


Effective from 1 April 2022	Gender Equality Plan (GEP) Barkhausen Institut	 barkhausen institut
Version 1 31 March 2022		

1. INTRODUCTION

This Gender Equality Plan (GEP) was developed for the Barkhausen Institut (BI) based on the institute's Career Development Concept from 2021. As BI is still a very young institute (founded in 2017), we find it especially important to tackle key challenges from the start, which will be instrumental in the further development of the institute.

The challenges related to gender equality and diversity were identified in the framework of BI's Career Development Concept. At present, the institute's employees' gender ratio is very unbalanced. It is therefore evident and essential that increasing the gender balance constitutes one of our five career development goals: While retaining the female scientists currently employed at our institute, it is our goal to increase the number of female scientists significantly. The BI Career Development Concept specifically dedicates a section to gender equality with offers and measures helping women advance professionally and to increase the gender balance. The entire process of addressing the issue of gender balance within the Career Development Concept was conducted in close consultation with the target group itself, i.e. our female scientists.

The topic of gender equality is very important to us. The present Gender Equality Plan is therefore instrumental in tackling the topic strategically alongside our Career Development Concept. At the same time, the GEP will serve as a tool to monitor ourselves over the course of the upcoming two years (until the end of 2023). We have already achieved some basic milestones: we were certified a family-friendly institute by the *audit berufundfamilie gGmbH* for the first time in 2020 and strive for the re-auditing in 2023. The issue of gender equality is clearly stated in the target agreement with *audit berufundfamilie*. As part of a larger evaluation process, we are planning an employee survey in 2022 and 2023, which will include aspects of balancing career and work as well as gender equality.

2. KEY CHALLENGE RELATED TO GENDER EQUALITY AND DIVERSITY


Because we are still in the early stages of building our institute's framework, we will focus on the key challenge, i.e. the fact that there are too few women in engineering. Establishing a solid basis will allow us to gradually become more effective and continuously improve as we grow. This will be a vital prerequisite for the upcoming *audit berufundfamilie* evaluation in 2023.

2.1. Key Objective "Increasing the gender balance"

While the administrative staff at Barkhausen Institut is predominantly female, the number of female scientists at BI is currently too low. Of the thirty scientists currently employed at BI, two are women. At Technische Universität Dresden, of which Barkhausen Institut is an An-Institute (associated institute), the female share of first-semester engineering students in the winter term 2021/2022 was 21.1% (electrical engineering: 17.8%, computer science 22.8%, engineering 21.2%). By contrast, the female share of university graduates in engineering in the winter term 2019/2020 was 17.6% (electrical engineering: 14.0%, computer science 20.2%, engineering 18%).

Our goal is to achieve a female share of at least 18 percent among our scientific staff at BI.

While some actions introduced below are open to all genders, we expect to attract more females, which will help reach the 18-percent goal. That is why we also aim at **achieving female**

Effective from 1 April 2022	Gender Equality Plan (GEP) Barkhausen Institut	
Version 1 31 March 2022		

participation in our (gender-neutral) actions of at least 50 percent by specifically addressing female students and scientists through focused target group marketing and outreach strategies.

3. ACTION PLAN

To address the objective of reaching a gender balance, we are combining three strategies. Firstly, it is important to successfully retain the female scientists currently employed at BI. The second approach is to implement measures to recruit more women. The third strategy is to increase the pool of women pursuing a career in science – which is a strategy that must be implemented as early as at school level.

<p>Strategies to increase the gender balance</p> <p>Strategy 1: Retaining the female scientists at BI</p> <p>Strategy 2: Recruiting more women</p> <p>Strategy 3: Increasing the pool of women in engineering science</p>
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Orientated along these three strategies, we developed an action plan for the duration of the GEP, with a review of the actions scheduled for the end of 2023.

Resources allocated to the Action Plan: Since Gender Equality is a cross-cutting topic at the BI, several BI members are involved in and responsible for implementing the GEP action plan. Additionally, further budget is allocated specifically to some actions.

Data collection and monitoring: To increase available data for monitoring the effectiveness of our actions, we will collect data for all activities to be able to assess their success. This will form an important basis for the general review of the GEP.

