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## Diversity and Inclusion at the Leibniz Institute for Psychology (ZPID)

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The Leibniz Institute of Psychology (ZPID) is committed to fostering an appreciative and supportive working environment for all employees, regardless of age, gender and gender identity, social and ethnic background, nationality, physical and mental abilities, mental health, religion and worldview, sexual orientation, marital status, parenthood, language and accent, appearance, professional experience, work role and function, thinking style, personality type, or other group affiliations and characteristics. This list does not imply a hierarchy but serves as an example of the many dimensions of diversity. Evolving societal debates must be continuously monitored, and additional aspects taken into account where necessary. This diversity strategy is guided by the [recommendations of the Leibniz Association](#) and the [diversity charter](#).

Diversity opens up new perspectives, ideas, and solutions by drawing on a wide range of life experiences. This requires an open and appreciative organizational culture, which can also help mitigate labor shortages by enhancing ZPID's attractiveness as an employer – both for applicants and current employees – while also reaching new target groups.

A diverse workforce makes ZPID a high-performing organization. ZPID is explicitly committed to treating employees according to their individual needs and empowering them to participate to achieve this. To underscore this commitment, ZPID has signed the Charta der Vielfalt diversity charter, Germany's largest employer initiative promoting diversity in the workplace.

Equality and freedom from discrimination in all dimensions of diversity are core values for ZPID. This also implies the protection against and the taking of appropriate actions in cases of discrimination, harassment, and violence. For example, ZPID aims to take a stand against discrimination through language and advocates for the use of inclusive, gender-neutral language in both German and English. In doing so, ZPID is guided by the [recommendations \(in German\)](#) of the Leibniz Association's Equal Opportunities and Diversity Working Group, among other sources.

## **Gender Equality**

ZPID has established a dedicated [gender equality plan](#) with the following objectives: (a) promoting gender equality, advancing women's career opportunities, and improving the balance between family or personal life and professional life, and (b) increasing the proportion of women across all pay grades, qualification-based positions, and other career development or early-career support measures where they are currently underrepresented.

## **Internationalization**

Promoting diversity begins with recruitment. ZPID advertises its job openings on various internet platforms, often in English, to attract a diverse pool of applicants. When necessary, interviews can be conducted online to broaden recruitment or to accommodate specific circumstances, ensuring that applicants do not face any disadvantages.

ZPID strives to provide its internal communication and documentation in both German and English. For internal events, summaries are provided either in English or German, depending on the language of the event.

## **Work-Life Balance & Family Friendliness**

Ensuring a balance between personal life and work is a key objective at ZPID. Employees have the option of working 50% of their working hours either from home (home office) or remotely without location restrictions (within Germany, mobile working). Those who make use of the home office/mobile working agreement and/or part-time options do not face any disadvantages in terms of appraisals, career opportunities, or support.

ZPID's support measures are based on an inclusive definition of family. This approach guides family-friendly policies related to childcare, emergency care, and the care of partners, children, and other adult relatives. These principles form the basis for ZPID's [audit berufundfamilie](#) certification (in German).

## **People with Disabilities**

ZPID is committed to fostering a trusting and appreciative culture where everyone can participate equally. It ensures compliance with legal regulations, such as the quota for employing individuals with severe disabilities, and strives to provide barrier-free access to workplaces and common areas. Where feasible, ZPID will adjust job requirements to accommodate individual limitations and ensure barrier-free access to internal digital resources.

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### ***Individual Needs***

During annual employee appraisals, individual needs can be discussed not only in relation to work organization but also regarding diversity-related matters. Department heads assess whether existing measures are meeting the known needs and provide employees with the opportunity to voice any additional requirements. These discussions also serve as a platform for addressing emerging challenges and strengthening diversity competencies, enabling ZPID to fully harness the innovative potential of a diverse workforce.

If urgent individual needs arise that require immediate action, they can be addressed at any time outside of scheduled employee appraisals.

### ***Representation***

Diversity is a rapidly evolving topic in society and, consequently, also for ZPID. To provide employees with a dedicated point of contact and representation on this important issue, ZPID will appoint a Diversity Officer. This individual will actively advance the structural integration of diversity and inclusion by developing an action plan, implementing diversity monitoring, and transparently documenting the process.