



Herzlich  
willkommen



**training session:  
Implementing and living  
diversity and inclusion  
in an organisation**

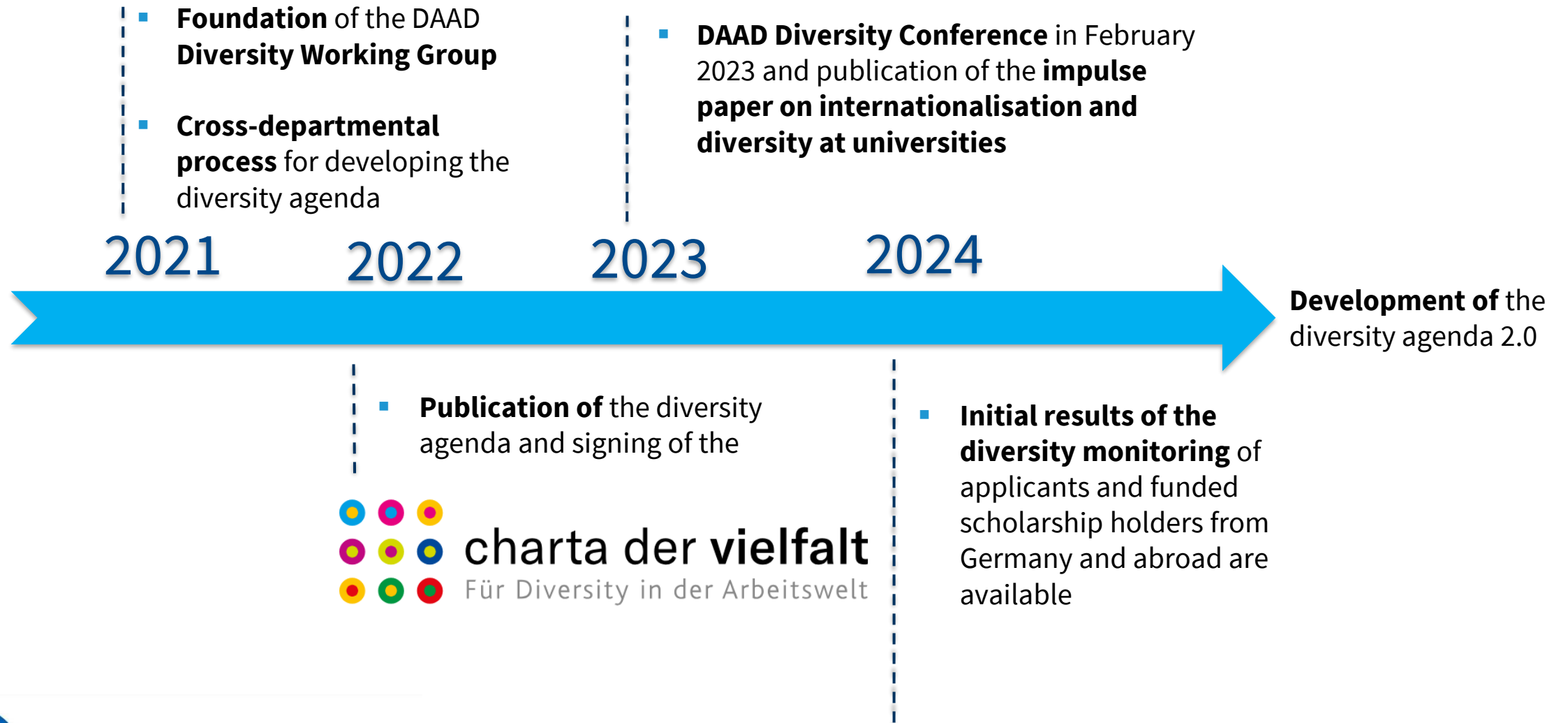
29.05.2024



DAAD

Deutscher Akademischer Austauschdienst  
German Academic Exchange Service

# Development of the DAAD Diversity Agenda



# International student journey: Barriers



## OFFER

- Are the general funding programmes sufficiently **diversity-oriented**?
- **Are there specific programmes** for the target groups?



## INFORMATION

- **Do** our offers and information **reach** diverse target groups?
- Are there sufficient **counselling services** for **specific** target groups?



## APPLICATION

- Are the **procedures barrier-free**?
- Are there certain groups for whom an **application** is a barrier in itself?
- Are there specific **measures** to reduce barriers for certain groups?



