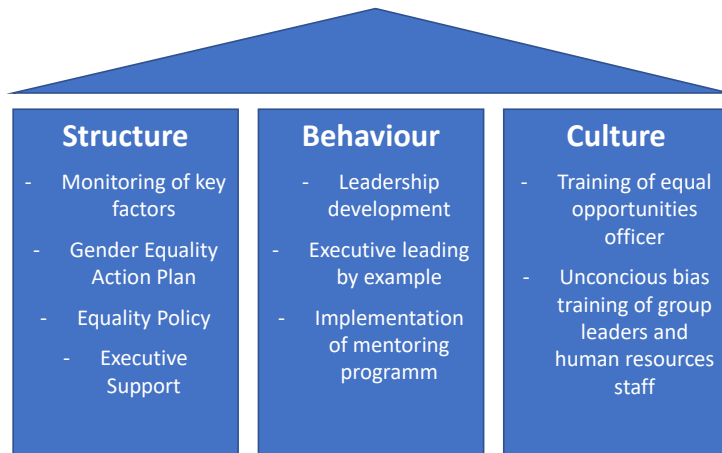
	Summary for Gender Equality Action Plan	GEAP_10_2021_1	
	2021-2025	Revision: 1 Datum: 23.08.2022	Seite 1 von 1

Three pillars for ongoing improvement of Gender Equality: Structure, Behaviour, Culture



Identifying the issues:

Within the annual strategy meeting 2021 TITV launched an Equality Initiative assigning the group leaders to identify an equal opportunities officer and implement an internal Gender Equality Working Group to develop recommendations for a Gender Equality Action Plan. The following actions were identified:

- Form an Equality Committee to develop a strategy, implement a plan and provide ongoing monitoring and reporting on equality to the executive board of TITV
- Ensure the Equality Agenda will be governed by the managing director under the guidance of the Director of Controlling and HR
- Recruit and train an Equality Officer to support the Equality Committee to develop a revised Equality Strategy and specific Gender Equality initiatives to be implemented in the year 2022/2023

Gender Equality Actions in 2022:

- Equality Officer Appointed (July 2022)
- Summary of actions already taken for a family and women friendly working environment such as home office, parental leave and part-time opportunities (annually)
- Monitoring of key factors regarding gender distribution in technical environment, research staff and management positions (annually)
- Equality Strategy and Action Plan approved by executive board of TITV (scheduled for September 2022)
- Gender Equality Training of Human Resources staff (scheduled for October 2022)
- Internal Diversity Training on group leader level (scheduled for November 2022)

Proposed Actions:

- Equality Policy Review and Update (scheduled for January 2023)
- Development of a mentoring program for women (2023/2024)
- Equality & Diversity Training mandatory for all members of recruitment, selection panels and human resources (starting 2024)
- Development of a brochure with key information on family friendly working environment and opportunities (2023/2024)