

The Bauhaus-Universität Weimar Diversity Strategy was developed within the context of the German Stifterverband's »Vielfalt gestalten« (shaping diversity) audit, which the university participated in between 2021 and 2023.

The Diversity Strategy is based on the discussions and results of the audit workshops, as well as the associated work groups. The strategy was discussed and approved by the Senate on 1 February 2023.

**»Vielfalt fördern, Chancengleichheit verwirklichen, Diskriminierung entgegentreten«
— »Promoting diversity, creating equal opportunities, fighting discrimination«**

Bauhaus-Universität Weimar Diversity Strategy

Preamble

The Bauhaus-Universität Weimar is actively committed to promoting diversity, creating equal opportunities and reducing disadvantages and discrimination.

All university members and affiliates should have the opportunity to study, earn a doctorate, work, teach, conduct research, or engage in artistic/creative endeavours at the university without barriers or restrictions. They should be able to develop their personality, abilities and strengths to the best of their abilities — regardless of gender, age, sexual orientation, religion and beliefs, disability or chronic illness, ethnic or social origins, or personal situations.

The Bauhaus-Universität Weimar strives to take on the challenges posed by diversity in constructive ways and to tap into the potential of university members and staff in art, science, technology and administration. Excellence, creativity, and innovation thrive on a diversity of perspectives and are only possible in an appreciative, supportive, and anti-discriminatory study and work environment. At the beginning of the audit, the Bauhaus-Universität Weimar signed the »Charta der Vielfalt« (Charter of Diversity), which supports the recognition, appreciation and inclusion of diversity in the workplace.

The Bauhaus-Universität Weimar understands that supporting diversity is a cross-sectional responsibility borne by all members and affiliates of the university; it impacts studies and teaching, research and art, university structures, administration and committees as well as selection processes and other decision-making processes. Measures must be taken at all levels to counteract individual and group discrimination and to realise equal opportunities.

In the spirit of diversity mainstreaming, diversity aspects are considered as an integral part of all decisions, processes and structures of the university. Diversity must also be considered in all university strategies, targets and agreements on development goals. The university provides the necessary resources to continually promote diversity, realise equal opportunities and reduce discrimination.

University members and affiliates operate not just within the university, but across Weimar and Thuringia. A key concern of the Bauhaus-Universität Weimar is to ensure that all members and affiliates can exist in their daily environment without the fear of discrimination and violence. Therefore, the Bauhaus-Universität Weimar cooperates with the City of Weimar, Studierendenwerk Thüringen and other institutions and organizations in Thuringia to ensure that the university and the city are safe and attractive places for current and future students and staff.

As an educational institution, the university understands the importance of publicly and resolutely advocating for democracy and diversity and fighting against group-related discrimination. This is especially apparent in light of the history of Weimar and the Bauhaus. For this reason, the Bauhaus-Universität Weimar was one of

the initial signatories of the »Weimarer Erklärung für demokratische Bildungsarbeit« (2019) and the »Weimarer Erklärung für ein solidarisches Miteinander«. The university will continue to publicly advocate and clearly position itself in this sense in the future.

Diversity Strategy Principles

The »Vielfalt fördern, Diskriminierung entgegenreten, Chancengleichheit verwirklichen« (promoting diversity, fighting discrimination, making equal opportunities a reality) motto illustrates the understanding of diversity that underlies the diversity strategy of the Bauhaus-Universität Weimar:

Supporting Diversity

Creativity, excellence and originality all benefit from and thrive on diverse perspectives and approaches. The Bauhaus-Universität Weimar therefore sees great potential in the interactions between individuals with different backgrounds, biographies and experiences. In order to answer the key questions and challenges of our time while ensuring the inclusion of all social groups and taking their specific needs into account, the individual groups must be represented and respected at the university. Increasing diversity within the university community promotes outstanding scientific and artistic work. This also increases the appeal of the Bauhaus-Universität Weimar as a place of education, work and research for students and staff from Germany and abroad.

Creating Equal Opportunities

The concept of creating equal opportunities recognises that each individual has different needs and that different resources and measures are required in order to open up the same opportunities for everyone. Removing obstacles and providing resources helps ensure that people from diverse backgrounds and with specific needs can participate in university life.

The diversity work at the Bauhaus-Universität Weimar pursues a cross-target group approach, which aims to optimize internal university processes. To achieve this, measures and services are developed to facilitate or establish access for everyone. This approach is supplemented by group-specific measures and services that focus on the particular needs of socially disadvantaged or discriminated-against groups. For this purpose, the university sets specific priority targets which it pursues for a given period of time.

Confronting Discrimination

Recognising and appreciating individual, social and structural differences forms the foundation of diversity work that is critical of discrimination. The university takes an intersectional approach and pays special attention to the interaction of different dimensions of social inequality and the resulting forms of multiple disadvantages. The university recognises that discrimination and privilege result from historical inequality and power structures that block individuals from equal access to resources or social participation based on their membership or ascribed membership to certain groups. Confronting discrimination is a general prerequisite for creating equal opportunities and therefore is a central aspect of the Bauhaus-Universität Weimar's Diversity Strategy.

Goals and Potential Measures

The following goals and measures are projected for the period of 2023 – 2029. After a three-year period, a critical review and amendments to the set measures will take place.