## SELECTION

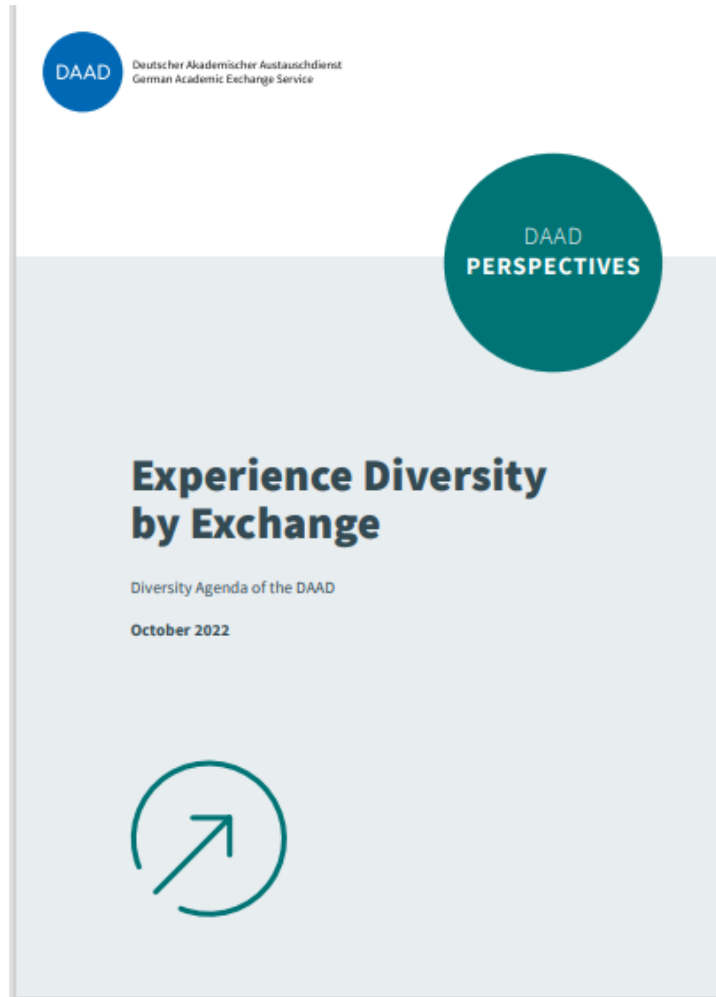
- Do the **selection procedures** take into account possible barriers for certain groups?
- **Does the diversity** of invited candidates roughly correspond to the diversity of applicants (for two-stage selections)?



## FUNDING/ ABROAD

- Does the **diversity** of the selected scholarship holders roughly correspond to the diversity of applicants from the selection procedures? (Is the procedure permeable?)
- Is the **stay abroad accessible** for the scholarship holders?

# DAAD Diversity Agenda: Diversity by exchange



## Diversity objectives and activities



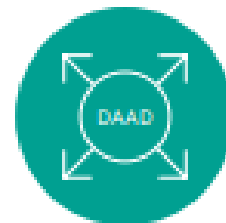
**OBJECTIVE 3**  
**SUPPORT HIGHER EDUCATION INSTITUTIONS IN ACHIEVING THEIR DIVERSITY GOALS**



**OBJECTIVE 1**  
**ADAPT THE DAAD'S COMMUNICATION IN LINE WITH DIVERSITY REQUIREMENTS**



**OBJECTIVE 2**  
**INCREASING THE DIVERSITY OF DAAD SCHOLARSHIP HOLDERS**



**OBJECTIVE 5**  
**EXPAND INSTITUTIONAL DIVERSITY IN THE DAAD**



**OBJECTIVE 4**  
**GAINING KNOWLEDGE ABOUT DIVERSITY IN INTERNATIONAL EXCHANGE**

**Link:** <https://daad.de/diversityagenda>



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# Objective 1: Adapt the communication in line with diversity requirements

- Communicate beyond barriers
- Make target group communication more authentic

## Statement by DAAD Vice President Dr Muriel Kim Helbig



Focus topic in the DAAD Journal



DAADeuroletter 74



DAAD-Letter 03/21



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Testimonials from participants

# Objective 2: Increasing the diversity of DAAD scholarship holders

- Open access to funding
- Appropriate appreciation of the individual starting conditions and life paths
- Diversity-sensitive selection processes

- **Diversity in the application process**

Diversity-sensitive evaluation form and selection process

- **Make selection committees more diverse**

Composition, training programmes (anti-bias trainings)

- **Scholarship programmes for underrepresented target groups**

- Gilman-DAAD Germany Award
- Empower Future Female Afghan Leaders
- Chancen.Digital: Scholarships for a digital Master's programme abroad

## Auslandserfahrung für alle ermöglichen



Diversität im internationalen akademischen Austausch. Der DAAD möchte die Teilnahme bisher weniger repräsentativer Gesellschaftsgruppen an seinen Förderprogrammen erhöhen.

