



GESELLSCHAFT DEUTSCHER CHEMIKER

Mission Statement: Equal opportunities

declared by the GDCh board on 05 March 2018

Preamble

The mission statement is intended to ensure that the GDCh can react quickly, individually and flexibly, always keeping in mind who it is, what it stands for and which goals and values determine its actions. This mission statement is the framework and applies to all organs and divisions of the GDCh, providing internal orientation and making clear to the outside world what the GDCh stands for. Adjustments and concretizations for individual groups and areas are made continuously and are documented annually.

Mission Statement

The term equal opportunities includes equity, diversity, inclusion and accessibility. Chemists represent a diversity of people from different cultures, with different backgrounds and different diversity characteristics and experiences. The GDCh strives to act in an equal opportunity, respectful and inclusive manner towards its diverse community and is determined to counteract any form of discrimination. The GDCh emphasizes that it is important to value all members of its society.

GDCh is convinced that for chemistry and related sciences to flourish, it is necessary to be a diverse community and to attract, develop and retain talented people. GDCh believes that a continued commitment to equal opportunity will enable excellence, innovation and change in current and future generations of chemists. As a member-based society and employer, its mission is to shape the role and importance of the chemical sciences for the benefit of the wider society. It sees its responsibility to strengthen the capacity for inclusion and accessibility in order to improve diversity.

Diversity is broadly defined and encompasses - not exclusively:

- Age
- Gender
- Disability
- Sexual orientation
- Religion and beliefs (including but not limited to)
- Ethnic or national origin
- partnerships (marriage or civil partnerships)
- Background
- Life Situation

Their definition also includes career path and status, communication style, education, experience, mother tongue, geography, professional field and social and economic status.

Approach of the GDCh to improve equal opportunities

The GDCh wants to set goals for its activities. These goals are to be achieved through positive action. In order to better understand the challenges of equal opportunities, the GDCh promotes a decision-making process based on reliable facts and figures.

GDCh Goals for More Equal Opportunities in Chemistry

In order to increase equal opportunities across all chemical sciences, the GDCh sets the following goals:

- Equal opportunities remain anchored in the GDCh statutes and are the basis of all fields of action.
- The responsibility for equal opportunities is taken by the GDCh board and the management.
- The Commission for Equal Opportunity in Chemistry controls and monitors the progress of the principles, regulations and activities regarding equal opportunity on behalf of and in coordination with the GDCh Board.
- In order to achieve significant improvement, members and the wider community should notice that the GDCh activities are accessible to all and they should also be aware of the importance of equal opportunities in their own actions. They will be supported by information and tools.
- The GDCh initiates and participates in various activities and projects in the chemical scientific community to achieve improvements in the field of equal opportunities.
- The GDCh is committed to measure and communicate the impact and progress of improved equal opportunities - as far as accessible and permissible.