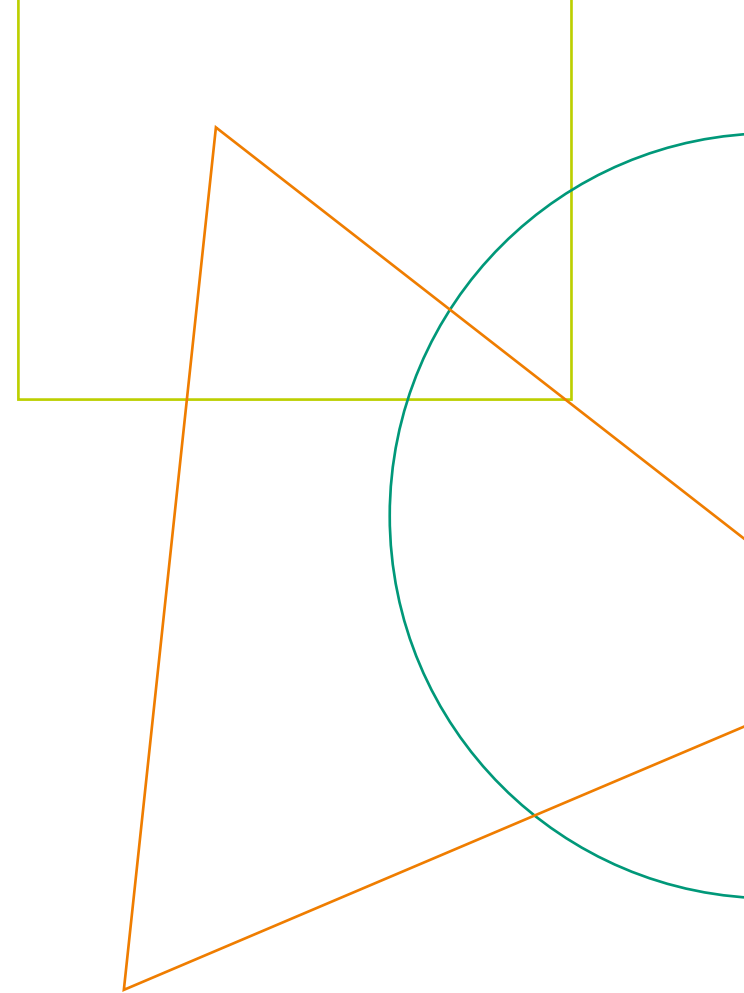


Strategy workshop

Including employees with disabilities in science and research: What should the strategy and work environment be?

November 28, 2023
09:30 a.m. – 12:30 p.m.
Virtual event via MS Teams

Inclusion Initiative



Background

People with disabilities have so far been underrepresented in the scientific research landscape, which is reflected in a stagnating employment rate. The Alliance organizations perceive the consequent need for action to break down the multitude of barriers and create opportunities for people with disabilities to become more involved and develop their careers, as important objectives which they feel should be given priority

Aims of the event

The strategy workshop will consider the status quo, analyze requirements for an inclusive work environment in science and research, and devise initial strategy measures as needed to encourage the inclusion of people with disabilities. The Fraunhofer-Gesellschaft and Max Planck Society are responsible for the agenda.

Target demographic for this event

Diversity officers, local representatives of employees with severe disabilities, HR managers and employees with disabilities. Up to four people from each Alliance organization can attend the workshop.

Leads and moderators

Fraunhofer-Gesellschaft:
Kathrin Kirschner, diversity and inclusion advisor
Dr. Katharina Scharrer, deputy head of
Corporate Culture – Diversity

Max Planck Society:
Frauke Logermann, head of Talent,
Gender & Diversity Affairs

Open access and multilingualism

Please contact us before **November 14, 2023**, if you have any special access requirements. No plain language lectures are planned for this workshop.

Contact

Please email kathrin.kirschner@zv.fraunhofer.de with any queries relating to technical matters or arrangements.

Strategy workshop agenda

Virtual event via MS Teams on Tuesday, Nov. 28, 2023

09:30 a.m.– 12:30 p.m.

09:30 a.m. Welcome and opening address

Introduction to subjects for discussion

Experiences of inclusion in research

10:30 a.m. Working group discussions

Today's challenges to promoting the inclusion of people with disabilities

Strategic measures to promote inclusion of people with disabilities

Transfer and outlook

12:30 p.m. Workshop ends

Brief summary of the agenda

Introduction to subjects for discussion

Presentation: MyAbility

A company with a high level of expertise in the matter of inclusion of people with disabilities in working life should add value to the workshop. A short lecture will deliver an overview of equal opportunities, diversity and inclusion and analyze the place of inclusion in matters of diversity. The focus of this short input is to shed more light on the target group of employees with disabilities, describe the major challenges faced in a career in science, and propose some initial ideas for solutions.

Experiences of inclusion in research

As an introduction, people attending the workshop will relate what experiencing inclusion means to them and what inclusive, equitable development and participation opportunities look like within the Alliance organizations. This employee personal experience is intended to support the development of measures to promote inclusion aimed at the target demographic.

Working groups

Reflecting on current challenges and planning strategic measures to promote inclusion

This interactive session will reflect the current challenges within various fields of work, such as recruitment, career development, work environment and accessibility. The aim is to analyze existing challenges in science organizations. Those attending will devise measures and work environments for the relevant fields of work within the organizations in order to tackle these challenges in a constructive way.

In cooperation with:



HELMHOLTZ



DFG Deutsche
Forschungsgemeinschaft



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HRK Hochschulrektorenkonferenz
Die Stimme der Hochschulen

