

## Promotion of Gender Equality and Diversity at IfADo

According to the [Basic Law](#) of the Federal Republic of Germany, women and men have equal rights and may not be disadvantaged in any capacity. Accordingly, the promotion of equality between women and men is enshrined in our **statutes** and is a consistent guiding principle in all areas of activity at our institute.

As a member of the Leibniz Association, IfADo is subject to the Implementation Agreement of the Joint Science Conference (GWK) on Equality between Women and Men in Joint Research Funding ([AV-Glei](#)). In addition, IfADo is committed to the [Research-Oriented Standards on Gender Equality of the German Research Association](#) (DFG) and the [Leibniz Gender Equality Standards](#). The equal opportunity policy regulations of our institute are anchored in the **gender equal plan** and **gender equality concept** of IfADo.

We present gender-specific and internationally split personnel figures in our annually updated **programme budget**, which also flow into the [Leibniz monitoring](#) for the GWK's Pact for Research and Innovation. On this basis, we develop and evaluate measures for the targeted implementation of equal opportunities, in particular increase the proportion of women in leadership positions. In doing so, we are guided by target quotas based on the [cascade model](#) recommended by the German Council of Science and Humanities.

The **measures** with which IfADo promotes equal opportunities for women and men include the active recruitment of women for leadership positions, the offer of individual support opportunities for career development for women in science (such as participation in the [Mentoring<sup>3</sup>](#) of the Ruhr University Alliance and the [Leibniz Mentoring Programme](#)), the transparent design or plannability of career paths, equal opportunities for part-time employees and measures to reconcile family and career.

Equal support for our **young researchers** in the doctoral phase and further career development is based on the [Leibniz Career Guidelines](#) and can be accessed via IfADo's own [structured doctoral programme](#).

The Institute is supported in its equal opportunities work by the **Equal Opportunities Officer**, her deputy, and the Board of Directors. The Equal Opportunities Officer, who is not subject to directives, gives advice and participates in structural and organisational processes as well as in all decisions relevant to personnel.

The IfADo is committed to unprejudiced equality policies and has signed the '[Diversity Charter](#)' in 2019 as a voluntary commitment to **promote diversity** in the world of work.

To *develop diversity*, the IfADo has set itself the following goals:

- *Realising equal opportunities* - in all areas, by designing the structural framework conditions in such a way that all employees are given equal access to opportunities for success, regardless of their individual starting situations.
- *Promotion of talents* - the house promotes the individual potentials and talents of all institute members and thus contributes to the implementation of equal opportunities and the excellence of the institute.

- *Protection against discrimination* - we do not tolerate discrimination in any form and respect the principles laid down in the General Act on Equal Treatment ([AGG](#)). The culture of IfADo is characterised by respect and appreciation.

## Compatibility of Work and Family at IfADo

For IfADo, the **compatibility** of work and family is an integral part of human resources work and cooperation in the institute. The institute promotes professional equality of all genders and is certified accordingly. We value diversity and therefore welcome all applications - regardless of gender, disability, nationality, or ethnic and social origin.

As a member of the Dortmund Science Network windo e.V., the institute is a player in the working group 'Family-friendly Science Location Dortmund', which supports [welcome offers](#) for newcomers. Here, IfADo also has dual career couples in mind and uses the regional platform '[Dual Career Couple Navigation](#)', if necessary.

IfADo has been awarded the '[TOTAL E-QUALITY award](#)' since 2010 and was recertified in 2014, 2017 and 2020 (extended to include the dimension '[diversity](#)'). The award recognises institutions that are sustainably committed to equal opportunities for women and men in their personnel and organisational policies.

We pursue a family-conscious human resources policy and are committed to unprejudiced diversity in the world of work. This is reflected in our memberships in the 'Charta der Vielfalt' [association](#) and the 'Erfolgsfaktor Familie' [corporate network](#). For this purpose, the institute has committed itself to implementing numerous measures that promote the compatibility of work and family.

The measures to reconcile work and family life focus on flexible arrangements for **working hours** and the **place of work**. All employees have opportunity to organise their working hours on their own responsibility within the framework of the legal requirements and in mutual agreement with their supervisor.

With a view to achieving a good work-life balance, IfADo supports **advisory services** on all [aspects of childcare and care responsibilities](#) through the cooperation agreement with the family service [BUK](#) (Familienbewusstes Personalmanagement GmbH), so that our employees can reconcile professional requirements and family obligations.

IfADo offers its staff a [family-friendly working environment](#). For further support with childcare tasks, a mobile parent-child workroom is available in-house.

*For the Board of Directors*

  
**Prof. Dr. Jan Hengstler**  
Scientific Director (Speaker of the Board)

  
**Brigitta Thiel**  
Commercial Director