

Gender and Diversity Concept of the Institute for Food and Environmental Research (ILU)

1. Introduction

Scientific institutions assume social responsibility by enabling personal development, helping to shape scientific discourse and reflection spaces on current issues and promoting social engagement. Diversity orientation and an anti-discriminatory attitude contribute to scientific institutions fulfilling their core tasks in research and development in the best possible way. The ILU is committed to designing processes and structures in such a way that employees can develop their potential and experience acceptance and appreciation.

This gender and diversity concept lists activities and individual measures that are used at the ILU to develop the areas of diversity, equality, equal opportunities, inclusion and anti-discrimination. The aim is to implement measures in a coordinated manner with the involvement of all. The gender and diversity concept comprises three fields of action: Research and knowledge transfer, personnel selection and communication. This gender and diversity concept and its implementation are intended to contribute to the development of the Institute by promoting appreciation and recognition and Furthermore, barriers and risks of discrimination are to be reduced and one's own actions critically reflected.

In addition to issues of equality and equal opportunities, the concept also addresses anti-discrimination, family-friendliness and inclusion. Employees go through different phases of life, in which care and gainful employment or training are organised differently. In this context, family does not only mean the responsibility for bringing up children, but any community in which long-term social responsibility is assumed for other persons, such as relatives in need of care. Inclusion is a human right and a central cross-sectional task for an educational institution. The aim is to remove barriers and risks of exclusion for all employees, especially those from socially marginalised groups, in order to enable equal participation in the community.

The following fields of action are intended to achieve the goals of the gender and diversity concept in order to 1) reduce exclusion mechanisms and 2) promote participation.

2. fields of action

2.1 Research and knowledge transfer

Gender and diversity aspects in research and knowledge transfer are sensitised, e.g. by taking into account criteria on gender equality and diversity of the German Research Foundation (DFG) in project applications. The dialogue between researchers and cooperation partners on diversity in project teams and on project results should be intensively promoted.

2.2 Personnel selection and development

The selection of personnel should be non-discriminatory and barrier-free, transparent and criteria-based, and lead to diversity in all status groups. The proportion of persons from disadvantaged groups should be increased. Multiple discrimination should be counteracted in the qualification phase. Employees should be treated equally.

2.3 Communication

Communication in research should be barrier- and discrimination-free as well as gender- and diversity-sensitive in text, image and sound. Events should be conducted with as few barriers as possible and information should be offered with few barriers and formulated in a comprehensible way. When creating visual material, attention should be paid to diversity- and gender-sensitive imagery.

3. Conclusion

A gender and diversity concept must be continuously adapted to social developments. The ILU is committed to achieving equality for all people.