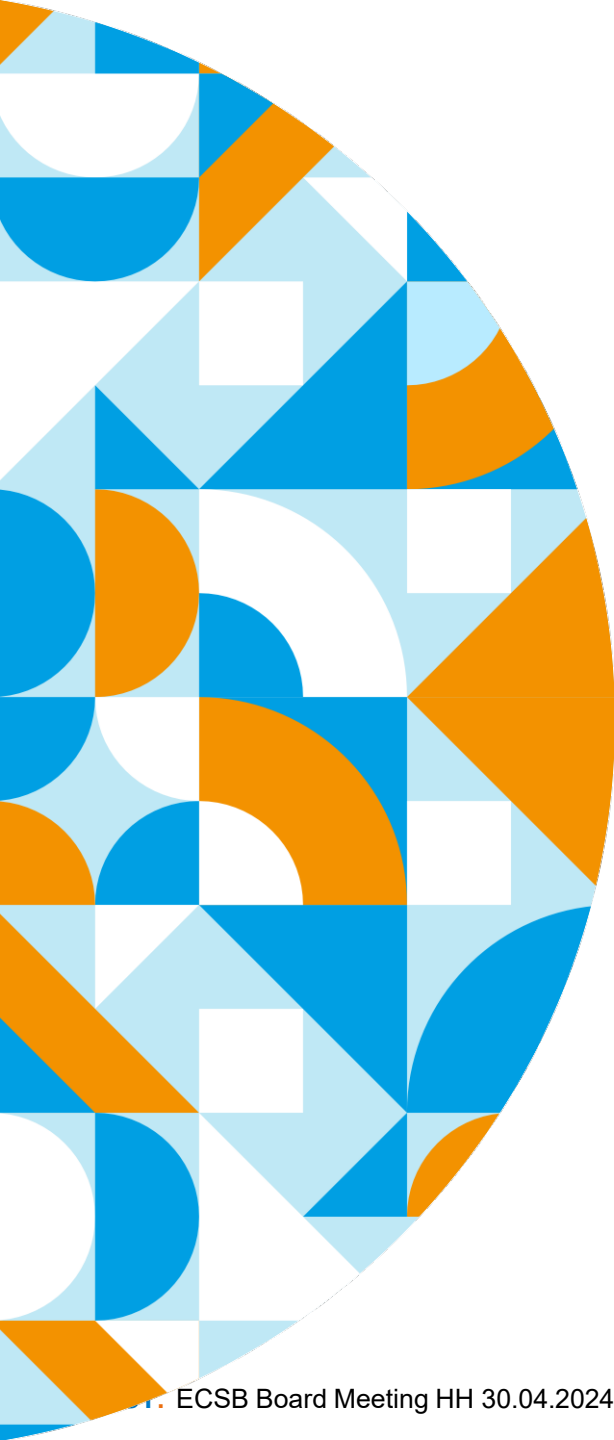




READY

Recruitment and Diversity at DESY

D&I Activities at DESY

Presentation für ECSB on April 30, 2024



Introduction D&I Coordinator

- Since January 2022: Anne Freese is „Coordinator for Diversity & Inclusion“ at DESY Hamburg
- Background in Gender Studies, working additionally as a freelance trainer for antidiscrimination in academia
- Tasks:
 - Sustain professional networks with/like...**
 1. Diversity Roundtable Hamburg
 2. Helmholtz Network for DEI
 3. Equal opportunities officer, Representative of the severely disabled, work's council, WA Diversity Working Group

Introduction

- Tasks:

- Counselling on D&I topics**

- Introduce diversity & inclusion as a cross-sectional topic and advise on diversity-oriented matters

- Event management on D&I topics**

- e.g. Girls and Boys Day, Parents' Information Day, Diversity Day, Panel discussion on having a career in academia with a disability, Pride activity

- Participation in READY**

- Diversity Survey, Anonymization of application procedures, Dialogue format

READY

Recruitment and Diversity at DESY

Projektrahmen

- Helmholtz-Förderinitiative: „**Diversitätssensible Prozesse in der Personalgewinnung**“
- Laufzeit 4 Jahre (April 2023 – April 2027)

- **Projektteam**

Personalentwicklung (PE) und Recruitment (V22)

Project framework

- Helmholtz funding initiative: “**Recruitment processes that are sensitive to diversity**”
- Duration: 4 years (April 2023 – April 2027)

Project team

HR Development (PE) and Recruitment (V22)



Franziska Westerfeld



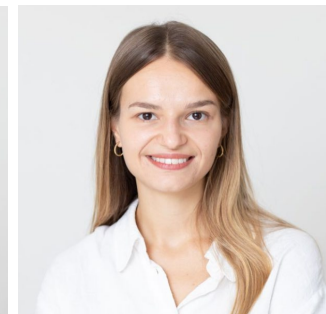
Anne Freese



Jochen Barnstedt



Emily Windhorst



Marie Lou Hartmann

READY

Recruitment and Diversity at DESY

Projektziele

- Diversitätssensible und inklusive Personalauswahlprozesse
- DESY als Arbeitgeber wettbewerbsfähig, attraktiv halten und vielfaltsfördernd positionieren
- Kompetenzen im Umgang mit Diversität, Inklusion und Verhalten bei Diskriminierungserfahrungen stärken
- Zugehörigkeit, Chancengerechtigkeit und individuelle Potenzialentfaltung bei derzeitigen und zukünftigen Beschäftigten bei DESY stärken

Objectives

- Establish recruitment processes that are sensitive to diversity and inclusion
- Keep DESY competitive and attractive and foster the recognition as an diversity valuing employer
- Strengthening skills in dealing with diversity, inclusion and experienced discrimination
- Sense of belonging, inclusion and equal opportunities among current and future employees

Umsetzung

Sechs Teilprojekte

TP 1 : Leitfaden, Schulungsfilm, Schulungen für Auswahlkommissionen

TP 2 : Anonymisierte Bewerbungsverfahren

TP 3 : Diversitätssensibles Employer Branding

TP 4 : Rekrutierung von Frauen in Technik

TP 5 : Diversitätsbefragung

TP 6 : Dialogwerkstatt

Implementation

Six sub-projects

1 : Guidelines, educational film and training for selection committees

2 : Anonymization of application procedures

3 : Diversity-sensitive employer branding

4 : Recruitment of women in technology

5 : Diversity survey

6 : Dialogue format

Vielen Dank / Thank you

Projektwebsite:

Mehr Informationen zum Projekt auf der PE-Website / More information on the project on the HR development website:

https://pe.desy.de/desy_intern/diversitaet_amp_inklusion/ready_helmholtz_projekt/index_ger.html

Kontakt

Deutsches Elektronen-
Synchrotron DESY

www.desy.de

Franziska Westerfeld

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Videotelefonie in Gebärdensprache möglich