

Programme Staff Week

THE POWER OF DIVERSITY AND WHY STUDENTS AND STAFF NEED TO KNOW ABOUT IT

Description

The Staff Week **The Power of Diversity and why Students and Staff need to know about it** is aimed at staff members in higher education who wish to deepen their understanding of diversity and inclusion, reflect on their own perspectives and responsibilities, and explore practical approaches for creating more inclusive and respectful environments at their institutions.

Through a practice-oriented and participatory approach, the Staff Week combines interactive workshops with daily impulses by author and leadership expert Birgit Hermann. The programme explores diversity from different perspectives, moving participants from awareness, to personal responsibility, to practical leadership action.

Participants are encouraged not only to gain new knowledge, but also to reflect on how they think, make decisions and act within their professional environments. The focus is on translating awareness into concrete measures and leadership practices that can contribute to more inclusive institutions. The final goal is to support participants in developing practical strategies for strengthening equality, diversity and inclusion at their home institutions and to create a shared commitment to fostering inclusive environments in higher education.

Sunday, 1st November 2026

Arrival Day & Welcome Dinner (optional)

17:30

Opportunity for informal networking and getting to know fellow participants.

Monday, 2nd November 2026

Welcome and Registration

Participants of all Staff Weeks are welcomed with an opening speech and introduced to the programme.

Workshop 1: Understanding Diversity in an International Context

11:00–15:00

Opening Impulse: “What do we mean by diversity?”

We establish a shared understanding of diversity beyond definitions, inviting participants to reflect on how their own perspectives, experiences, and environments shape what they see, and what they don't. The workshop also aims to develop a shared understanding of the values that underpin an inclusive and respectful environment. Through interactive reflection, participants explore what values such as empathy, patience, openness and respect mean to them personally and professionally, and how these values can be understood and expressed across different cultural and institutional contexts.

Participants develop a shared understanding of diversity and identify key development areas in higher education. The workshop explores different dimensions of diversity in an international context, highlights legal and structural frameworks in participating countries and presents best practices from various institutions.

Tuesday, 3rd November 2026

Workshop 2: Higher Education Institutions as Safe and Brave Spaces

9:00–17:00

Impulse: “Why none of us are neutral”

We deepen the conversation by exploring bias, decision-making, and everyday behaviours. The focus is on recognising individual responsibility and how each of us actively shapes the systems we are part of.

This workshop focuses on recognising and addressing microaggressions and discrimination. Participants reflect on unconscious biases and their impact on decision-making and interaction. Based on this, they develop prevention strategies and practical recommendations for teaching and administrative contexts to foster inclusive and respectful environments.

Intervention from Bucharest University

Wednesday, 4th November 2026

Workshop 3: Strategies and Measures for Inclusive Institutions

09:00–12:30

Impulse: “Bold Leadership”

In the morning participants explore what inclusive leadership looks like in practice, including allyship, using influence responsibly, and taking small, consistent steps to create more inclusive environments.

Participants explore the concept of allyship and reflect on how privileges can be used responsibly to support less privileged groups. In an interactive creative format, they develop creative ideas, measures, and a roadmap for implementing diversity-sensitive strategies across institutions, including joint campaign ideas.

Connect – Coffee & Careers

13:30–17:00

In the afternoon, a networking event brings together participants, university staff, students and company representatives. Through keynote inputs and informal exchange, participants gain additional perspectives on digital innovation, internationalization and future developments in higher education.

Thursday, 5th November 2026

Day trip to IPAI and Heidelberg

9:00–17:00

Friday, 6th November 2026

Final Workshop & Creative Session

9:00–11:00

At the end of the programme, participants collaboratively formulate a joint commitment to strengthening equality and inclusion at their home institutions. The session brings together the insights and ideas developed throughout the week and translates them into concrete commitments for future action.

As a creative highlight, participants translate key messages of the week into visual statements using screen printing.

Issuance of Certificates and Closing

11:30–13:30