

Gender Equality Plan

Gender Equality at DIALOGIK gemeinnützige GmbH

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Contact

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1 DIALOGIK AND ITS COMMITMENT TO GENDER EQUALITY

As a non-profit research organization, DIALOGIK's mission is to contribute to the common good through science and research. Specifically, we have set ourselves the task of using social science theories and methods to gain action-relevant insights into how communication and cooperation can improve the use of valuable social resources - natural, economic, cultural and social. Our scientific team of currently (2025) 11 researchers is active in three areas of research: *Risk*: Perception, Evaluation, Governance; *Communication*: Information, Dialogue, Participation; *Building Bridges*: Technology, Science, Society. We run projects on inclusive risk governance, on researching, developing and testing innovative communication and participation methods and on technology and environmental education. The projects are financed by third-party funds.

Today's society is characterized by increasing fragmentation into disciplines, areas of responsibility and competence as well as fields of action. DIALOGIK counters this fragmentation with inter- and transdisciplinary approaches, methods that emphasize dialogue and participation, and cross-sector cooperation. Integration and inclusion are also important goals of DIALOGIK in the internal organization. A central aspect here is the compatibility of work and life.

Work-life balance is one of the thematic focal points of DIALOGIK's gender equality activities. We are aware of our responsibility and the need to act in a gender-sensitive and non-discriminatory manner in our structures and in our research. We see **gender equality as a central task** and also a continuous challenge that we face with great conviction, commitment and a willingness to self-reflect, review, learn and readjust. This task is part of our endeavours to create a culture of appreciation for all employees in the workplace that is free from prejudice - regardless of gender or gender identity, age, ethnic origin or affiliation, physical and mental abilities, religion and ideology, sexual orientation and social background.

DIALOGIK's activities relating to gender equality are divided into five thematic priorities and fields of action. This **Gender Equality Plan** explains for each of these five fields which specific goals we are pursuing, which activities we are using to pursue these goals, what the current status is with regard to achieving these goals and which measures are intended to improve the achievement of these goals. The **thematic priorities** are:

- Work-Life-Balance and Organisational Culture
- Gender Balance in Leadership and Decision-Making
- Gender Equality in Recruitment and Career Progression
- Integration of the Gender Dimension into Research
- Measures Against Gender-Based Violence, Including Sexual Harassment

This Gender Equality Plan was drawn up in 2024 with the help of the Horizon Europe Guidance on Gender Equality Plans¹ and was adopted and signed by the DIALOGIK management. With this plan, DIALOGIK undertakes to promote equality between women and men and all genders, to review the implementation status of the measures at regular intervals and to adapt or supplement measures if necessary. The plan is published on the DIALOGIK website.



Executive Scientific Director

Prof. Dr. Ortwin Renn



Scientific Director

Dr. Rainer Kuhn



Managing Director

Agnes Lampke

Stuttgart, August 2025

¹ <https://op.europa.eu/en/publication-detail/-/publication/ffc06c3-200a-11ec-bd8e-01aa75ed71a1>; the Guidance supports organizations to meet the Gender Equality Plan eligibility criterion of Horizon Europe, the European Union's key funding programme for research and innovation.

2 WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE

Work-life balance involves ensuring an open and inclusive working environment and that all academic and administrative staff are properly supported to advance their career alongside personal responsibilities that they may hold outside of the workplace, including caring responsibilities.

Table 1: Overview of gender equality activities in relation to work-life balance and organizational structure

