

Danksagung (Acknowledgements)

Numerous people at the GFZ and RIFS have been involved in the conception, development, critical review, revision and final coordination of this equality plan, and we would like to acknowledge their ideas, contributions, commitment, cooperation and collegial support here in the spirit of appreciation. The diversity of perspectives that has shaped this work process is an important element of the GFZ's organizational culture and is reflected in this action plan. We would like to thank all those who have worked with us to achieve the objectives and planned activities, and in particular the following colleagues for their contribution to the creation of the Gender Equality Plan 2023-2027:

Equal Opportunities Officer/GBA, in particular Ute Weckmann for the basic conception and integration of the EU requirements for the Gender Equality Plan, Danielle Tölg for the data evaluation and graphics for the status analysis and Christina Camier for the active integration of the RIFS gender equality perspectives into the discussion process.

Staff Council, in particular Andrea Vieth-Hillebrand, for the critical review of the draft and the advice on the need for specific measures for equal opportunities with regard to career development opportunities, including a fair and equitable remuneration structure.

Representation for severely disabled persons and persons with equivalent status, in particular Sabine Thiel, for the valuable advice on simultaneously considering the interests of severely disabled persons and persons with equivalent status and supporting the goals of achieving equal opportunities for all employees.

Judith Schicks, Dirk Sachse, Eva Boergens, Andreas Schoe, Beate Kessler, Stefan Schwartz, who as a working group inspired the idea of clear responsibilities for more equality and diversity as part of the preparations for the 2022 Scientific Council retreat.

The Communication and Media team, in particular Josef Zens, Karina Schollän and Uta Deffke for all communication that makes women in science and diversity at the GFZ visible.

The "Values@GFZ" project team with Almut Scholz (Compliance), Annett Hüttges (Talent Management), Beate Keßler (HR Management), Christina Schlausch (Administrative Board Division), Franca Buge (Recruiting and HR Development), Josef Zens and Karina Schollän (Communications and Media) for the implementation of the values identification process, the results of which form an important basis for an organizational culture that demands and promotes equal opportunities, equality and parity.

Human Resources Department, Beate Kessler and in particular Annett Hüttges and Franca Buge for coordinating the acquisition of third-party funding projects to promote diversity-sensitive recruitment at the GFZ and the visibility of women in science in the Earth & Environment research field, as well as the Human Resources Controlling team under the technical leadership of Pascal Martin with Linda Auert and Sindy Engelmann for facilitating the parity metrics.

Executive Board, Susanne Buiter and Stefan Schwartz for facilitating the values identification process, supporting the equality objectives, the action plan on equal opportunities and parity and the clear commitment to the values of the GFZ.

Potsdam, December 2023