

Diversity in Higher Education Institutions:

Different Perspectives and Experiences



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BREMEN
LIVE IT!

ERASMUS STAFF WEEK IN BREMEN

Explore four campuses in one week!



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CITY UNIVERSITY OF APPLIED SCIENCES BREMEN

Young, cosmopolitan, inspiring – located in the heart of Bremen, Hochschule Bremen or HSB attracts almost 8,700 students not only from the region and nationwide, but worldwide, who can enrol in one of the 65 bachelor and master programmes. With offers and services tailored to the needs of its customers, and characterised by an international and practice-oriented profile, HSB successfully implements teaching and applied research in an entrepreneurial and social context. Professional, intercultural, social – we equip our students with the relevant tools and skills to succeed in an increasingly globalised world:

Internationality is HSB’s trademark: More than half of our degree programmes include at least one integrated semester abroad, to be spent at one of our 370 partner universities or as an internship in a company. With

this international profile, HSB holds a leading position among the German universities for many years now.

But HSB is also increasingly attractive for international exchange and degree-seeking students: almost every 5th student on our campuses has an international background, thus contributing to an international classroom atmosphere making these intercultural encounters a learning experience and enrichment both for German and international students.

Hochschule Bremen is a member of the Strategic Alliance for Regional Transition (STARS EU). The STARS EU brings together the strengths of nine traditional, complementary European universities in an ambitious attempt to re-imagine higher education institutions: the aim is to create a new kind of European University.

MONDAY, APRIL 22

Time	Topic
9:00-9:30	Registration
9:30-10:30	<ul style="list-style-type: none"> * Official Welcome and Opening of Staff Week: Daniel Engelbrecht, Head of administration * Getting to know each other: Bremen Staff Week team * Introduction into the topic: Dr. Sabina Schoefer, Vice President of Digitalization, Change Management, Diversity and Mr Arne Frankenstein, Bremen State Commissioner for Matters relating to Persons with Disabilities

MONDAY, APRIL 22



City University of Applied Sciences – Hochschule Bremen (HSB)
Venue: Werderstraße 73, Room EW 205

10:30-11:00	Coffee Break
11:00-12:30	<p>The UN Convention on the Rights of Persons with Disabilities (CRPD) Presentation and Discussion of the Action Plan 2023 - 2027 of the HSB</p> <ul style="list-style-type: none"> * Institute for Digital Participation (IDT) at the HSB- * Verification of an alternative wheelchair control in a virtual environment: Mr Jendrik Bulk, M.Sc. * IGNITION- European dIGital Literacy Coalition for Inclusion, Collaboration aNd InnovaTION: Prof. Andreas Teufel, Project Manager <p>Open Discussion</p>
12:30-14:00	Lunch
14:00-15:30	<p>Projects and Best Practices</p> <ul style="list-style-type: none"> * A systematic approach to equality, diversity and inclusion exploration to support embedding EDI in a Higher Education Institution: Mr Michael O’Brien, University of Limerick, Ireland, Quality, Diversity and Inclusion Projects Officer * The implementation of the UN CRPD at the HSB and cross-university cooperation on digital accessibility: Ms Anna Peschke, Center for Teaching and Learning (ZLL) * The Project AddInno- Approaches and Experiences: Ms Anna Peschke, (ZLL) <p>Open Discussion</p>
16:00 – 18:00	<p>Guided City Tour Meeting Point- Roland Statue, Marketplace / City Center</p>
19:00	<p>Welcome Dinner at restaurant ship Alexander-von-Humboldt, Schlachte 1a – Martini pier</p>





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CONSTRUCTOR UNIVERSITY

Constructor University is an English-language private university in Bremen, Germany. Constructor University prioritizes interdisciplinary education, with an emphasis on promoting an entrepreneurial spirit on campus.

With students from more than 110 nations on campus, diversity lies at the heart of Constructor University. Our close-knit, international campus community offers a unique learning environment for all, fostering global citizenship and mutual understanding.



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TUESDAY, APRIL 23



Constructor University
Venue: South Hall 229

Time	Topic
8:45	Meet at Main Station
9:04	Departure to Bremen Farge, Exit at Schönebeck Station
9:30-10:00	Official Welcome: Magdalena Dieterle, International Programs Coordinator – Constructor University
10:00-11:30	Diversity and Campus Culture Practical Steps - Workshop on how to create a framework where diversity is seen as an asset in a unique common culture: Laura Smith, Head of Student Life & Support, Constructor University
11:30-13:30	Campus Tour and Lunch
13:30-15:00	Presentations and Discussion <ul style="list-style-type: none"> * Diversity and Inclusion – What does Sofia University do to include Erasmus students into university life?: Jenny Ivanova, Erasmus Coordinator, Sofia University St. Kliment Ohridski * Sharing experiences and learnings outcomes on efforts to open mobility to students who usually do not apply to study abroad for economic, social or personal reasons: Ana Rocia Navarro Ruiz, Outgoing Coordinator, Universidad Loyola Andalucia
15:00	Return to Bremen Main Station





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PASSION FOR EDUCATION AND RESEARCH

Bremerhaven University of Applied Sciences was founded in 1975 and is located in the city centre of Bremerhaven near to the pedestrian zone. Currently, about 3000 students are studying at the university. The key feature of our university is its maritime profile. The reason why we are called the "seaside university" is not only geographical, being located directly at the estuary of the Weser into the North Sea in just five minutes' walk to the maritime district Havenwelten, but also academic, due to its innovative, modern and maritime-influenced study programmes.