Dissemination of the Gender Equality Plan: In order to increase the awareness of the GEP, its objective and action plan among BI members, it also needs to be disseminated. Beyond that, this will contribute to presenting the institute as a family-friendly, gender-equal employer.


Dissemination channels:

- GEP on BI website and internal wiki
- Information by email to all BI members
- Institute-wide information session

3.1. Strategy 1 “Retaining the female scientists at BI”

3.1.1. Action 1: Training and Individual Coaching

To retain the female scientists at BI, one key action is to support them through professional training opportunities: For this purpose, the BI organizes trainings specifically for women, such as resilience skills, communication skills, rhetoric skills, confidence training, self-marketing, negotiation skills, etc.

Effective from 1 April 2022	Gender Equality Plan (GEP) Barkhausen Institut	
Version 1 31 March 2022		

At the same time, it is key to raise gender awareness at group leader and management level. For this reason, leadership trainings will be conducted specifically with a focus on raising awareness on gender equality, unconscious gender biases, and diversity.

In addition to the training opportunities, individual coaching offers for female scientists are meant to target specific skills areas in which support or assistance is needed, and to continue to train and deepen the skills developed in such trainings.


Target group	Female scientists currently employed at BI; group leaders and management
Responsible Units/Stakeholders	HR Management, Group Leaders, BI Management
Expected Results	<ul style="list-style-type: none"> ▪ Greater visibility of female scientists ▪ Greater gender-awareness among entire staff ▪ More presentations at conferences by female scientists
Data collection and monitoring	<ul style="list-style-type: none"> ▪ Evaluation of trainings ▪ Evaluation of conference experiences after participation in trainings
Allocated Resources	Approx. EUR 3,000 in 2022

3.1.2. Action 2: Mentoring and Networking

Mentoring constitutes another important action for successfully retaining the female scientists at BI. It is generally proven that participation in a mentoring program effectively strengthens women in academia both in their research profile and in their professional and academic network.

In addition, establishing networking opportunities specifically for women is expected to be beneficial to both strategy I and II: Retaining the female scientists at BI (I) and Recruiting more female scientists (II). For this purpose, the plan is to organize regular networking events (for example, Lunch Meetings) for women in administration and science at Dresden-based research and cultural institutes and museums.

Target group	Female scientists currently employed at BI
Responsible Units/Stakeholders	HR Management, DRESDEN-concept (in progress), DRESDEN-concept Welcome Center
Expected Results	<ul style="list-style-type: none"> ▪ Expansion of local (interdisciplinary and transdisciplinary) network ▪ Increased visibility in the local network ▪ Feedback on career path and research output ▪ More satisfaction with chosen career path
Data collection and monitoring	<ul style="list-style-type: none"> ▪ Number of memberships in mentoring program ▪ Number of attendants in mentoring program ▪ Number of local networking events ▪ Number and sectorial diversity of participants

Effective from 1 April 2022	Gender Equality Plan (GEP) Barkhausen Institut	 barkhausen institut
Version 1 31 March 2022		

Allocated Resources	<ul style="list-style-type: none"> ▪ Membership fees (if external program, e.g. MentorMe), travel subsidy for travel to mentor and for networking (2000 Euro per BI scientist) ▪ Networking location/space provided by BI
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3.1.3. Action 3: Individual performance reviews

At Barkhausen Institut, individual performance reviews are conducted every six months. They can also include occasional career consultations to help guide scientists in their career.

Target group	All employees at BI
Responsible Units/Stakeholders	HR Management, Group Leaders, BI Management
Expected Results	<ul style="list-style-type: none"> ▪ Awareness of career path and plans ▪ Focused pursuit of career plans
Data collection and monitoring	<ul style="list-style-type: none"> ▪ Individual career development plan (IDP) ▪ SMART goals every 6 months
Allocated Resources	Supported and conducted by BI staff

3.1.4. Action 4: Balancing of work and family


At Barkhausen Institut, we put great emphasis on the balance of work and family. For this reason, we have been *audit berufundfamilie* certified for the first time in 2020. To make work at BI as family-friendly as possible, we have established a flexible working time model and offer the possibility of working part-time. Furthermore, we allow for life-course oriented working-time adjustments, mobile working, and we pay attention to a family-friendly organization of meetings and appointments. Family-oriented values at the institute, and the importance of balancing work and family will ultimately benefit all employees.

