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 culture**
- 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

**Accessibility**
- Analysis and monitoring
  - Revision 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

Inclusion Initiative website
Map of Measures for the Inclusion Initiative

**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.

---

1. **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

2. **Organizational culture**
   - 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

3. **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

4. **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

5. **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

---

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

This map of measures was created in collaboration with myAbility Social Enterprise GmbH.