With our offering of 25 study programmes, some of them with a double degree option, we provide quality education to the specialists and top performers of tomorrow. We have received a number of awards for our practice-oriented, innovative teaching concepts and for our excellent academic environment. Fostering the strengths of each individual is a key part of our philosophy. Students, teachers, researchers and colleagues

can therefore develop their potential with us and ensure progress in our region and beyond with their creative ideas. Our study programmes provide education for urgently needed specialists. In designing our programmes, we always keep an eye on the needs of the regional and national economy. As a university of applied sciences, we support regional companies with innovative ideas to meet the challenges of today.

We are here to foster individual strengths, develop potential and ensure progress. Having everything located in easy reach fosters personal connections and knowledge exchange. Our community gives us strength. Under the motto: "All on board", we advocate for equal-opportunity access and participation in everyday university life. That is why we are working on accessibility on our campus and have implemented a range of measures for all students and university members. In the barrier-free University workgroup, various members of the university work on implementing the UN Convention on the Rights of Persons with Disabilities and enabling barrier-free access and equal participation in studies, teaching, research and everyday work at the university.



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WEDNESDAY, APRIL 24



Bremerhaven University of Applied Sciences – Hochschule Bremerhaven (HSBHV)
Venue: Building T, Room 002

Time	Topic
8:40	Meeting Point: Bremen Central Station, Track 10
8:57	Departure to Bremerhaven, Regional Express RE 9 (4452)
9:36	Arrival at Bremerhaven Central Station and onward journey by bus (502, 505, 506, 508, 509) to Bremerhaven University of Applied Sciences
10:00-10:30	Official Welcome by Prof. Dr. Dr. h.c. Alexis Papathanassis, Rector
10:30-12:30	<ul style="list-style-type: none"> * Diversity Audit Initiative – Lessons Learned. How Bremerhaven University of Applied Sciences uses the tool to design structures and measures to integrate diversity into everyday university life: Gudrun Zimmermann, Head of Equal Opportunities and Diversity * Focus Finland – The Finnish Act on Equality between Women and Men and the Non-discrimination Act on the content of the equality plan: Saara Jäntti, HRD Manager, Satakunta University of Applied Sciences * Group Discussion on Diversity Issues (World Café)
13:00-14:00	Lunch
14:00-16:30	Optional Visit to: Auswandererhaus (German Emigration Center) www.dah-bremerhaven.de or Klimahaus (Climate Science Center) www.klimahaus-bremerhaven.de
17:28	Departure to Bremen, Bremerhaven Central Station, Track 4, Regional Express RE8-4429





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UNIVERSITY OF BREMEN

The University of Bremen is a medium-sized university with around 18,000 students. It offers more than 100 master's and bachelor's degrees, as well as the state law exam. Moreover, with research-based learning, the university has reinterpreted project-based courses, a defining feature originating from when the University of Bremen was founded. As part of the European university network YUFE-Young Universities for the Future of Europe it is developing a new model for European higher education together with nine other universities.

2,300 academics (43% of which are female), among them 270 professors (32% of which are female), teach and carry out research in a wide range of disciplines. We have a long established tradition in interdisciplinary cooperation and excellent research in natural sciences, engineering, the social sciences and the humanities, as well as in teacher training. The university promotes diversity and has always encouraged innovative ideas and the independence of its early career researchers. Academics at all levels find a stimulating environment here. The university was successful in all rounds of the Programme for Women Professors and the Tenure Track Programme for the Promotion of Early Career Researchers and received the highest number of professorships from both federal programs.

Social responsibility has been the fundamental guiding principle of the University of Bremen since its establishment. For us, this means acting in a sustainable and climate-friendly manner. We are committed to our shared responsibility for the social and ecological changes needed worldwide, for democracy, diversity, and justice.

In line with the United Nations' Sustainable Development Goals, we are dedicated to social change that recognizes the value of social and ecological aspects and that these cannot be offset by economic factors. It is in this spirit that we set our goals and implement specific measures to meet them. We are continuing to develop our university structures to support a culture of sustainability within the university. One of the latest steps towards this vision, was the approval of a new mission statement in 2023 with clear emphasis on sustainability and social responsibility.



