



Image: iStock/franckreporter

Diversity Management

Diversity management does not primarily serve the application of anti-discrimination approaches or corresponding laws. However, it is a holistic concept of dealing with human and cultural diversity in the organisation – for the benefit of all stakeholders.

Where diverse teams work together to find solutions, ingenuity and creativity are at the fore. They benefit from different backgrounds, experiences and perspectives. As a future-oriented research centre, DLR needs this potential to meet the challenges of changing societies due to globalisation, demographic change and skill shortages.

Differences and similarities of the people in a workforce express themselves through specific dimensions. Diversity management focuses on those dimensions most closely connected to a person's personality. These essentially include age, gender, disability, ethnic origin, nationality, religion, personal convictions and sexual orientation.

DLR at a glance

The German Aerospace Center (DLR) is the national aeronautics and space research centre of the Federal Republic of Germany. Its extensive research and development work in aeronautics, space, energy, transport, digitalisation and security is integrated into national and international cooperative ventures. In addition to its own research, as Germany's space agency, DLR has been given responsibility by the federal government for the planning and implementation of the German space programme. DLR is also the umbrella organisation for the nation's largest project management agency.

DLR has approximately 8000 employees at 20 locations in Germany: Cologne (headquarters), Augsburg, Berlin, Bonn, Braunschweig, Bremen, Bremerhaven, Dresden, Goettingen, Hamburg, Jena, Juelich, Lampoldshausen, Neustrelitz, Oberpfaffenhofen, Oldenburg, Stade, Stuttgart, Trauen, and Weilheim. DLR also has offices in Brussels, Paris, Tokyo and Washington D.C.

Imprint

Publisher:
German Aerospace Center
Strategic Services
Diversity Management

Address:
Linder Hoehe, 51147 Cologne, Germany

DLR.de/en

Cover image: iStock/franckreporter

Diversity management at DLR_english_02/2018



Diversity Management at DLR



Diversity Management at DLR

Diversity is strength

Approximately 8000 employees from 90 nations work in different capacities at DLR: scientific, technical and administrative staff, trainees and PhD students. DLR's staff includes colleagues with and without disabilities, older staff members, parents, and employees with dependent family members. Overall, DLR is a diverse workplace.

DLR offers an open institutional culture that values the diversity of its staff and leverages their unique talents. In addition, DLR ensures a work environment free of prejudice where employees are enabled to use their full potential.

For further information about diversity at DLR please direct your enquiry to us:

diversity@dlr.de



Leverage opportunities

DLR pays special attention to the diversity dimensions of gender, generations, cultures and nationalities.

What objectives is DLR pursuing through diversity management?

- Appreciation and focus on potential as a basis of cooperation
- Development of individual talents and achievements
- Increased creativity and capacity for innovation
- Diversity of perspectives and increased collective intelligence
- Creation of a non-discriminatory working environment
- Awareness, acceptance and utilisation of differences and similarities
- Stronger identification with DLR
- Increased motivation
- Reduced potential conflict
- Strengthening brand reputation of DLR as an employer

DLR Guidelines

The DLR Guidelines counsel our daily work activities and interactions with others.

General guidelines

- We base our actions on appreciation, respect, fairness, tolerance, team spirit, honesty, transparency, acceptance, and the implementation of decisions.
- We maintain a good work-life balance.
- We ensure equality of opportunity.



<http://bit.ly/2BeUjZw>

We live diversity

Implementation examples at DLR



- Organisational unit for diversity management
- Equal Opportunities Officer and Deputy
- Staff quotas for women in science
- Training opportunities for specific target groups
- Girls' Day (career orientation day)
- Gender equity-language
- Support for fathers
- Partner of the National Pact for Women in MINT Careers



- Representatives for disabled employees and Commissioner for Disabled employee affairs
- Ergonomic and barrier-free workplace



- Relevant information in English
- Network of foreign country representatives
- Support for stays abroad and international exchange programmes
- Development of intercultural skills through training opportunities
- Language courses



- Balance between work and family/private life
- Flexible working time models
- Life-phase oriented HR policy
- Health management
- Training opportunities for different life-phases
- Mixed-age teams for knowledge retention and transfer



Image: fotolia/contrastwerkstatt

Charta der Vielfalt – being a part of it

The Charta der Vielfalt is a corporate initiative to promote diversity in companies and institutions. The signing of the Charta der Vielfalt is a voluntary commitment for organisations to establish a working environment that is free of prejudice.

DLR confirmed its commitment to diversity in 2014. In 2016 DLR participated in German Diversity Day for the first time. The German Diversity Day is a high-profile nationwide initiative to raise awareness and promote diversity in companies and institutions.



charta-der-vielfalt.de/en



DLR receives recognition

audit berufundfamilie

Since 2002, DLR has regularly been awarded the audit berufundfamilie certification for its sustainable family and life-phase focused HR policies.



berufundfamilie.de

TOTAL E-QUALITY

Since 2004, DLR has also regularly received the TOTAL E-Quality award in recognition of its exemplary equal opportunity HR policy. In 2016, DLR received its first additional award for diversity management.



total-e-quality.de/en