

## X SAVING RESOURCES CANNOT MEAN OVERLOAD

More and more work on fewer shoulders – this must stop. Projects must be planned more strategically and be well-staffed. No more endless hamster wheel work that leads to burnout!

## X FURTHER STRENGTHEN THE RIGHTS OF FREELANCERS

Freelancers should be able to do their work without the fear of less income or losing their jobs. We want better protection for those already at DW. Further job training must be fully compensated. Time travelling is also working time – and this must apply to freelancers, too.

## X A FARSIGHTED PERSONNEL POLICY

A personnel reduction like the one in 2023 cannot be allowed to happen again. We want a sustainable human resource policy that does not come at the expense of employees: Fewer fixed-term contracts and more permanent positions are needed to combat the shortage of skilled workers. We want to offer young people a perspective and planning security, plus make part-time retirement possible.

## X A RESPECTFUL AND APPRECIATIVE LEADERSHIP CULTURE

We want respectful interaction at all levels within DW. But this is only possible with more cooperation and less pressure. We demand more dialogue, fairness and transparency.

## X MORE DIVERSITY OF OPINIONS

We advocate responsible, competent, critical, cosmopolitan and independent journalism – without language regulation or special wording requirements.

## X THE DEVELOPMENT OF DW PLATFORMS

The media world is becoming more diverse and our programs must do the same. Broadcast TV and Video-on-Demand are not contradictions. We want our journalistic offerings to work together and not against each other. To make this happen we need strong platforms of our own and not just be dependent on Big Tech companies.

## X STRENGTHEN THE DW AKADEMIE

The DW Akademie is an important part of DW and does valuable work. We are committed to ensure that this work is sustainably secured. A reliable system of funding is long overdue.

## X ORGANIZE THE DW AKADEMIE'S MOVE

The DW Akademie is finally returning to Voltastraße. We want to help shape the move in the interest of everyone and promote the exchange of ideas between colleagues. We are ONE team.

## X INTRODUCE TERM LIMITS FOR THE DIRECTOR GENERAL

In a rapidly changing media world, DW constantly needs new perspectives that will combine and lead to the best journalistic concepts. That's why we will campaign for a change to the DW-Law that limits any future director general to two terms.

## X REFORM SUPERVISORY BODIES AND EMBRACE MORE DIVERSITY

DW's supervisory bodies are not very diverse and do not reflect the society in general. A diverse foreign broadcaster needs more modern oversight. DW is all of us – regardless of gender, origin, religion, sexual orientation, disability or age. We are committed to living diversity – we don't just want to talk about it.

## X ASSUME RESPONSIBILITY FOR ARTIFICIAL INTELLIGENCE

We are committed to ensuring that "Colleague AI" does not replace editors or other professional groups. Journalists must not become unpaid suppliers of raw data for AI systems. Humans must always retain ultimate responsibility for what is published.

## X PROMOTE IDENTIFICATION WITH DW

Working at DW must be fun again. We want more spaces to meet people, exchange ideas and be creative. We are committed to making DW a place where we all enjoy working.