



**Identity Valley Research gGmbH**

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## **IDENTITY VALLEY® GENDER EQUALITY PLAN - v03.2025 - -updated version as per February 02nd, 2025**

### **Identity Valley – Main focus**

Identity Valley is partly a RESPONSE, partly an EVOLUTION of Silicon Valley. It is about both the POSSIBILITIES of technology and the accompanying assumption of RESPONSIBILITY - by companies, institutions and states. It evolves from the question “What CAN technology do?” to the question “What SHOULD technology do?”. Identity Valley sees itself as a central point of contact on the topic of value-based digitalization and sets ethical standards to do so. BUILDING TRUST by TAKING RESPONSIBILITY is a central goal of Identity Valley. The Identity Valley credo: IT’S ALL ABOUT TRUST.

### **Identity Valley Research Gender Equality Plan – Main focus**

Identity Valley Research not only strives for excellence and trustworthy ecosystems in the digital space and in science and research, but also pursues them internally, in the area of women's advancement and equality.

Identity Valley Research promotes the actual implementation of equality between individuals of all genders, sexual orientations, and religious beliefs in the performance of its diverse tasks, takes this into account as a guiding principle and works towards the elimination of existing disadvantages. Women, non-binary, and gender-diverse individuals are promoted with due regard to the priority of aptitude, ability and professional performance, with the aim of increasing their proportion at all levels of science and innovation and in those areas in which they are underrepresented. In areas where men are underrepresented, opportunities are sought to increase the proportion of men.

All employees of Identity Valley Research, especially in supervisor and management functions, promote the actual implementation of equal rights for all individuals regardless of gender identity, sexual orientation, or religious beliefs and work towards the elimination of existing disadvantages and consider equal opportunities in all areas of responsibility as a consistent guiding principle. Equality is thus a cross-sectional and management task at central and decentralized level, which all employees see, live by and are responsible for.

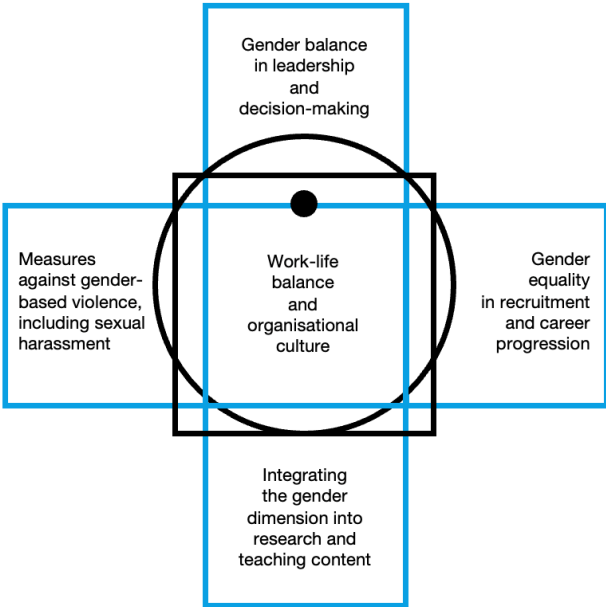
Identity Valley Research has committed itself to high standards for the compatibility of family tasks with work, research and science-supporting as well as innovation-promoting activities. This is based on a broad concept of family, which explicitly includes LGBTQ+ family structures and the responsibility for relatives in need of care.

Identity Valley Research consistently intervenes against any kind of bullying, discrimination, sexual harassment, stalking and similar behaviors that impair dignity or personal rights - this includes discrimination based on gender identity, sexual orientation, and religious beliefs. Identity Valley Research explicitly pursues these goals in the mission and objectives of the non-profit organization in order to create a trustworthy digital space. A safe and, if possible, conflict-free environment is an indispensable prerequisite for the success of its employees.

**Identity Valley Research Gender Equality Plan – Essential factors in research and innovation**

Identity Valley commits to work according to these essential factors within our Gender Equality Plan:

- Work-life balance and organizational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integrating gender, sexual orientation, and religious diversity into research and teaching content
- Measures against discrimination, gender-based violence, including sexual harassment, and religious intolerance



**Identity Valley Gender Equality Plan – Gender Actions**

Identity Valley enables and implements the following voluntary policies for everyone contributing to the mission of our nonprofit organization - not just moms and dads:

- Remote first for child- & family-friendly working
- Trusted working hours and flexibility
- Safe spaces and support networks for LGBTQ+ employees and individuals of diverse religious backgrounds

**Identity Valley Gender Equality Plan – Monitoring and Evaluation Framework**

Identity Valley Research Status as of 02/2025	Sum total	Men	Women	divers	Ratio
Employees	5	2	3	-	0,6
Management	1	-	1	-	1,0
Executive Board	1	-	1	-	1,0

Created in 2022 and updated by founder and CEO Jutta Juliane Meier at Identity Valley as of 02/2025.

Unkel, February 2<sup>nd</sup>, 2025

Jutta Juliane Meier, Founder & CEO