

Measures regarding Gender Equality and Diversity at BIFOLD

Mission Statement

No one should be discriminated against in the science system on the basis of gender, origin, age, or state of health. The Berlin Institute for the Foundation of Learning and Data (BIFOLD) is committed to this objective and is working towards fostering equality of all genders and the promotion of diversity among its members. In this way, BIFOLD aims not only to meet common requirements for research institutes but also to increase its attractiveness as a workplace for the best young scientists as well as senior researchers. This will allow BIFOLD to foster its innovative potential and continue its top-level research.

The following outline is based on the principles above. It offers concrete proposals and measures through which BIFOLD will foster diversity and gender equality within the institution and among its members at all career levels.

Objectives

To promote equality and diversity, BIFOLD has set itself the following goals:

- 1) BIFOLD will ensure that both the promotion of diversity and gender equality become an integral part of the institute's DNA.
- 2) BIFOLD will engage to increase the number of female professors at the institute. For this purpose, suitable programs will be made available.
- 3) BIFOLD will engage to increase the proportion of female guest researchers in the Grace Hopper visiting program.
- 4) BIFOLD aims at achieving a higher proportion of women and maintain it through all academic positions.
- 5) BIFOLD will raise awareness among its staff and within the BIFOLD research groups by offering trainings to this end.
- 6) BIFOLD will create a contact point (Persons of Trust) who can mediate in the event of disregard towards principles of equality and diversity (as well as Good Research Practice) within the institute. The Persons of Trust will offer low-threshold, confidential advice.
- 7) The BIFOLD office will actively contribute to the reduction of possible barriers for all BIFOLD members (e.g. language barriers, measures for balancing family and career).



- 8) BIFOLD will build a network with existing actors and counseling centers both at the TU Berlin and externally, in order to make use of existing structures, courses, and contact points for all BIFOLD members.
- 9) BIFOLD will offer a network for women researchers and provide corresponding training and mentoring opportunities.
- 10) BIFOLD will continue supporting measures and programs that appeal to young women working in the fields of Machine Learning and Big Data Management research.