Goals	Actions (Status Quo)	Actions (Next Steps)	Progress Indicators
Reconciling private life and work	<p>In principle, every staff member of DIALOGIK may work part-time (i.e. less than 40 hours per week); Part-time work is also an option for staff in management/shareholder positions. The part-time ratio of DIALOGIK staff as of October 2024 is 100%</p> <p>At the employee's request, temporary or permanent changes to working hours can usually be agreed flexibly and at short notice in the event of changes in personal needs</p> <p>Every staff and management member can also choose between different work location models (facilitating mobile working) so that the respective family situation, caring responsibilities and personal needs are taken into account within the framework of the statutory regulations</p>		Continuation of a high degree of flexibility in the choice of working times, scheduled working hours and remote working
Open and inclusive working environment	<p>All employees have the possibility to network and collaborate internally and with external partners by using DIALOGIK's premises and a video conference software</p> <p>Building on the experiences of the coronavirus pandemic, DIALOGIK has facilitated</p>		<p>The possibilities to meet face-to-face and online will be maintained</p> <p>It will be maintained, that meetings that are not primarily focussed on the development of content-related results are predominantly held as online meetings (e.g. 2-weekly jour fixe as</p>

	<p>online meetings and digital participation that promote a good work-life balance and offer relief for employees with caring responsibilities or chronic illnesses</p> <p>Caring responsibilities are considered when choosing time and space of voluntary gatherings such as company outings or annual celebrations</p>		<p>opposed to the annual retreat)</p> <p>Growing number of participants at voluntary gatherings initiated by the DIALOGIK</p>
Visibility of women in the organization and externally	<p>All employees are presented on the DIALOGIK website with their positions, qualifications, expertise, publications and projects</p> <p>All employees can use the news function on the DIALOGIK website to report about new projects or publications, for example</p>	Putting more effort in motivating all genders and specifically women to publish news on the DIALOGIK website	Website-News with success-stories of female employees

3 GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

Policies and practices to achieve gender balance in leadership and decision-making is mainly about counteracting the situation where women remain underrepresented in academic and administrative leadership and decision-making positions in universities and research institutions in Europe.²

Table 2: Overview of gender balance in management/shareholders' meeting and in research coordination

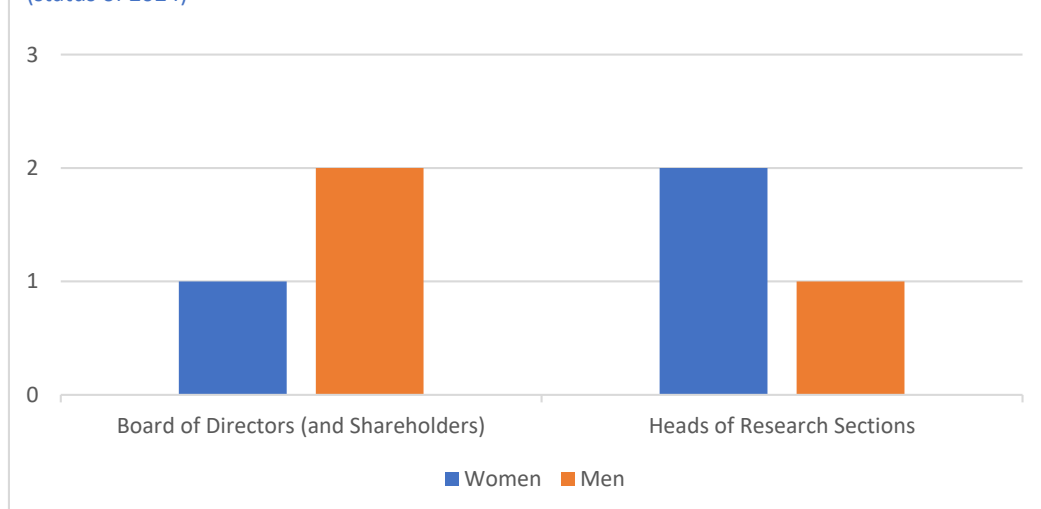
Goals	Actions (Status Quo)	Actions (Next Steps)	Progress Indicators
Gender-equitable staffing of managerial positions and shareholders' meeting to the extent permitted by the numerical	The management and shareholders' meeting currently consists of one woman and two men (see Figure 1) ³ . Both scientific directors are	In the event of a new appointment to the post of a scientific director, special efforts to recruit women for the post(s) will be made	Gender-balanced scientific management (level of directors)

² See the 2020 "Report on the Implementation of Targets: Follow-Up on the 2018 Guidance Recommendations" from the ERAC SWG GRI: https://www.genderportal.eu/sites/default/files/resource_pool/report-on-the-implementation-of-targets.-follow-up-on-the-2018-guidance-erac-swgri.pdf. The 2018 Guidance had been prepared by the European Commission and then Helsinki Group on Gender in R&I in response to the Council Conclusions of 1 December 2015 on Advancing Gender Equality in the European Research Area.

