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# The Intersection of Gender and Nationality at the AIP

Trey Mack  
AIP Equity and Inclusion Lunch  
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# The main idea

Two goals:

- 1) **Raise awareness** about issues at the AIP related to Gender and Nationality/Cultural Background
- 2) Start a discussion about **ways to address these issues at the Institute**



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In the 2014-2015 biennial report, the Institute states that the **“AIP strongly engages in equal opportunity activities and strives for the compatibility of family and career.”**  
(pg. 107)

The Institute states that it offers:

- 1) Mobile parent-child office
- 2) Recreation room for breastfeeding mothers
- 3) Flexible childcare activities during meetings and conferences

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In the 2014-2015 biennial report, the Institute also states that **“Scientists from more than 30 countries work and conduct research [at the AIP] -- collaborating with colleagues all over the world.”** (pg. 107)

The Institute states that it offers:

- 1) German courses to facilitate a smooth start in Germany professionally and socially
- 2) English courses for administrative and technical personnel

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Finally, the Institute states that the **“AIP is concerned about an attractive work environment that also allows compensating for office work in terms of health aspects.”**  
(pg. 107)

**The Institute states that:**

- 1) Staff can participate in sport activities at the Institute**
- 2) Staff can sign up for a health program**

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In brief, the Institute has clearly stated that it is  
**committed to creating and maintaining a  
more inclusive, collaborative, and attractive  
work environment**

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# How has this effort been directed so far?

## Gender and family:

- 1) Mobile parent-child office
- 2) Breastfeeding room
- 3) Childcare for meetings and conferences

## Nationality and cultural background:

- 1) German courses for research staff
- 2) English courses for administrative and technical staff

## Employee health:

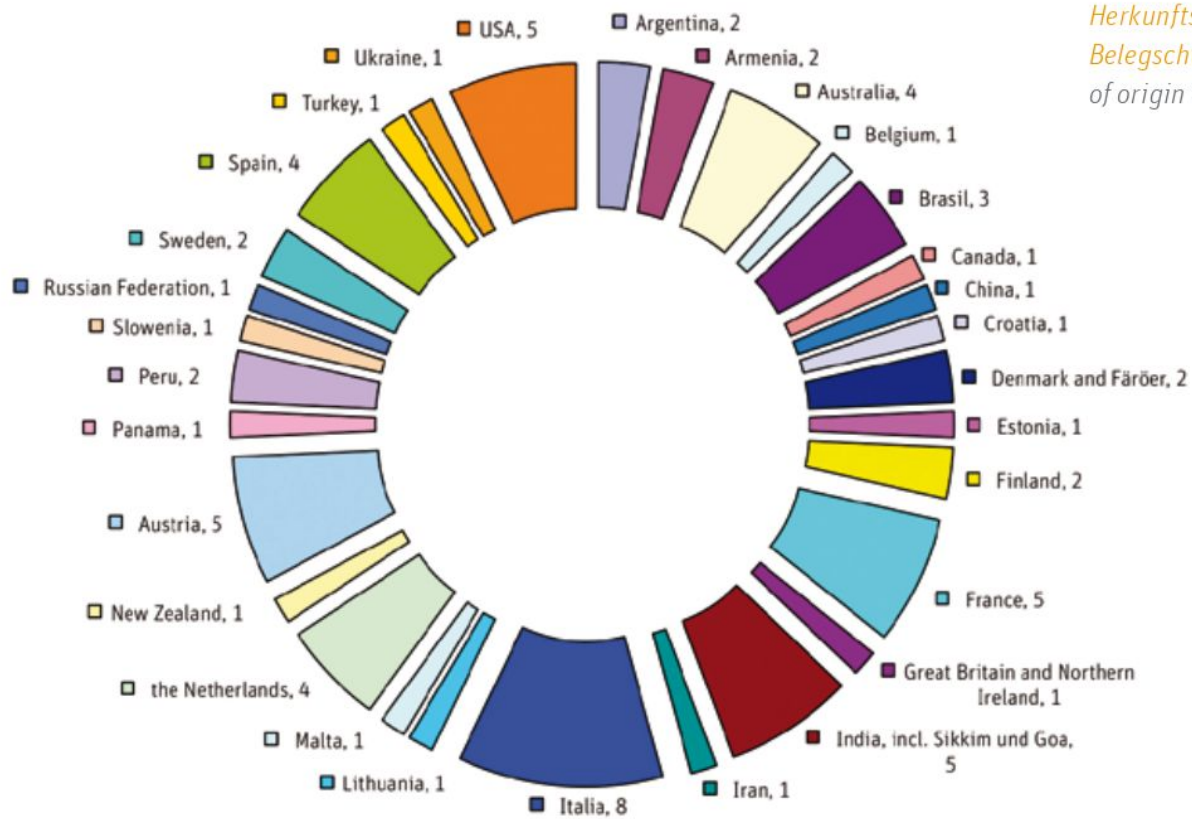
- 1) Staff can participate in sport activities at the Institute
- 2) Staff can sign up for a health program

# Actually, there's 3 goals:

- 1) **Raise awareness** about issues at the AIP related to Gender and Nationality/Cultural Background
- 2) Start a discussion about **ways to address these issues at the Institute**
- 3) Extend our Equity and Inclusion focus to include: **gender, cultural background, ethnicity and race, disabilities, physical and mental health, etc...**







*Herkunftsländer der internationalen AIP-Belegschaft (Stand: Dez. 2015). Countries of origin of AIP employees (as of Dec. 2015)*

Here are some **ISSUES**  
**RELATED TO**  
**NATIONALITY:**

- 1) non-EU citizenship
  - 2) Language barrier
  - 3) Different political/social institutions:
    - a) Role of the Works Council or the Gender Equity Officer
    - b) Understanding the Tax, Pension, or Healthcare system
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Here are some issues at  
the **INTERSECTION  
OF GENDER AND  
NATIONALITY:**

- 1) How individuals of different gender interact in your native culture
  - 2) How assertive, insistent, proactive an individual should be
  - 3) Different social customs and norms:
    - a) Politeness or Courteousness
    - b) Religious beliefs
    - c) Clothing or Hairstyle
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**What are some ways to  
address some of the issues?**

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# Some little things that could make a big difference...

Maintaining a list of volunteers willing to assist international researchers at the Auslaenderbehoerde

Maintaining a list of English-speaking doctors, dentists, and therapists

Using online resources to increase our cultural sensitivity and ability to navigate delicate conversations

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# Some little things that could make a big difference...

Anonymous survey where employees evaluate Institute on its stated goals

An actual orientation meeting in addition to the Laufzettel

Finding a gender equity officer

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**Last, but not least...**

**LISTENING**

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**So, let's discuss it...**

**What other issues are important for a more inclusive work environment?**

**What other ways can the Institute (and each of us individually and collectively) address these issues?**





