



FIZ Karlsruhe

Leibniz Institute for Information Infrastructure

ADVANCING SCIENCE



**EQUAL
OPPORTUNITIES AT
FIZ KARLSRUHE**

March 2022

FIZ Karlsruhe – Leibniz Institute for Information Infrastructure is a leading provider of scientific information and services and a member of the Leibniz Association.

Equal opportunities are anchored as a value in FIZ Karlsruhe's mission statement and a central aspiration in its daily work. Measures to promote the equality of women and men have been actively implemented for many years. The share of women in the workforce is above average, therefore it has always been an essential task for FIZ Karlsruhe to represent and promote the interests of women. We understand equality to mean all measures to equalize the living situation of male and female employees as well as that of employees with a different gender identity.

The measures for equality are set out in various documents and are included in our equality plan. The following key points and measures are currently valid:

- Our equality policy is guided by the Implementation Agreement on Equal Opportunities (AV-Glei) to the Agreement of the Joint Science Conference (GWK) on Equality between Women and Men in Joint Research Funding.¹
- As a member of the Leibniz Association, we have been implementing the DFG's² "Research-oriented Equality Standards^{3,4} " and the cascade model based on them, as well as the Leibniz Equality Standards, very successfully since their introduction. The Leibniz Equality Standards define principles of work culture with the aim of creating fair framework conditions and promoting and supporting women and men.
- According to the cascade model, FIZ Karlsruhe has determined target quotas for increasing the proportion of women among scientific personnel. The cascade model is an instrument used to formulate targets for achieving equality between women and men at all relevant career levels in science.
- President and CEO if FIZ Karlsruhe is a woman.
- The proportion of women in February 2022 is 55.8% (158 employees). The proportion of women in management positions is around 52.4% (21 managers, of whom 11 are women).
- Every four years, the female employees elect an Equal Opportunity Officer. The Equal Opportunity Officer is actively involved in all topics concerning equal opportunity and is informed and consulted accordingly. She is represented in the Equal Opportunity and Diversity Working Group (AKCD), through which the Equal Opportunity Officers of the Leibniz Association institutions regularly meet and exchange information. In performing her duties, the Equal Opportunities Officer takes into account the Guidelines for the Work of Equal Opportunities Officers in the Leibniz Association.
- FIZ Karlsruhe's management and equal opportunity officer have drawn up an equal opportunity plan which is regularly updated and maintained.
- When filling positions and promoting young scientists, FIZ Karlsruhe ensures gender parity.

1 https://www.gwk-bonn.de/fileadmin/Redaktion/Dokumente/Papers/AV_Glei.pdf

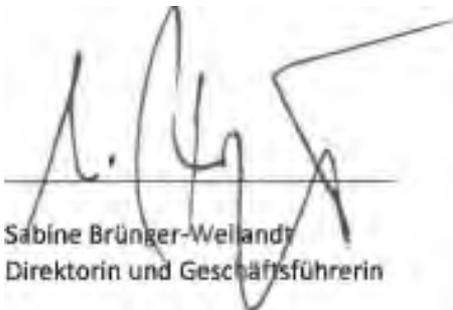
2 https://www.dfg.de/download/pdf/dfg_im_profil/geschaeftsstelle/publikationen/studien/studie_gleichstellungsstandards.pdf

3 <https://www.leibniz-gemeinschaft.de/ueber-uns/chancengleichheit-und-diversitaet/richtlinien-und-verfahren>

4 https://www.leibniz-gemeinschaft.de/fileadmin/user_upload/Bilder_und_Downloads/%C3%9Cber_uns/Chancengleichheit/Leibniz-Gleichstellungsstandards.pdf

- Flexibility in working hours through flextime models, mobile working and family-friendly meeting times have been standard practice for years.
- In order to achieve a work-life balance and care for family members in the event of illness and/or old age, FIZ Karlsruhe supports its employees in finding individual solutions.
- Actively promoting equal opportunities is the subject of external evaluations by the Senate of the Leibniz Association⁵, which are carried out every seven years. Among other things, the measures for implementing the Leibniz equality standards are assessed and documented and published in the evaluation report.
- FIZ Karlsruhe subjects all its measures to regular audits and has twice successfully received the audit berufundfamilie certificate since 2016. Prior to that, FIZ Karlsruhe was certified four times the Total e-Quality award.
- FIZ Karlsruhe uses a specially created guideline for gender-appropriate language⁶, which includes a checklist for gender-appropriate texts with binding formulation aids. It applies to all publications of FIZ Karlsruhe, in official correspondence and in internal communication.
- Equal opportunity is a value anchored and published in FIZ Karlsruhe's mission statement.

Eggenstein-Leopoldshafen, March 3, 2022



Sabine Brünger-Weilandt
Direktorin und Geschäftsführerin

Sabine Brünger-Weilandt
President & CEO

5 <https://www.leibniz-gemeinschaft.de/ueber-uns/evaluierung/das-evaluierungsverfahren-der-leibniz-gemeinschaft>

6 <https://www.fiz-karlsruhe.de/sites/default/files/FIZ/Dokumente/Broschueren/fiz-leitfaden-gendergerechte-sprache.pdf>