



HITS Equality Plan

(Version 02, 01.2022)

Contents

Preamble	2
Basic considerations	2
Goals	3
Diversity at HITS in numbers	3
Measures	4

Preamble

The Heidelberg Institute for Theoretical Studies was established in 2010 by SAP co-founder Klaus Tschira (1940-2015) and the Klaus Tschira Foundation as a private, non-profit research institution. HITS conducts basic research in the natural sciences, mathematics and computer science. This involves processing, structuring and analyzing large, complex volumes of data and developing computer-aided methods and software. The research fields range from molecular biology to astrophysics.

HITS employs staff, PhD students on scholarship, students (M.Sc., B.Sc.), student and research assistants, as well as deputies and visiting scientists from other institutions. We refer to all persons working at HITS as "HITSters".

Basic considerations

Equality at HITS:

Equality describes the totality of measures to equalize the living situation of groups to be treated equally in all areas of life.

As an international research institute, HITS gGmbH is committed to both research and the promotion of young scientists.

In doing so, we consider it a matter of course to give all individuals working at HITS the same opportunity to work in a scientific environment in which everyone can develop freely, regardless of gender, sexual orientation, age, nationality and religion.

Integrity and sustainability, social responsibility in dialogue with the public, international orientation, mutual respect, family friendliness and diversity are cornerstones of our institute.

In the following, we provide an overview of measures already implemented as well as planned to ensure gender equality at HITS.

Goals

This plan is intended to focus on and ensure the implementation of the German Federal Equality Act (BGlG) with its goals:

- Equality of women, men and non-binary persons.
- Eliminate and prevent existing disadvantages based on gender.
- Improving family-friendliness and reconciling family, care and work.

In order to implement the Gender Equality Plan at HITS, data was collected for the first time in December 2021 to create a sound database. In the future, data collection will take place annually. The equality plan will be reviewed and updated with regard to the measures and their impact at least every three years.

Diversity at HITS in numbers

(as of 12/2021)

	Total	thereof women
HITSters total	168	71
HITSters, science*	144	58
HITSters, service groups	24	13

Undergraduates	31	15
PhD students	45	11
Employees, science (excluding PhD students)	31	11
Group leaders, science	13	5

*Employees, students as well as visiting scientists with and without place of work and PhD students with scholarship

HITS is a research institute committed to diversity. Women, men and non-binary people work here. The table explicitly identifies the group of women.

Along the career path from study to doctorate and to scientific employees, science loses many female employees. ¹ At HITS, the ratio of female to male students was nearly equal in 2021 (15 to 16); for PhD students, the ratio is 11 to 33; and for employees in science (postdocs or senior scientists without a doctorate), the ratio is 11 to 20. At the group management level, the ratio is 6 to 9. Since this is the only data set to date, no trend can yet be discerned. We will pay special attention to this fact in the future when recruiting PhDs and postdocs.

Measures

Workplace and hours

Work location

We enable mobile working. In addition, we are developing an official policy for working in a home office. During the Covid 19 pandemic, we allowed HITSters to work in a home office wherever possible.

Flexible working hours and core hours

Working hours at HITS are flexible. A core time for HITS-wide meetings is currently being discussed. This is intended to allow all HITSters to attend important internal meetings while balancing childcare and family care schedules.

Working hours, part-time employment, parental leave

Analogous to German law, HITS offers the possibility of part-time employment within the framework of parental leave. Flexible working hours as well as possibilities for part-time work can be agreed upon individually with the group leaders.

¹ German Federal Statistical Office: Women's share by academic career ([destatis.de](https://www.destatis.de)), retrieved 18.01.2022. Resmini, Marina: The 'Leaky Pipeline'. Chemistry Europe, 2016,

Hiring criteria and salary

Equal Pay

Personnel selection and payment are carried out regardless of gender. We use a gender-independent pay scale for salaries.

Recruiting

Qualifications and suitability are taken into account in the selection of applicants, irrespective of gender.

Our job advertisements are always formulated in a (gender-) neutral way. HITS sees itself as an institute where equal opportunities are practiced. This principle is formulated in our job advertisements.

The evaluation of diversity in applications for advertised positions is planned. No data is available for 2020 and 2021.