Target group	All employees at BI
Responsible Units/Stakeholders	HR Management, Group Leaders, BI Management
Expected Results	Satisfaction with balance of work and family
Data collection and monitoring	<ul style="list-style-type: none"> ▪ Employee survey (scheduled for 2022 and 2023) ▪ Regular meetings of work group "Work and family" and feedback to management
Allocated Resources	Supported and conducted by BI staff

3.2. Strategy 2 "Recruiting more female scientists"

3.2.1. Action 5: Targeted recruiting and support of female scientists

Targeting female scientists at student or research assistant level constitutes a fundamental action towards the strategy of recruiting more female scientists. This means, for example, specifically advertising positions in dedicated networks, doing active recruitment, and directly approaching

Effective from 1 April 2022	Gender Equality Plan (GEP) Barkhausen Institut	
Version 1 31 March 2022		

potential candidates at the beginning of their career or even studies. This includes active efforts to recruit female student assistants who, after graduating, become candidates for the scientific staff at the BI.

Target group	Female science students and student assistants
Responsible Units/Stakeholders	HR Management, Group Leaders, PR/Communication
Expected Results	More female scientists employed at student/research assistant level
Data collection and monitoring	Number of female scientists employed at student/research assistant level
Allocated Resources	Membership fee for <i>Empfehlungsbund</i> network portal


3.2.2. Action 6: Targeted invitation of female guest scientists

A further action towards recruiting more women scientists constitutes inviting female guest scientists who in the short- to mid-term future may become potential future employees of BI.

Target group	Female guest scientists
Responsible Units/Stakeholders	HR Management, Group Leaders, BI Management
Expected Results	<ul style="list-style-type: none"> ▪ Increased attractiveness for female international employees/guest scientists ▪ Networking with guest scientists in Dresden ▪ Potential recruitment ▪ Potential project cooperations ▪ Building alumni network
Data collection and monitoring	<ul style="list-style-type: none"> ▪ Number of female guest scientists ▪ Number of recruitments from pool of female guest scientists ▪ Number of joint projects/new cooperations
Allocated Resources	No incurred costs, fully equipped workstation

3.2.3. Action 7: Targeted invitation of female guest students or student interns

To implement the strategy of recruiting more female scientists effectively, it is important to address young scientists already at student level. This can be done by inviting female guest students to the BI, or by offering internships to young female scientists. Over the course of typically four to five months, university students can pass an internship at our institute within the framework of their studies. Exposing them to hands-on experience and meeting advanced scientists this early in their academic career will help make the field of engineering in general and the BI in particular an attractive place for female scientists to continue their career.

Effective from 1 April 2022	Gender Equality Plan (GEP) Barkhausen Institut	
Version 1 31 March 2022		

Target group	Female science students
Responsible Units/Stakeholders	HR Management, Group Leaders, BI Management
Expected Results	<ul style="list-style-type: none"> ▪ Networking with guest scientists in Dresden ▪ Potential recruitment ▪ Building alumni network
Data collection and monitoring	<ul style="list-style-type: none"> ▪ Number of female guest students ▪ Number of recruitments from pool of students ▪ Continuation as student assistant at BI ▪ Number of alumni
Allocated Resources	500 Euros per months per student/intern, fully equipped workstation

3.2.4. Action 8: Communication of family friendliness at BI

Family-oriented values at BI, and the importance of balancing work and family are also communicated externally, for example, on the institute’s website, in order to increase the attractiveness of the BI for future employees.

In this context, we will disseminate the Gender Equality Plan in order to increase awareness of existence of GEP, its objective and action plan among BI members. In turn, this will contribute to presenting the institute as a family-friendly, gender-equal place to work.


