Map of Measures for the Inclusion Initiative

Awareness

Cross-hierarchy measures to raise awareness

Training for top management, managers, and HR officers to build knowledge

Workshops and dialogue formats to dismantle prejudices and foster dialogue with role models

Informational materials on hiring and employing people with disabilities

Organizational cul-

Participation and networking

Regular **communication** (reporting) on progress of internal measures

Support for internal networks between people with disabilities, allies, and the responsible contact persons

Anonymous surveys to identify potential barriers and specific needs

5

Accessibility

Analysis and monitoring

vision of internal and external websites, taking WCAG standards into account

Status quo survey, definition of uniform minimum standards and two-sense principle

Information on accessibility for employees and the public, e.g., accessibility statement

Inclusive employer

More internal and external visibility for inclusion approach

Active and authentic outreach to people with disabilities as target group

Specific career information, accessible job postings, and way(s) to get in contact

Strategic and operational collaboration with additional science organizations, external service providers, and organizations close to the target group

Structures

Creation of financial and human resources

Exploitation of Alliance synergies to communicate potential solutions to policymakers and include them in decision-making processes

Compensation for disadvantages to take science-specific conditions into account, such as pressure to publish, fixed-term contracts

Use of free service and advising options offered by the German federal government to identify funding opportunities

Vision

Improve inclusive structures and overall conditions for a career in science, administration, and technology to bring in more talent with disabilities and support them in their development.

Goals starting in 2024

Implement concrete measures to break down barriers and improve inclusion of people with disabilities in science.

Map of measures for the Inclusion Initiative by the Alliance of Science Organizations in Germany

Map of Measures for the Inclusion Initiative

Awareness

Cross-hierarchy measures to raise awareness

Training for top management, managers, and HR officers to build knowledge

Workshops and dialogue formats to dismantle prejudices and foster dialogue with role models

Informational materials on hiring and employing people with disabilities

Organizational cul-

Participation and networking

Regular **communication** (reporting) on progress of internal measures

Support for internal networks between people with disabilities, allies, and the responsible contact persons

Anonymous surveys to identify potential barriers and specific needs

5

Accessibility

Analysis and monitoring

evision of internal and external websites, taking WCAG standards into account

Status quo survey, definition of uniform minimum standards and two-sense principle

Information on accessibility for employees and the public, e.g., accessibility statement

Inclusive employer

More internal and external visibility for inclusion approach

Active and authentic outreach to people with disabilities as target group

Specific career information, accessible job postings, and way(s) to get in contact

Strategic and operational collaboration with additional science organizations, external service providers, and organizations close to the target group

Structures

creation of financial and human resources

Exploitation of Alliance synergies to communicate potential solutions to policymakers and include them in decision-making processes

Compensation for disadvantages to take science-specific conditions into account, such as pressure to publish, fixed-term contracts

Use of free service and advising options offered by the German federal government to identify funding opportunities

Vision

Improve inclusive structures and overall conditions for a career in science, administration, and technology to bring in more talent with disabilities and support them in their development.

Goals starting in 2024

Implement concrete measures to break down barriers and improve inclusion of people with disabilities in science.

Map of measures for the Inclusion Initiative by the Alliance of Science Organizations in Germany