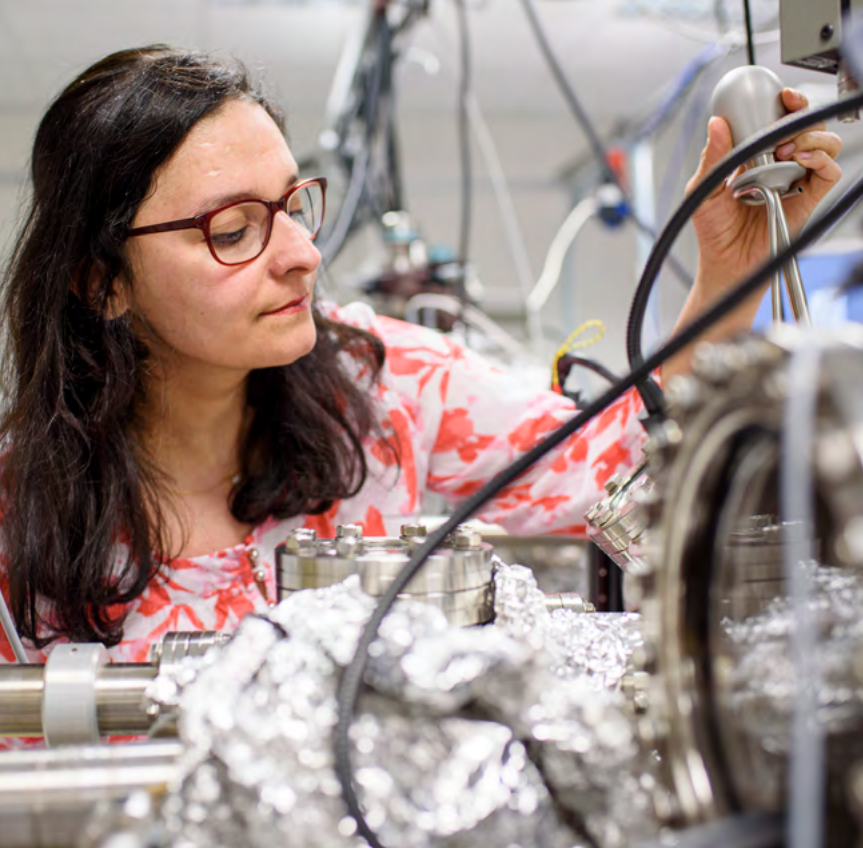


EQUAL OPPORTUNITIES.

2nd DESY Gender Equality Plan – short version
Valid from 01.01.2024 until 31.12.2027

Deutsches Elektronen-Synchrotron DESY
A Research Centre of the Helmholtz Association





As an employer, DESY is committed to establishing and expanding gender equality as one of the core guiding principles of its research, leadership and administrative culture. Thus, the promotion of gender equality, gender justice, equal opportunities for all and diversity affects every area at DESY. A Gender Equality Plan is a cyclical employer instrument for the presentation, anchoring and control of in-house equal opportunities promotion and is continuously updated.

On 01 January 2022, the board of directors introduced DESY's first Gender Equality Plan (GEP). It had a fixed term of two years.

The second gender equality plan will be put into effect on 01.01.2024, evaluating the implementation of the first plan and setting new priorities for the years 2024 to 2027.

The Gender Equality Plan is structured as follows:

- Introduction / preamble
- Inventory of existing measures / activities
- Gender analysis
- Measures with indicators, to be implemented within the validity period of the plan

DESY is obliged to document the implementation of the measures through regular monitoring.

Objectives of the 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

Since the proportion of women at DESY is currently at around just 32%, measures to promote women

continue to be a priority in this GEP. The gender analysis, which forms part of the second GEP, offers a comprehensive overview of the employment situation of women and men within the research centre.

Presentation of fields of action and measures with opportunities for participation

The following five fields of action with a long-term need for action have been identified, and implemented through measures:

- 4.1 Raising awareness / addressing unconscious bias**
- 4.2 Leadership**
- 4.3 Recruitment and career paths**
- 4.4 Compatibility of work and private life**
- 4.5 Development of STEM activities for girls and young women**

The numbering corresponds to the long version of the Gender Equality Plan.

4.1 Raising awareness and addressing unconscious bias

All people unconsciously evaluate the situations they are in and the people they meet based on gendered assumptions and past experiences. On the one hand, this implicit behaviour accelerates decision-making processes in everyday life, but on the other hand, it ensures that the assessment of people – e.g. when it comes to employing new members of staff or in other work contexts – is largely determined by these assumptions, without the person making them always being aware of it. A critical reflection of our own behaviour and assumptions is a prerequisite for changing our actions and learning to contribute to a gender-sensitive working environment. The focus of the following four measures lies on raising awareness for our own actions and promoting gender equality overall:

4.2 Leadership

Leaders play a key role in shaping the organisational culture and collaboration at DESY. More women in leadership positions are not only important for equal participation in decision-making processes within DESY, but also promote more diverse perspectives, ensure teams are more effective, generate equal opportunities and take on a role model function for society as a whole.

4.3 Recruitment and career paths

In order to ensure that qualified personnel will always be keen to join the research centre, it is essential that DESY presents itself as an attractive employer and carries out professional selection processes and tests new recruiting methods. From 2024, this will also be the focus of the newly acquired Helmholtz Association-funded project "Recruitment processes that are sensitive to diversity and inclusion".