Target group	BI members, BI (website) visitors, potential new members
Responsible Units/Stakeholders	HR Management, Group Leaders, PR/Communication
Expected Results	External perception of family-friendly employer
Data collection and monitoring	Download rate of GEP (from website)
Allocated Resources	Supported and conducted by BI staff

3.3. Strategy 3 “Increasing the pool”

3.3.1. Action 9: Lernlabor activities: JuniorDoktor and INGCamp

In the framework of the Barkhausen Institut’s Lernlabor (learning lab), there are two activities that are targeted at young high school students from 9th grade onwards: JuniorDoktor and INGCamp (engineering camp).

JuniorDoktor is a program that gives young students a lively insight into research and engineering science. While it is not specifically addressed at girls, we find it important to include this program in our action plan as it addresses the hitherto youngest target group of our GEP: The earlier girls get in touch with STEM, the earlier they can reverse stereotypes about STEM and have successful experiences with STEM, the earlier they will also increase their interest in it.

Effective from 1 April 2022	Gender Equality Plan (GEP) Barkhausen Institut	
Version 1 31 March 2022		

INGCamp (engineering camp for girls) is a project currently in planning, in cooperation with the Diversity Management Unit of TU Dresden, to take place during fall vacation. It is aimed at providing learning and experimenting experiences for young female high school students with a focus on engineering science and ecology. During the program, there will typically also be opportunities to meet with role models, such as fireside talks with female scientists.

Target group	Female high school students from 9 th grade
Responsible Units/Stakeholders	HR Management, Group Leaders, OpenLab
Expected Results	<ul style="list-style-type: none"> ▪ Raised interest in studying engineering ▪ Increased STEM competences and interest ▪ Meeting and getting to know female role models
Data collection and monitoring	Numbers of female participants at BI activities (students and role models)
Allocated Resources	Supported and conducted by BI staff

3.3.2. Action 11: Lernlabor activity: Internships for high school students


Internships for young high school students constitute another activity within the Lernlabor at BI. Over the course of a small project carried out within a few days up to 2 weeks, young high school students can gain hands-on insight into what working in the field of electrical engineering, robotics and computer science looks like. For the purpose of increasing the gender balance, we specifically aim at attracting female interns.

Target group	High school students
Responsible Units/Stakeholders	HR Management, Group Leaders, OpenLab
Expected Results	Raised interest in working as a researcher in engineering

3.3.3. Action 10: Voluntary Social Year in Science, Technology and Sustainability (FJN)

Within a Voluntary Social Year in Science, Technology and Sustainability (FJN), high school graduates have the opportunity to get to know the BI for 12 months. The FJN is accompanied by the International Youth Community Services, which offers 25 seminar days for further training during the volunteer year. For the purpose of increasing the gender balance, we specifically aim at attracting female high school graduates.

Target group	High school graduates
Responsible Units/Stakeholders	HR Management, Group Leaders, OpenLab
Expected Results	<ul style="list-style-type: none"> ▪ Raised interest in studying engineering ▪ Increased STEM competences and interest
Data collection and monitoring	<ul style="list-style-type: none"> ▪ Number of female FJN participants at BI ▪ FJN final reports
Allocated Resources	800 Euros per month per person, fully equipped workstation

Effective from 1 April 2022	Gender Equality Plan (GEP) Barkhausen Institut	
Version 1 31 March 2022		

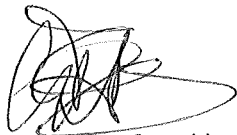
Data collection and monitoring	Number of female interns
Allocated Resources	Supported and conducted by BI staff

3.3.4. Action 12: Participation in Girls' Day

Making the field of science more attractive and accessible to students from a young age is another key element to achieving the objective of increasing the gender balance. Within the framework of the annual Girls' Day, information will be given on what to do after completing high school, such as completing an FJN or an internship at BI.

Target group	Female high school students from 9 th grade
Responsible Units/Stakeholders	HR Management, Group Leaders, OpenLab
Expected Results	<ul style="list-style-type: none"> ▪ Lively participation in BI activities at Girls' Day ▪ Increased STEM interest and competence ▪ Getting to know female role models
Data collection and monitoring	Number of participants at BI activities (students and role models)
Allocated Resources	Supported and conducted by BI staff

Dresden, 31 March 2022



Managing Director of Barkhausen Institut
gGmbH



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gGmbH