THURSDAY, APRIL 25



University of Bremen - Universität Bremen

Venue: Administration Building (VWG), room 2060

Time	Topic
9:30-10:00	Official Welcome and Presentation: Dr. Marejke Baethge-Assenkamp, Director International Office
10:00-10:30	Minority Stress & Intersectional Fatigue in Higher Education Institutions: Dr. Niloufar Omid, EDI Policy and Project Development Officer, University of Limerick
10:30-11:00	Coffee Break
11:00-12:15	Presentation of the Project A Bridge between Internationalization and Gender (BIG): Dr. Saumya Pant, Kathrin Faber, Equal Opportunities Office, University of Bremen
12:15-14:00	Lunch and Campus Tour
14:00-15:30	<ul style="list-style-type: none"> * Welcome Words: Dr. Mandy Boehnke, Vice-President International Affairs, Academic Qualification and Diversity * How to Achieve a Discrimination-Sensitive University Culture-Practical examples from the University of Bremen: Anneliese Niehoff, Nele Kuhn, Administrative Unit 04 Equal Opportunities & Anti-Discrimination, University of Bremen * Beyond the Buzzwords-Analyzing the impact of intersectionality on educational equity in higher institutions: Zubair Bin Junaid, Lecturer, International Business School Budapest <p>Open Discussion</p>
15:30-16:15	Wrap-up
16:15	Participants have the opportunity to join the opening of the urban gardening project of the International Student Communities on Campus
19:00	Dinner at Restaurant Camarillo, Schlachte 30, 28195 Bremen (at own expenses)

FRIDAY, APRIL 26 (optional) Individual Meetings



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STATE- AND UNIVERSITY LIBRARY BREMEN

The State and University Library Bremen (SuUB Bremen) provides the students, researchers, and academic staff of the universities in Bremen and Bremerhaven with literature and specialist information in both print and electronic formats. It offers a wide range of digital and analogue services covering such diverse topics as information literacy, reference management systems, open access publications and research data.

It also is the Library of the Federal State of Bremen. Its holdings and services are freely accessible to all citizens.

The SuUB Bremen consists of the Central Library and eight smaller sites located at the University of Bremen and at the univer-

sities of applied science and art in Bremen and Bremerhaven. The library's own search engine E-Lib provides access to all printed holdings and to about 1.600.000 digital resources, incl. databases, eBooks, and eJournals.

The SuUB Bremen also holds a remarkable collection of rare books and manuscripts, dating back to its origins in 1660 and beyond.

The library has carried out several digitization projects funded by the German Research Foundation (DFG). Since 2016 it has offered a nationwide specialist information service for political science (FID Pollux), which is also funded by the DFG.

Library Stream (LS) <https://www.suub.uni-bremen.de/ueber-uns/neues-aus-der-suub/erasmus-staff-mobility-week-2024-library-stream>



Library Stream (LS):

Monday 22/04	City University of Applied Sciences – Hochschule Bremen (HSB)
9:00 - 09:30	Registration
9:30 - 10:30	Official Welcome and Opening of Staff Week
10:30 - 11:00	Coffee break
11:00 - 12:30	Teaching Library: Topics, Methods, Concepts
12:30 - 14:00	Lunch break
14:00 - 15:30	Libraries and Diversity
16:00	Guided city tour
19:00	Dinner

Library Stream (LS) Mo - Fr

Tuesday 23/04	All Day Library stream at University of Bremen, Central Library
9:30 - 11:00	Presentation of the State and University Library Bremen and of the participating libraries
11:00 - 12:00	Research data and libraries
12:00 - 13:00	Lunch break
13:00 - 14:30	Guided Library Tour
15:00	Open Access Publishing with Open Access Mystery
17:00	Informal get-together of German and international librarians
Wednesday, 24/04	At Bremerhaven University of Applied Sciences – Hochschule Bremerhaven
8:40	Meeting Point: Bremen Central Station, Track 10
8:57	Departure to Bremerhaven, Regional Express RE 9 (4452)
10:00 - 10:30	Official Welcome
10:30 - 12:00	Managing metadata in libraries
12:15 - 13:00	Guided library tour
13:00 - 14:00	Lunch break
14:00 - 16:30	Optional Visit to Deutsche Auswandererhaus (German Emigration Center) or Klimahaus (Climate Science Center)
17:28	Train Departs to Bremen
Thursday, 25/04	At University of Bremen - Universität Bremen
09:30 - 10:00	Official Welcome and Presentation
10:30 - 12:15	SuUB Bremen: Rare books and manuscript collection
12:15 - 14:00	Lunch and Campus Tour
14:15 - 15:15	Folio: Introducing an Open Source Library Management System
15:30 - 17:00	On Request: Individual talks with library experts
19:00	Dinner at Restaurant Camarillo, Schlachte 30, 28195 Bremen (at own expenses)
Friday, 26/04	At one of the library sites
09:30 - 12:30	The Future of Libraries: Discussing library strategies for the 21st century



Universität
Bremen



HSB

Hochschule Bremer
City University of Applied Sciences



Staats- und
Universitätsbibliothek
Bremen