³ From 2007 to 2021, one of the two directorships was held by a woman, this meant that the management consisted of two women and one man; from 2009 to 2021, also the shareholders' meeting consisted of two women and one man.

composition of the decision-making bodies; since the foundation of DIALOGIK there has been an odd total number (3) of people in managerial positions and the shareholders' meeting	men: Special attention is being paid to possible female candidates for the replacement of one of the two director positions, should a new appointment be necessary		
Gender-equitable staffing of research area coordination	At present, research section coordination positions are held by two women and one men (see Figure 1)		Good representation of women in research area coordination is maintained

Figure 1: Gender distribution in management and research coordination
(status of 2024)



4 GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

Recruitment, selection and career progression measures aim to ensure that all genders have equal chances to develop and advance their careers.

Table 3: Overview of gender balance in recruitment and career progression

Goals	Actions (Status Quo)	Actions (Next Steps)	Progress Indicators
Equal chances to develop and advance careers for all genders	DIALOGIK management has taken care that women are well represented in the different personnel categories and academic career stages (see Figures 2 and 3)	DIALOGIK will critically review its recruiting and onboarding process for any gender-related biases which will be remedied; one idea that will be pursued further is that two people from DIALOGIK (1 male, 1 female) always take part in job interviews	Good representation of women in the different personnel categories is maintained

Equal payment for all genders	DIALOGIK is a non-for-profit research organization, its salary system and salary classification is based on the collective bargaining agreement (Tarifvertrag) for the public sector and on clear, comprehensible job profiles; this ensures that all genders receive the same pay for similar activities and functions		Equal pay for equal work is maintained
Gender-neutral recruitment	Positions to be filled are usually advertised publicly and assessments are made solely on the basis of performance and potential		Gender-neutral recruitment is maintained (if the gender balance was at risk, countermeasures would be taken)
Gender-sensitive language	The language used in job advertisements is gender-sensitive and also addresses non-binary people		Gender-sensitive language in job advertisements is maintained

Figure 2: Gender distribution of DIALOGIK staff (status of 2024)

