

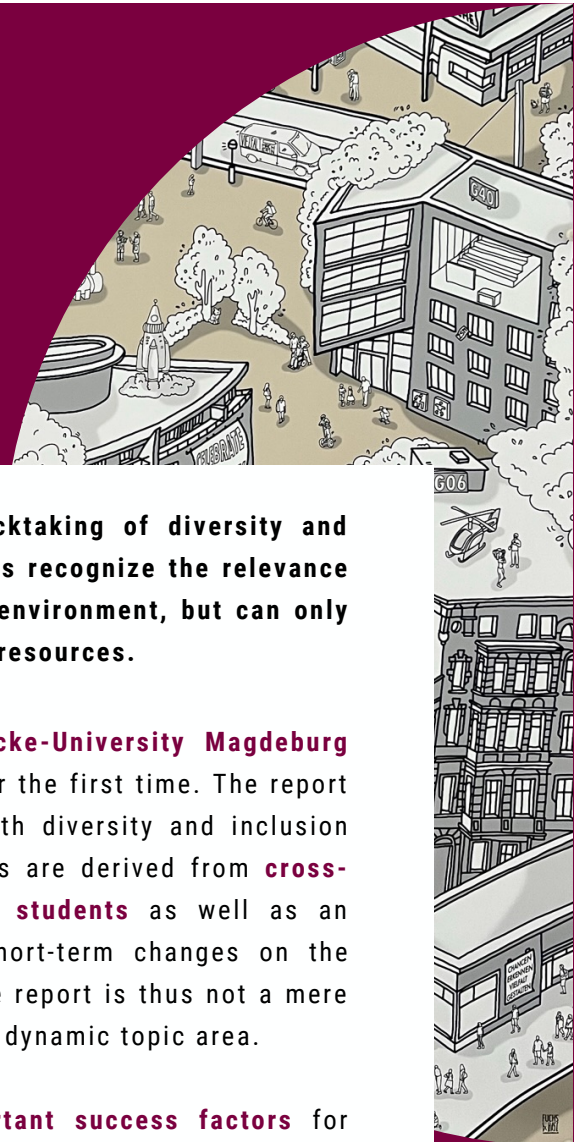
# IN SUMMARY: DEVELOPMENT POTENTIALS OF GERMAN UNIVERSITIES IN THE AREAS OF DIVERSITY AND INCLUSION

The report "University & Diversity: Status Quo" is a stocktaking of diversity and inclusion efforts at German universities. German universities recognize the relevance and potential of diversity and an inclusive work and study environment, but can only take limited action to advance these factors due to a lack of resources.

The Chair of International Management at **Otto-von-Guericke-University Magdeburg** publishes the "University and Diversity: Status Quo" report for the first time. The report summarizes German universities' commitment to dealing with diversity and inclusion issues and provides a comprehensive overview. The insights are derived from **cross-sectional surveys of university administrations** and their **students** as well as an **examination of diversity-specific information** and their short-term changes on the **university websites** of 76 public universities in Germany. The report is thus not a mere snapshot but also sheds light on current developments in this dynamic topic area.

"The topics of **diversity, equity, and inclusion** are **important success factors** for organizations. In the public discourse, the focus is primarily on private-sector companies, but it is just as important that **future professionals feel included already in their education and can unleash their unique potential**," explains Prof. Dr. Susanne Schmidt, project manager and Chair of International Management. The study results show that **universities consider diversity and inclusion as essential but do not focus on all diversity dimensions**: Most universities have experience with equality measures for women and people with disabilities. Other dimensions such as age or sexual orientation and gender identity are considered less relevant.

Furthermore, the survey of the universities reveals that **targeted measures** to establish an inclusive work and study environment are recorded in university-wide **diversity strategies**, but **often lack human and financial resources** for implementation. However, these are necessary to address current transformation challenges, such as **closing data gaps, delineating responsibilities, and intensifying communication**. The transformation to a place with an inclusive work and study environment is in the interest of the **students**, who place much value on their **universities advancing diversity and inclusion** and have a **more positive image** of the universities' commitment than the institutions themselves. The comparison of website data between 2021 and 2023 shows an **upward trend toward more diversity in university presidencies/rectorates and an increasing commitment to diversity**.



# DETAILED RESULTS IN AN OVERVIEW

- **Diversity and inclusion are of great importance in the universities surveyed**, but there is a particular lack of human resources to implement diversity strategies.
- **The university presidencies/rectorates are predominantly homogeneous**: Most positions for rectors, presidents and chancellors, and thus the highest offices in the universities, are held by men.
- **While universities offer a variety of measures to promote an inclusive study and work environment, these measures are not targeted** because universities do not know their status quo on diversity.
- **Students care about diversity and inclusion**, but are largely unaware of their universities' policies and efforts.

## METHOD

76 public universities in Germany were considered for the report. Information was collected from the universities' websites in September/October 2021 and February/March 2023.

In addition, a survey of the university administrations was conducted. The information was collected from July to September 2021 using standardized web-based surveys. In total, universities from ten different German states participated in the survey. In addition, another survey was conducted among students at the universities under consideration. The information was collected from August 2021 to November 2021 and from December 2021 to January 2022. In total, students from 59 of the universities under consideration took part in the survey.

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