Ein Auslandsaufenthalt ist eine wichtige Erfahrung für junge Menschen. Doch für einige von ihnen birgt der Weg ins Ausland im Rahmen einer Promotion, eines Studiums, Praktikums oder Sprachkurses besondere Hürden. Notwendig für sie sind gezielte Informations- und Beratungsangebote sowie zusätzliche finanzielle Unterstützungsleistungen.

Im Ausland zu studieren, zu promovieren, ein Praktikum zu absolvieren oder eine neue Sprache zu erlernen, bereichert nicht nur den Lebenslauf, sondern auch die eigene Persönlichkeit. Andere Kulturen intensiv kennen und verstehen zu lernen, ist eine wertvolle Erfahrung für junge Menschen und eine Voraussetzung für wechselseitiges Verständnis. Der DAAD will deshalb Studierende und Forschende aus allen Teilen der Gesellschaft an seinen Angeboten und Förderungen partizipieren lassen und die Teilnahme bisher weniger repräsentativer Gruppen an den einzelnen Programmen erhöhen.

Viele denken, Stipendien bekommen nur die anderen

Wer verstehen möchte, warum ein Auslandsaufenthalt für bestimmte Personengruppen weniger zugänglich ist, muss sich zunächst den Weg dorthin vor Augen führen. Zahlreiche Studierende und Nachwuchsforscherinnen und -forscher fühlen sich durch Informationen und



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## Objective 3: Support higher education institutions in achieving their diversity goals

- Improving the framework conditions for diversity and equal opportunities in project funding programmes
  - Supporting higher education institutions in achieving their diversity goals
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- **Guidelines for diversity-sensitive project planning and implementation** based on good practice examples was published in April 2024.
  - **Shaping the inclusive dimension of Erasmus+ together with higher education institutions**  
Expansion of the target groups for additional financial support, thematic events and training sessions, publication of the national Erasmus+ Inclusion Strategy
  - **Development of a recommendation for action during the Erasmus+ conference** „Equal opportunities in mobility - overcoming hurdles together“ from 20-22 March 2024

### Erasmus+ Inklusionsstrategie

der Nationalen Agentur für Erasmus+ Hochschulzusammenarbeit

Umsetzung von Inklusion und Vielfalt  
im Erasmus+ Programm 2021-2027

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Chancengerechtigkeit und Diversität  
in DAAD-Projekten stärken

Impulse aus der Praxis

daad.de



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# Objective 4: Gaining knowledge about diversity in international exchange

- Discussing diversity and internationalisation with higher education institutions
- Collecting and analysing diversity-relevant data on the DAAD's funding activities

- **Impulse paper on internationalisation and diversity at universities**
- The **virtual DAAD Diversity Conference took place** on 9 and 10 February 2023 with **470 participants** under the title "Internationalisation and diversity at universities".
- KIWi Policy Talk on the topic "**Feminist Foreign Policy:** A new paradigm for international scientific cooperation?"
- **first results of the diversity monitoring** of applicants and scholarship holders from Germany and abroad will be available from Q2/2024



**YouTube playlists for the Diversity Conference:**  
[Diversity Conference Day 1 - 09.02.2023 - YouTube](#)  
[Diversity Conference Day 2 - 10.02.2023 - YouTube](#)

**(external) Recording of the KIWi Policy Talk:**  
[Feminist Foreign Policy: A New Paradigm for International Academic Cooperation? - DAAD](#)



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## Objective 5: Expand institutional diversity in the DAAD

- Promoting employee diversity and ensuring equal opportunities
  - Strengthening diversity-sensitive recruitment and human resources management
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- **Structural anchoring of the cross-cutting topic of diversity** through the establishment of an officer position since October 2023
  - Establishment of a **contact point** where employees can complain about experiences of discrimination under the **General Equal Treatment Act (AGG)**
  - **Diverse exchange formats** in the framework of the **German Diversity Day 2024** for all DAAD colleagues
  - **Diversity-sensitive design of recruitment** is in progress