1. Staffing Procedures and Development

- Further development of approaches and strategies for diversity awareness in staffing and appointment procedures, including developing a set of guidelines

- Expanding on and institutionalising diversity training and workshop offers, as well as integrating the topic of diversity as a cross-sectional issue in personnel development offers and the BauhausTrack (e.g. management development, key competencies, etc.)
- Establishing active engagement with diversity-relevant topics in the various departments of the university, strongly encouraging employee participation in diversity training
- Expanding the on-boarding process for all new employees with regard to diversity to raise awareness of diversity and discrimination among new employees and to facilitate the onboarding of new employees from underrepresented groups
- Revising and updating the Integration Agreement
- Further developing the Personnel Development Concept as it relates to diversity-oriented staffing and selection

2. General Conditions

- Developing a concept to reduce language barriers for international university members and university members with disabilities (forms, website information, study and examination regulations, spoken languages) in order to increase participation opportunities and involvement in university life and university government
- Expanding structural and digital accessibility in accordance with the Bauhaus-Universität Weimar Plan of Action for the UN Convention on the Rights of Persons with Disabilities, in particular consideration of accessibility in future construction planning.
- Developing an analogue and digital guidance system to increase barrier-free orientation on campus
- Expanding the »Leitfaden zu diskriminierungsarmer Sprache« to include other aspects of discrimination and suggestions for anti-discriminatory imagery (German and English)
- Implementing the »Empfehlungen zur Geschlechtervielfalt in der Hochschulverwaltung an Thüringer Hochschulen« (IT systems, process for changing names and gender entry) and continuing of the process of establishing »All-Gender Washrooms« across the campus
- Creating a concept for a university critical of racism

3. Studies, Teaching and Research

- Further developing the »Diversität in der Lehre« eLearning tools
- Developing supporting materials for diversity-friendly teaching, making these materials available on websites (including bibliography on aspects of diversity in the respective disciplines) and regularly organising short workshops on diversity in teaching
- Supporting and expanding upon the »Diversität in der Lehre« project among others within the context of »Learn to Teach«
- Integrating diversity aspects in teaching evaluations
- Implementing regular Bauhaus.Modules focussing on diversity and anti-discrimination, workshops for students and doctoral candidates, and short workshops within the context of regular university events (Day of Teaching, Long Night of Academic Writing, etc.)
- Supporting exchange groups for BIPOC / LGBTQ*+ / first-generation academics

- Increasing accessibility to information for specific groups of prospective and current students (students with children, students with disabilities, etc.), also with regard to student mobility
- Evaluating and further developing admission procedures in terms of diversity and equal opportunities, as well as further training for staff involved in admission procedures
- Developing concepts for making studying more flexible
- Increasing diversity consultation in research proposals (e.g. DFG) and on diversity-relevant measures within the context of research training groups (Graduiertenkollegs), etc.
- Supporting diversity-related research and teaching by enabling relevant guest contributions and establishing a regular lecture series on diversity in research and teaching as well as on other diversity-relevant topics

4. Scholarships and Funding Opportunities

- Creating awareness of diversity-relevant selection factors (e.g. unconscious bias, taking individual disadvantages into account, etc.) within the Scholarship Commission
- Making information on scholarship programmes and other funding opportunities (e.g. explanation videos, testimonials, Q&A formats, workshops) widely available to all students and doctoral candidates and making sure everyone is able to apply
- Buddy Programmes for students from social groups that are underrepresented at the university
- Expanding and refining the Diversity Fund, including creating visibility for funded projects

5. Increasing awareness of discrimination and counselling services, professionalising employees of the counselling services and the »Beschwerdestelle« (University Complaints Office)

- Carrying out regular surveys on the social climate at the university and on discrimination experienced by students and staff
- Standardising the documentation of counselling cases in counselling centres (e.g. type of request, time, multiple sessions)
- Developing campaigns against discrimination, sexual discrimination and violence; broadly communicating the university's Diversity Strategy and Guidelines for protection against discrimination pursuant to the General Equal Treatment Act (e.g. poster campaigns)

- Expanding the Diversity Guides' responsibilities as low-threshold contact points for discrimination cases (i.e. »first aid« in discrimination cases; counselling referrals) and building awareness teams for university events
- Generating more information on counselling services at the university, firmly establishing the »Equal Opportunity and Anti-Discrimination« website and the counselling services website (including an anonymous mailbox) on the faculty websites and the Office of Student and Academic Affairs website
- Establishment of a »round table« of the service and advice centres of the faculties and university administration for regular exchange and coordination of the services

Training for representatives and employees of the »Beschwerdestelle« (University Complaints Office) on the *Allgemeines Gleichbehandlungsgesetz* (AGG), on how to conduct interviews and on mediation techniques

- Present the *Guidelines for protection against discrimination pursuant to the General Equal Treatment Act* to new employees and include the guidelines in the documents to be signed prior to employment

6. Strengthening the institutional structures for diversity work and cooperation within and outside of the university

- Strengthening the Diversity Advisory Committee as an advisory and supportive body; professionalising Advisory Committee members by offering regular training events
- Further establishing diversity work within the faculties through the representatives from the faculties on the Diversity Advisory Committee; developing specific diversity plans relevant to the individual faculties (e.g. a specific focus on hiring processes)
- Establishing regular exchanges on diversity and anti-discrimination with the Studierendenwerk, the City of Weimar and other institutions and organisations in Weimar and Thuringia
- Working with the »Netzwerk Diversität an Thüringer Hochschulen« and other relevant networks across Germany
- Full involvement of the Diversity Department in the development and revision of guidelines, concepts, strategies, (re-)accreditations, and internal and external agreements in order to inscribe diversity measures in accordance with the goals of mainstreaming diversity and creating a diversity-friendly university