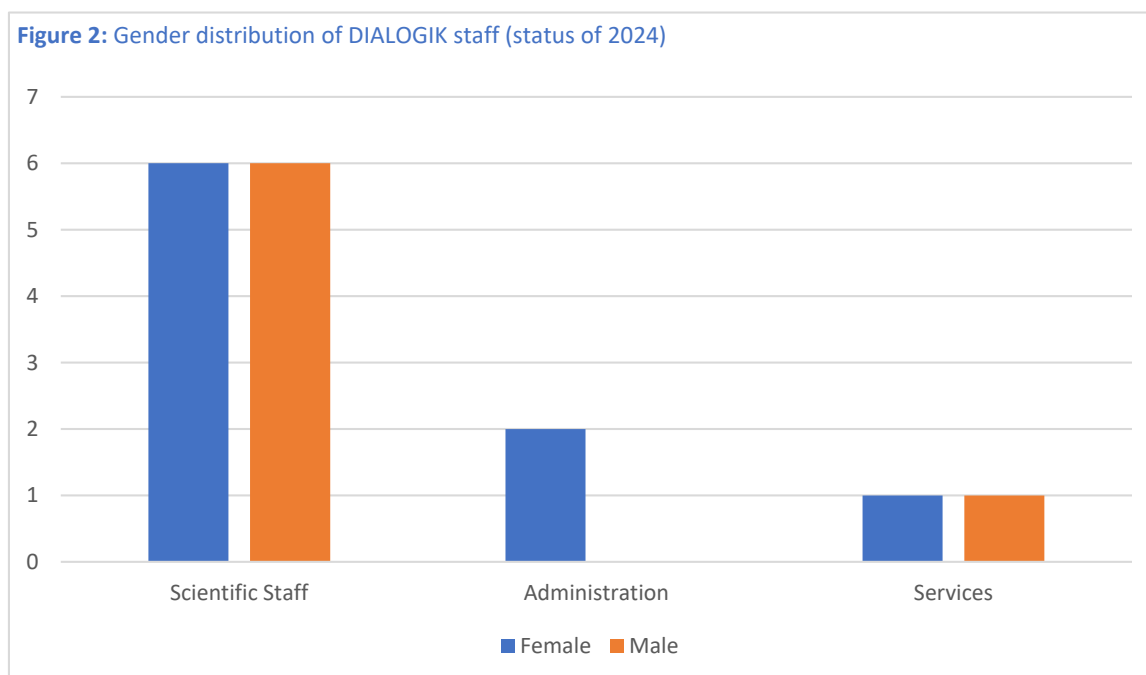
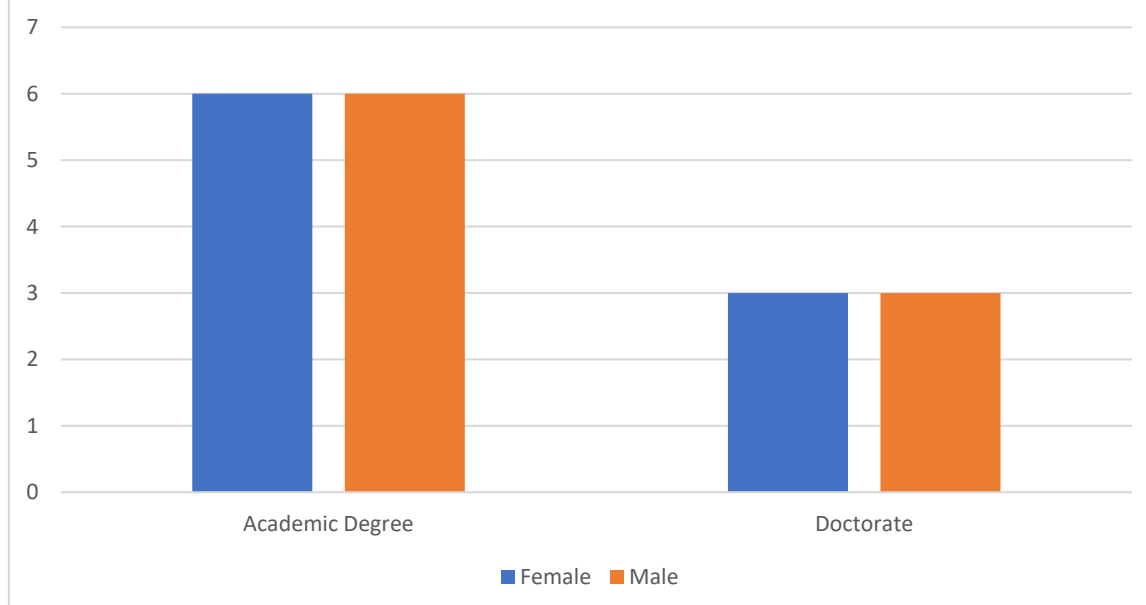


Figure 3: Gender distribution of DIALOGIK *scientific* staff (status of 2024)



5 INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH

This topic is about incorporating the gender dimension in the contents of research or educational activities and outputs of the organization.

