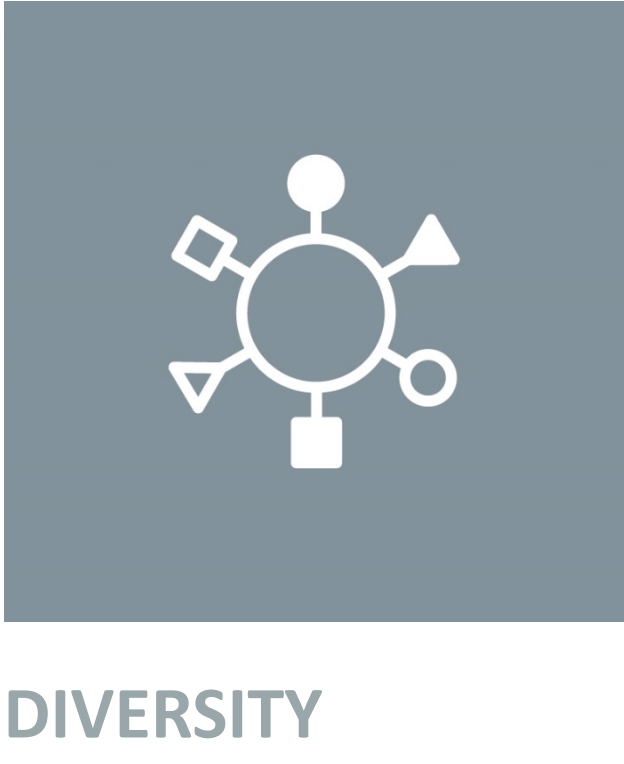


Diversity and Equal opportunity

Our Measures



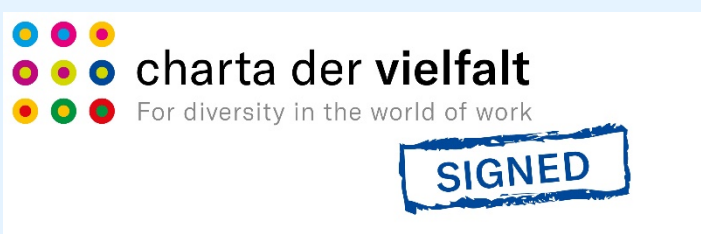
Ines Thronicker

Set priorities

- **Hiring** at least 50% women at each career level in science
- **Performance evaluations** of leaders assess promotion of female and international scientists
- **Promotion processes** (e.g. TenureTrack, leadership, professorship) consider gender parity and internationality
- **Resource allocation** (e.g. UFZ PhD cohorts) requires criteria concerning gender and diversity

Address the matter

- Public **commitment** of the UFZ
- UFZ **Diversity Lecture Series**
- DEI content in UFZ **training program**
- DEI aspects in **specification of services**
- Encouragement to **speak up** against misbehavior
- **Awareness raising** internal communication
- Revision of **complaint procedure**
- UFZ **Accessibility Challenge** to report barriers



Goals
Fix the system
Fix the numbers

Take action

- **Mandatory training** on DEI/ anti-discrimination
- Gender-inclusive and diversity-sensitive **communication**
- **Free choice** of name, address, gender, and pronouns
- Application of **Academic Age** and tool to calculate
- Revision of **working group policy** securing equality
- Job offers additionally via **MyAbility** platform
- New instruments for **personnel marketing and recruitment**



Monitor progress

- **External review** by Total E-Quality Certificate
- Internal **Diversity Monitoring**: Key Indicator Report
- Panel of **First Contact Points** for Conflict Resolution
- Off-Boarding **Interviews**
- Staff **Surveys**
- **Evaluation** of Action Plans



Further measures