Promoting young talent

Girls' Day

Girls' Day - Girls' Future Day" is sponsored by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and the German Federal Ministry of Education and Research (BMBF). With this offer, the girls get to know apprenticeship occupations and courses of study in IT, crafts, natural sciences and technology, in which women have so far been rather rarely represented. Since 2015, HITS has participated in "Girls' Day" and offers various workshops in the MINT area (MINT means mathematics, information technology, natural sciences and technology) every year.

Girls' Digital Camp

The "Girls' Digital Camps" are an initiative of the Ministry of Economics, Labor and Housing of the State of Baden-Württemberg and the Heidelberg University of Education, in which there are offers for female students on various topics related to IT and computer science in connection with social innovations. HITS is one of the cooperation partners of this initiative and offers various project days for female students within this framework.

Communication

Gender-sensitive language

We attach importance to using appreciative and gender-sensitive language in presentations, publications, on the Internet and in social media. To this end, we have developed our own guidelines that are binding for official communication. In addition, we sensitize all HITSters to this topic and provide information material.

Communication on various topics

All measures as well as updates on topics such as family friendliness and diversity can be found on our intranet. On the specially created intranet pages there are presentations, guidelines, further links as well as information on contact persons.

Awareness training

Starting in 2022, there will be various awareness training sessions at HITS to sensitize individual employees (management, administration, communication, group leaders) with personnel responsibility to the topic of diversity and equality. In addition, there will be an information offering for all HITSters working at the Institute. The "Diversity Committee" will also give presentations at the Lab Meeting as needed to draw attention to current issues.

Working Groups

Staff Representation

At HITS, there is a so-called Staff Representation, in which HITSters from different groups meet regularly and discuss suggestions for improving the work at the Institute. The results are then discussed with the management and implemented. A documentation of the work of the Staff Representation can be found on the HITS intranet.

Committees

In addition to the Staff Representation, there are other "Committees" on the topics of family friendliness, diversity and sustainability. These committees are organized by interested HITSters from all groups and focus on these specific topic clusters. The results of their work can be found on the HITS intranet and in excerpts in this document.

Family Friendliness

The Family Friendliness Committee has already implemented the following items:

- Breastfeeding room: a room in the HITS main building can be used for breastfeeding infants.
- Core meeting times.
- Creation of an overview of measures and benefits (to be found on the intranet).
- "Family friendliness" included as one of the goals in the HITS mission statement.
- Information on offers during the onboarding process.

Further measures are to follow in the future.

Offers for professional development

Annual reviews

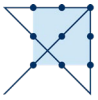
During annual reviews, HITS employees discuss the past work year and future tasks with their supervisors. Work results are evaluated, goals are agreed upon and further education and training needs are defined.

Mentoring Program

The junior group leader phase is particularly important in an academic career. We support junior group leaders at HITS by providing them with other group leaders as mentors who advise them on content-related questions, questions about group leadership or their own career planning.

Networking

In science, exchange with other working groups is important and career-enhancing. HITS supports this exchange within the institute as well as with external scientists. Among other things, we facilitate participation in conferences, workshops and other events that promote scientific as well



as interpersonal exchange. In addition, HITS awards the "Isabel Rojas Travel Award", which allows for a stay of up to 2 months in a scientific institution of one's choice.

Other Benefits

Health Promotion

At HITS there is a wide range of social benefits and health promotion measures:

- As part of a private supplementary health insurance, each employee can take advantage of preventive medical checkups, which are included in the catalog of Individual Health Benefits (IGel).
- There is a subsidy for membership fees for a major gym chain in the region, as well as yoga and other fitness offerings on site.
- At the institute, there is a subsidized healthy lunch program in the cafeteria, this includes vegetarian options.
- There is a spacious garden on campus that can be used for walks or meetings, for example, as well as two ping pong tables.

Confidant

In the event of conflicts within the teams or with superiors, it is possible to call in external consultants as mediators. Both an advisor and a counselor are available as contact persons. In addition, we have mental health first aiders who can provide advice.

Heidelberg, January 2022

Gesa Schönberger, Managing Director and Frauke Gräter, Scientific Director