Table 4: Overview of the integration of the gender dimension into research

Goals	Actions (Status Quo)	Actions (Next Steps)	Progress Indicators
Integration of gender aspects into the research process	Particularly in the development of EU projects, DIALOGIK researchers are currently examining together with the project partners whether there are gender-relevant issues and where these issues could be addressed (e.g. in the respective work package or across work packages in a separate work package focussing on gender)	For all projects (usually collaborative projects), DIALOGIK researchers are encouraged to check whether the research topic requires to address gender-relevant questions and how and by whom this could be done	Employees reflecting also in non-EU projects on gender-specific aspects in research project development and implementation
Integration of gender aspects in recruitment processes (balanced participating of genders)	DIALOGIK researchers usually strive for balanced participation of genders when recruiting for interviews and		Increased efforts to achieve balanced participation of genders when recruiting for interviews and other

	discursive methods (e.g. Focus Groups, Round Tables, Group Delphis etc.) and when recruiting for DIALOGIK-organized events with an external audience for dissemination, discussion or training		research methods or for DIALOGIK-organized events with an external audience (if compatible with research/event purposes)
Gender-sensitive language in surveys and interviews	DIALOGIK researchers are encouraged to use gender-sensitive language in questionnaires and interview guides		Increased efforts to use gender-sensitive language in DIALOGIK surveys and interviews
Gender-sensitive language in publication/dissemination activities	DIALOGIK researchers are encouraged to avoid reinforcing stereotypes and to using gender-sensitive language in DIALOGIK publications and reference is regularly made to the availability of guidelines for gender-sensitive use of language ⁴		Increased efforts to use gender-sensitive language in DIALOGIK publications

6 MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

This issue is about taking measures to combat gender-based violence and sexual harassment, including behaviour that violates any individual's dignity or that creates an intimidating, hostile, degrading, humiliating or offensive environment.

Table 5: Overview of measures against gender-based violence, including sexual harassment

Goals	Actions (Status Quo)	Actions (Next Steps)	Progress Indicators
Protection against gender-based violence including sexual harassment	DIALOGIK is committed to a no-tolerance policy for sexual harassment and gender-based violence as part of DIALOGIK's working atmosphere which is generally characterized by mutual respect, tolerance and trust	At the (first) workshop on Gender Equality (see point 8 "Training") gender-based violence will be addressed in order to raise awareness of its significance and to make sure that it does not happen at DIALOGIK	Definition and communication of a procedure for reporting and sanctioning instances of gender-based violence

⁴ This is an example of a guide disseminated to and used by DIALOGIK staff: https://www.beschaefigte.uni-stuttgart.de/document/dokument_hkom/Leitfaden-geschlechtersensible-Sprache.pdf

		At the workshop, a procedure will be drafted for reporting and sanctioning cases of gender-based violence, which will then be worked out and communicated to everyone	
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7 MONITORING AND EVALUATION OF MEASURES

DIALOGIK collects quantitative (see [Figures 1-3](#)) data on personnel and qualitative, indicator-based data (see indicators specified in the tables above) on gender equality. The data is published and monitored on an annual basis. It will inform the Gender Equality Plan's objectives and targets, indicators, and ongoing evaluation of progress and be included in the annual update of the Gender Equality Plan.

8 TRAINING

DIALOGIK will hold an [annual workshop](#) to raise awareness and carry out trainings/exercises relating to the five subject areas and fields of action. This workshop will include the whole organization: participation will be mandatory for all academic and administrative staff including DIALOGIK's management. The aim is to hold the workshop in conjunction with DIALOGIK's annual retreat and as input for the update of the Gender Equality Plan. If this is not possible due to time constraints, the workshop will be held close to the time of the retreat. Findings from the workshop will be used for the update of the Gender Equality Plan, and next year's workshop will be designed with these findings in mind. At the first workshop in September 2025 this first version of the Gender Equality Plan will be presented and reflected.

9 RESOURCES

The management and employees of DIALOGIK devote part of their working time to the task of gender equality. The main tasks to which working time is devoted is shown in [Table 6](#).

Table 6: Overview of gender equality activities to which working time is devoted by management and staff

<i>Working time management</i>	<i>Working time staff</i>
Collection, publication and monitoring of quantitative and qualitative data	Organization and moderation of gender equality training workshops; workshop participation
Annual review and update of the Gender Equality Plan	Consideration of gender-specific aspects in research and publication activities
Supervision of gender equality training workshops	