



THE DIVERSITY, EQUITY BELONGING AND INCLUSION MANIFESTO

All of us are aware of our own diversity in terms of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religious beliefs and worldviews, sexual orientation, as well as social background. We are also aware that diversity breeds innovation. Yet, individuals belonging to underrepresented groups, who help diversify organizations, are less successful professionally ([Hofstra et al 2020](#)). Based on our conviction that being diverse and valuing diversity can have a positive impact both on society and scientific research, we will seek to pursue it at all levels of collaboration, recruitment, retention, education, and promotion of individuals within the TRR and beyond.

WE ARE COMMITTED TO

Foster a research culture that is characterized by mutual respect, appreciation and support where everyone can succeed.

Everyone must be treated equally and fairly. We encourage and value diversity and individualism fostering diversified experiences, research ideas, ways to organize work and communicate within the research teams. We promote work-life integration to combine personal and professional commitments and find areas of compromise in the process. We will thus create conditions for the academic and non-academic members of the TRR – and beyond – to recognize, share and live their personal values. Discrimination, intimidation and sexual harassment will not be tolerated under any circumstances. Everyone will be free to speak up about inappropriate and unjust behavior or make use of the formal (anonymous) channels provided by their respective institutions. Serious cases will be filed for official institutional complaint procedures. All TRR members are obliged to comply with these rules and are mutually accountable.

Review our recruitment processes and ensure that they do justice to the diverse skills and talents of all members as well as the performance standards essential to pursue excellent research.

We will clearly and transparently define the role and selection criteria of the advertised jobs to make the required skills and prerequisites understandable and to reduce frustration during the process. We aim to widen our search in the advertising process to increase the reach toward a more diversified audience. We encourage applicants to express their personal requirements.

Recognize diversity within and outside the TRR, value its potential and use it to the benefit of science, the involved institutions as well as society.

This includes promotion of working conditions meeting the individuals' needs and fostering personal development. We will follow important guidelines such as the DFG [Guidelines for Safeguarding Good Research Practice](#) including fair co-authorship (guideline 14) and the FAIR principle of data availability and access (guideline 13). We will engage in the discussion about diversity in study designs and recruitment processes and support our research teams in identifying potentials arising from a diversified science.

Make the contents of our diversity manifesto the subject of internal and external dialog.

This will include increasing awareness and education on the different aspects of diversity, with the goal to decrease reservation against any minorities, any needs or any other aspects of individuality. We will seek to augment the links between the different dimensions to foster a respectful research community to aid innovation for the benefit of all. We will identify TRR members willing to serve as diversity consultants to encourage open communication and the sustenance of a trustworthy environment. We will connect with existing networks and structures both within the institutions and outside to be a role model for other initiatives, advocating an open exchange of ideas. There will be an annual public report on our activities and progress in promoting diversity and appreciation.

Inform the members about the added value of diversity and involve them in the implementation of the manifesto.

Our transparent mode of communication and information dissemination will reflect the impact of diversity within the community. We will provide educational material and training to increase visibility and provide everyone with the tools and skills necessary to adequately address the diverse needs originating from our individuality.

Engage in measures to identify and overcome hurdles associated with specific aspects of personal diversity.

We will install resource and training support addressing the individuals' challenges in maintaining a healthy work-life integration. This will include, but will not be limited to, support for individuals facing critical care work or personal health challenges as well as training for personal growth.

This will also include collaboration and exchange with existing structures at the host institutions to identify available measures and to translate our successes into institutional structures.

Humility.

We are aware that we cannot provide all the answers, and that more work will be required as we proceed. Thus, we are committed to continuously refining, innovating and building on best practices to achieve our mission at personal and scientific levels. We will be open for constructive feedback on any level and are aware that fostering diversity includes mutual trust and work, and it is thus the responsibility of everyone to provide and obtain information.