No.	Measure	Status	Participation / Implementation
4.1.1	Unconscious gender bias trainings	Participation	Participation, especially by leaders, in training courses / lectures New: Testing additional innovative formats
4.1.2	Adding gender equality to mission / guiding principles	Information	Implementation by group "V-PE" Target for implementation: 2024
4.1.3	Implementation of a framework for gender-sensitive language at DESY	Participation	Framework coordinated by HR / PR Everyone can use and implement gender-sensitive language Target for implementation: 2024
4.1.4	Creating a website to publish the GEP	Information	Documentation of how far the implementation of measures has progressed https://pe.desy.de/desy_intern/gleichstellung/index_ger.html New: Website maintenance and information about events

No.	Measure	Status	Participation / Implementation
4.2.1	Gender-sensitive leadership development concept that promotes gender competence among leaders	Participation	<ul style="list-style-type: none">Continuation of previous measures New: Development of further innovative approaches, e.g. <ul style="list-style-type: none">Training to reflect on leadership ambitions for womenLectures for leaders on gender topics

No.	Measure	Status	Participation / Implementation
4.3.1	Recruiting women and female technicians / engineers	Participation	New: Piloting of active sourcing in technology Advertising DESY as an attractive employer with employer branding Involvement of female DESY engineers / female technical staff as role models
4.3.2	Pilot project "Anonymised applications trial": Is the approach supporting target groups or not?	Information	Concept launch via Master's thesis, final concept with the support of external expertise Piloting in 2025 to 2027
4.3.3	Data analysis on the gender pay gap at DESY	Participation	New: Analysis of further data Discussion of results with the Board of Directors

4.4 Compatibility of work and private life

As an employer, DESY, together with the works councils and the equal opportunities officer, is keen to establish further offers that increase the compatibility of work and family with regard to childcare and the care of relatives as well as private life in general. DESY received the "berufund-familie" certificate in 2023 and the measures of the target agreement are included as a focal point in this GEP.

No.	Measure	Status	Participation / Implementation
4.4.1	Active implementation of the requirements of the "berufundfamilie" certificate	Information	Implementation of the agreed measures Annual submission of a progress report New: Re-audit by 03/2026
4.4.2	Networking opportunities for parents		
a)	Piloting a network for fathers	Participation	Fathers are given an exclusive opportunity to discuss their role as fathers Objective: Reduction of gender stereotypes
b)	Piloting a network for parents	Participation	New: Development of a network concept with two events per year Piloting of regular meetings
4.4.3	Informing and raising awareness of the situation of parents		
a)	English-language information event on the topic of "Reconciling work and family for international parents"	Information	New: Increase DESY's attractiveness as an international employer with hybrid information events for both campuses
b)	Providing information centrally on the website Increase the visibility of the topic	Participation	New: Design of a new website Development of a parent mailing list and newsletter for parents
c)	Raising awareness of the situation of parents	Participation	New: Board of Directors positions itself on parental leave and family Presentation of various childcare models with "real" role models

4.5 Science, Technology, Engineering, Mathematics (STEM)

The proportion of women studying STEM subjects at university level and in apprenticeships is still remarkably low. Promoting interest in STEM subjects from an early age is therefore of great importance because this would allow women to make career and study choices free from stereotypes and prejudices. Continuous offers for schools and for the target groups of girls and young women are intended to attract them to apprenticeships in technical professions and to tie them to DESY at an early stage.

No.	Measure	Status	Participation / Implementation
4.5.1	STEM activities for students	Participation	Continuation of existing offers New: establishing fixed partnerships with at least three Hamburg schools
4.5.2	STEM internships / 50% ♀	Participation	Providing internship, especially for girls / young women New: Development of internship concepts for groups at DESY
4.5.3	Create a coordination structure for STEM activities in Hamburg	Participation	Connect participating groups / offers / projects / stakeholders New start required after change of staff



What was achieved with the first equality plan?

We have succeeded in raising awareness of the topics included in the GEP. 10% of all employees took part in general information events on the GEP. Trainings and offers were attended and 10 out of 13 measures were implemented or started. This is a great success. A look at the gender statistics shows that the proportion of women in all areas (administration, technology and science) has risen by 2% across the board in the last two years. The proportion of women in leadership positions has also increased. Even if these developments cannot be attributed causally to the GEP, they are nevertheless worth mentioning.

What are the next steps?

To achieve a higher level of equal opportunities, it was and is still important to involve everyone at DESY in the necessary processes. Leaders play a key role here because they shape personnel development and the promotion of equal opportunities directly within their groups.

An active participation of all interested parties at DESY to implement the equal opportunities plan is still expressly encouraged. The success and quality of the equal opportunities we are trying to promote at DESY depend on it.

Therefore, the HR development staff unit urges everyone to implement the measures in a joint effort over the course of the coming four years. The topics will be further developed within the framework of the available resources. Please submit any ideas and suggestions to the working group responsible for the monitoring: **personalentwicklung@desy.de**

The long version of the gender equality plan and further information on the development and implementation of the individual measures can be found at: https://pe.desy.de/desy_intern/equality/gender_equality_plan/index_eng.html

Should you have any questions regarding gender-specific aspects in applications for the EU research and innovation funding programme "Horizon Europe", please contact EUP: **eup@desy.de**



The DESY research centre

DESY is one of the world's leading particle accelerator centres and investigates the structure and function of matter – from the interaction of tiny elementary particles and the behaviour of novel nanomaterials and vital biomolecules to the great mysteries of the universe. The particle accelerators and detectors that DESY develops and builds at its locations in Hamburg and Zeuthen are unique research tools. They generate the most intense X-ray radiation in the world, accelerate particles to record energies and open up new windows onto the universe.

DESY is a member of the Helmholtz Association, Germany's largest scientific association.

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