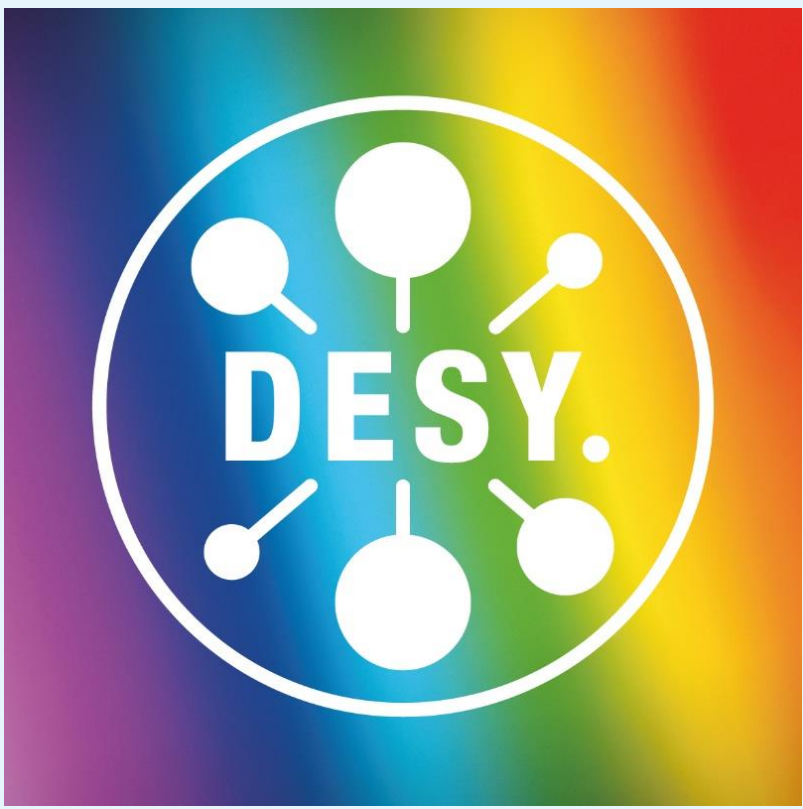


# Becoming more diverse & inclusive, more equal & family and private life-friendly



Take a look at DESY's latest activities & highlights

## Diversity

### Project READY

Helmholtz Association funding initiative:  
**"Recruitment processes that are sensitive to diversity"** (April 2023 – April 2027)  
Project team: Members of HR Development (HRD) and Recruitment

**Implementation of six sub-projects**

- 1: New standards with guidelines, educational film and training for selection committees
- 2: Anonymization of application procedures
- 3: Diversity-sensitive employer branding
- 4: Recruitment of women in technology
- 5: Diversity survey
- 6: Dialogue format: "Innovative Unconscious Bias Trainings and communication"

### Quantitative and qualitative survey on diversity and inclusion at DESY

Nov. 2023 – April 2024: Anonymous and voluntary survey of all employees, **1,337** DESY employees completed the questionnaire, resulting in a remarkably high **participation rate of around 45%**.

**Objectives of the survey:**

- Identify problems and needs for action for more diversity and inclusion at DESY;
- Derive implications for action for improvements in the workplace from employees;
- Contribute to making DESY a non-discriminatory, inclusive and fair place to work;
- Analyze who works with which diversity dimension(s) at DESY.

**Development and implementation**  
Working group with various stakeholders for questionnaire development (e.g. Works Council, Gender Equality Officer, Leaders, Health Management, Diversity Roundtable, Human Resources)

**Presentation of the results**  
On May 28, 2024, DESY presented the quantitative and qualitative results of the survey during a nationwide day of action - **the Diversity Day!**  
The Directorate was also present at the event and discussed the results and their implications with all interested employees.

## Inclusion

### Collaboration with an inclusive school in Hamburg

DESY has entered into a partnership with an inclusive Hamburg school for hearing, hearing-impaired, and deaf students. The goal is to inspire the students to pursue **careers in STEM** and ignite their curiosity for science.

Our collaboration includes:

- **Barrier-free internships** for the students at DESY – first round in June 2025;
- **Role model events** with hearing-impaired, and deaf employees at DESY;
- Barrier-free and sign-language supported **participation in our school laboratory**.

We are excited to support all interested students in exploration of the world of science. And we want to attract them **as future apprentices in technical and administrative working fields** at DESY.  
For many years, it is a standard to offer sign language at all major internal events at DESY.

### Participation of DESY in the Helmholtz-Network for Diversity, Equity and Inclusion (DEI).

As one of four research centers, DESY organized the panel discussion "A career in science with a disability - is that possible?" on **May 5, 2023**.

**People with disabilities are barely visible in science and are often subject to reservations.**

Researchers with disabilities from various Helmholtz centers described their career paths and shared their experiences.

The goal of the event: to create visibility for themselves and for the access barriers to be removed from science!

Source: Research Center Jülich, 2023)

**Ann-Christin Dippel**, a scientist from DESY, took part in the panel discussion. Opening words were held by the **President of the Helmholtz Association Otmar D. Wiestler**. A translation into German sign language and live subtitling in German were offered. Find more information (in German) here:  
<https://www.helmholtz.de/newsroom/artikel/wissenschaft-mit-behinderung-auf-die-aktive-foerderung-kommt-es-an/>

### Project "Bilingual@desy"

The "Bilingual@desy" project started on September 15, 2024 under the leadership of the Directorate's Office and Department of Organizational Development and Information Systems.

