



GERMAN CHEMICAL SOCIETY

GDCh activities on Equal Opportunities

Equal opportunity is an important issue for the GDCh. Regardless of our (historically determined) name *Gesellschaft Deutscher Chemiker*, chemists of all nationalities are welcome at the GDCh. One of our mission statements says "We live diversity and equal opportunities". With this article we would like to present the latest activities of the first months of 2021.

Diversity Charter signed by GDCh

In February 2021, GDCh's Executive Director Prof. Wolfram Koch signed the [Charta der Vielfalt](#) (Diversity Charter). By signing the Charter, we signal our commitment to creating a working environment that is free of prejudice and that valuing all our employees regardless of their gender and gender identity, nationality, ethnic origin, religion or belief, disability, age, sexual orientation and identity is essential to us.

The Diversity Charter is an initiative to promote diversity in companies and institutions under the patronage of German Chancellor Angela Merkel. More information on the Diversity Charter and the points we have committed to by signing it: <https://www.charta-der-vielfalt.de/en/diversity-charter-association/about-the-diversity-charter/terms>

Nachrichten aus der Chemie commits to gender-sensitive language

In January 2021, the GDCh member journal *Nachrichten aus der Chemie* changed the passage in its imprint. It now states, among other things: "*Nachrichten aus der Chemie* wants to address and to depict all genders in its texts and therefore uses gender-sensitive language." As Editor-in-Chief Christian Remenyi explains in the [Interskriptum](#), there are various ways of doing this, all of which are accepted. The only thing we want to avoid in the future is the continuous use of the generic masculine (in German language), which "means" all others.

New GDCh Manual Incorporates Gender-Sensitive Language into Guidelines

In March 2021, the GDCh headquarters revised its Corporate Design Manual. The manual is intended to facilitate the creation of texts, brochures, flyers, websites, etc. for employees as well as for volunteer members. In this manual, the guidelines valid in the *Nachrichten aus der Chemie* are included. This means that we aim to use gender-sensitive language for texts published in the name of GDCh. The manual will soon be available to all functionaries of the GDCh.

Editorial on Inclusion in *Nachrichten aus der Chemie*.

"There is nothing to lose in inclusion," says Lisa Pecher, associate editor of *Angewandte Chemie* and leader of the Wiley Chemistry Journals' Diversity, Equity, and Inclusion Working Group, in her [March 2021 editorial](#). Among other things, she urges the GDCh and its individual members to take a key role in getting members from underrepresented groups more involved in committees, events, and the chemistry community. She also points out the importance of gender-appropriate language and reassures those who fear for the readability of German texts: "A professional group that regularly uses terms like 4,5-dihydro-1H-1,2,4-triazol-5-ylidene won't immediately falter at the German phrase "Chemiker:in"

Author name change simplified.

Our partner publisher Wiley-VCH updated its guidelines for author name changes in January 2021. The English publisher RSC Publishing and the American publisher ACS Publications also recently adapted their guidelines. This will make it easier for scientists to change their name based on gender identity, religion, or relationship status.

For scientists, publications are the basis for their professional career. Transgender scholars were previously forced to declare when applying for grants, for example, if a name in their publication history did not match. The new name change guidelines ensure that an individual's entire bibliography is assigned to the same name. The GDCh welcomes and supports the new guidelines. [Further information is provided by Tanja Junkers and Lisa Pecher](#) in an article in the March issue of *Nachrichten aus der Chemie*.

The GDCh's activities on equal opportunities are summarized on a website at www.gdch.de/diversity. In addition, the GDCh Board has established a Commission on Equal Opportunities in Chemistry (www.gdch.de/chancengleichheit).

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