

The power of diversity and why students and staff need to know about it

Interactive workshops with daily impulses by Birgit Hermann

Each keynote builds on the previous one, moving participants from awareness, to personal responsibility, to practical leadership action, using examples from endurance challenges and real workplace situations.

The intention throughout is not just to introduce new ideas, but to support participants in how they think, reflect, and act, so that inclusion becomes part of everyday leadership, not just a concept discussed in workshops.

Workshop 1: Understanding Diversity in an International Context

Impulse: "What do we mean by diversity?" (See it / Think Bold)

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.

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.

Workshop 2: Higher Education Institutions as Safe and Brave Spaces

Impulse: "Why none of us are neutral" (Own it / Reflect BOLDER)

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

Workshop 3: Strategies and Measures for Inclusive Institutions

Impulse: "Bold Leadership" (Act on it / Lead BOLDER)

We bring this into action. 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.

(Joanna Amor from Lapp?)

Final Workshop & Creative Session

At the end of the programme, participants collaboratively formulate a joint commitment to strengthening equality and inclusion at their home institutions.

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

- Bold and kind.
- Bold hearts. Open minds.
- Be bold – Create Brave Spaces
- Be bold. Speak up.
- Bold allies needed
- Bold for diversity
- Stay bold. Stay inclusive.