

## **Diversity Policies**

Diversity policies are part of the University of Bremen's profile, with strong implementation on the leadership level by the Vice President for International Affairs and Diversity, an institutional Diversity Strategy, a Diversity Officer and a governance linking diversity management to gender equity, internationalization and intercultural opening and the inclusion of people with disabilities or chronic diseases.

Acknowledgement of diversity and anti-discrimination is both an important condition as well as a sound framework for excellence in research; promoting innovation, creativity, and problem solving. While the integration and implementation of diversity management is fast becoming a mainstream topic in the area of university education, it is still rarely focused in the field of research. We want to change this because an explicit consideration and inclusion of diverse potentials and perspectives in research fosters excellence, widening participation and sustainability alike.

Sharing and promoting the aim of an 'inclusive excellence', we define four core fields of implementation:

### **1. The recruitment of diverse excellent researchers**

- We are convinced that a more diverse professional staff fosters new ways of thinking and problem solving, increases workplace adaptability, employee innovation and motivation, increasing quality and equity.
- We define, establish standards and mandatory guidelines for (proactive) recruiting processes that consider diversity as a mainstreaming category in order to widen the pool of excellent candidates and enhance equity.
- We define explicit aims in terms of representation of diversity to increase the number of highly underrepresented groups: women, scientists of color and researchers with migration background, disabled researchers.

### **2. Diversity competences in a diverse working group**

- The aim is to create and empower diverse teams whose members act as diversity- and gender-competent, interculturally sensitive and anti-discriminating individuals in a way they improves the work climate, team performance, and outcomes. These competences are perceived as core competences with human, societal, and scientific value.
- Focusing on this aim, we have to create opportunities for professional trainings at each level of the research unit - including the management level.

### **3. Leadership and diversity**

- As core principles can only be set by the proactive commitment of the top-management of a research unit, the visibility of this commitment in all decisions and processes, starting with the top-management, is an important part of the leadership culture and a precondition for the successful diversity policy of the research unit and the whole institution.
- We therefore want to enable Principal Investigators and other decision-makers in our university to develop a leadership culture that improves the infrastructure of the working place in terms of accessibility, equity, climate, good team work, and possibilities for identification with the institution. In short: a welcoming and inclusive work environment.
- Thus, diversity matters have to be tackled as a part of the regular feedback meetings with staff members.

### **4. Consideration of diversity issues in research activities**

- The diversity profile of the University of Bremen should be reflected as relevant for all aspects of science; both in terms of the research content and its design.
- This includes considering the relevance and effects of research outcomes and scientific innovations on different societal groups and the diverse societal reality as a whole.