**Objective:**  
Define an organizational framework for future handling of bilingualism at DESY until 2025.

### Diversity Roundtables in Hamburg and Zeuthen

DESY Zeuthen initiated a diversity roundtable in August 2020 based on the Helmholtz Association's guidelines on diversity and inclusion. At DESY Hamburg, the Diversity Roundtable was founded in April 2023.  
Participation: Monthly hybrid meetings for an hour

**Target group**  
Open forum for all DESY employees with an interest in diversity and inclusion.

**Objectives:**

- **Discuss diversity and inclusion issues** and in particular sharing ideas on how to improve diversity and inclusion in the workplace
- **Expand expertise** of diversity and inclusion by exchanging research results/methods/art and by inviting experts
- **Carry out** smaller activities and events in working groups
- **Formulate of recommendations** to support DESY's commitment to diversity in the workplace

### Diversity activities at the Science City Day 2024

How does HRD at DESY contribute to create an inclusive research environment?

We offered a diversity quiz for children & adults and the chance to win a little diversity prize at the Science City Day. Our colleague with sign language skills and sign language interpreters offered to interested students the opportunity to find out more about apprenticeships at DESY in German Sign Language (DGS).

### First Beginners' course in sign language

On September 23, 2024 during the "International Sign Language Day" an HRD member will be offering a beginners' course in German sign language. Everyone who has always wanted to learn sign language and all those who already know some signs are invited.

**Bring your hands :)**

# Compatibility of work and private life

## Gender Equality

### DESY Gender Equality Plan (2024 – 2027)

This plan has undoubtedly played a significant part in making gender equality issues visible at DESY.

**Objectives of the current Gender Equality Plan:**

- **Raising awareness** for the topic of promoting gender equality in general
- **Increasing equal opportunities** and family friendliness through transparent, future-oriented and sustainable measures with binding indicators
- **Placing a strategic focus** on gender equality promotion

**Fields of action and measures offering opportunities for participation**  
Five fields of action with a long-term need for action have been identified, and implemented through measures:

1. **Raising awareness** / addressing unconscious bias
2. **Leadership**
3. **Recruitment and career paths**
4. **Compatibility of work and private life**
5. Development of **STEM activities** for girls and young women

**Find more information here:**  
[https://pe.desy.de/sites/sites\\_desygroups/sites\\_external/site\\_pe/content/e216173/infoboxContent216174/EN\\_DESYGEP\\_Shortversion\\_29.12.23\\_eng.pdf](https://pe.desy.de/sites/sites_desygroups/sites_external/site_pe/content/e216173/infoboxContent216174/EN_DESYGEP_Shortversion_29.12.23_eng.pdf)

### Network for female leaders at DESY

**Network Meeting in June** (Source: DESY, 2024)

In **2019** HRD initiated a network for all female leaders at DESY.

On **June 24, 2024**, thirty female leaders from all divisions at DESY took part in the **11th network meeting**.

The thematic focus was **on the results of the diversity survey**. Exciting impulses and ideas for measures were developed in small working groups. These will continue to be incorporated into our work on the topics of diversity, inclusion and equality.

### Annual Information Day for international parents

Becoming a parent opens up many new questions. In order to give answers we invited all interested, primarily international colleagues and their partners to an information event on parenthood in Germany. It took place on 15 January 2024 on Hamburg Campus in English.

It included a panel discussion with parents from DESY and XFEL: Experiences – Hurdles – Tips – Family & Work – Q&A.  
37 parents attended and informed themselves in the two hours session.

Moderated panel discussion (Source: DESY, 2024)

### Author Alexandra Zykunov read from her second book

**„Was wollt ihr denn noch alles?“ („What else do you want?“) incl. Q&A session afterwards**  
Every year on 8 March, International Women's Day is celebrated and people around the world draw attention to women's rights, gender equality and existing discrimination for more than 100 years.  
February 29, 2024 (Equal Care Day) DESY's Gender Equality Officer organized the following event

**Topic: "Gender Care Gap"**

Alexandra Zykunov is a SPIEGEL bestselling author, journalist and editor for feminist and social issue. Her texts about the invisibility of women's and family issues in politics go viral.

### dynaMENT - Mentoring project for female leadership in science

DESY offers two mentoring programmes for excellent young female researchers in collaboration with the MIN faculty of the University of Hamburg: "dynaMENT doctorate" (one year) and "dynaMENT advanced" (two years). The objective is to increase the proportion of women in leadership roles in natural science.

**DynaMENT won the University of Hamburg's Equality Opportunity Prize in 2023.**

Further information is available here: <https://www.dynament.de/>

### Annual Poster Session Hamburg and Zeuthen

In June 2023, the Gender Equality Plan working group launched the first week-long poster session in the canteen, where gender equality measures at DESY were presented and also discussed for an hour during the lunch break. The event was so successful that it is to be repeated once a year on gender equality issues.

Poster session and discussion at the canteen in Hamburg (Source: DESY, 2023)

### Financial support of childcare costs for business trips/ other business-related expenses

Additional care costs incurred by parents or caregivers due to **additional care needs** of family members during business trips or due to participation in conferences / trainings outside normal working hours will be **fully or partially refunded** by DESY against appropriate proof.

All information on this issue is provided in a DESY leaflet.