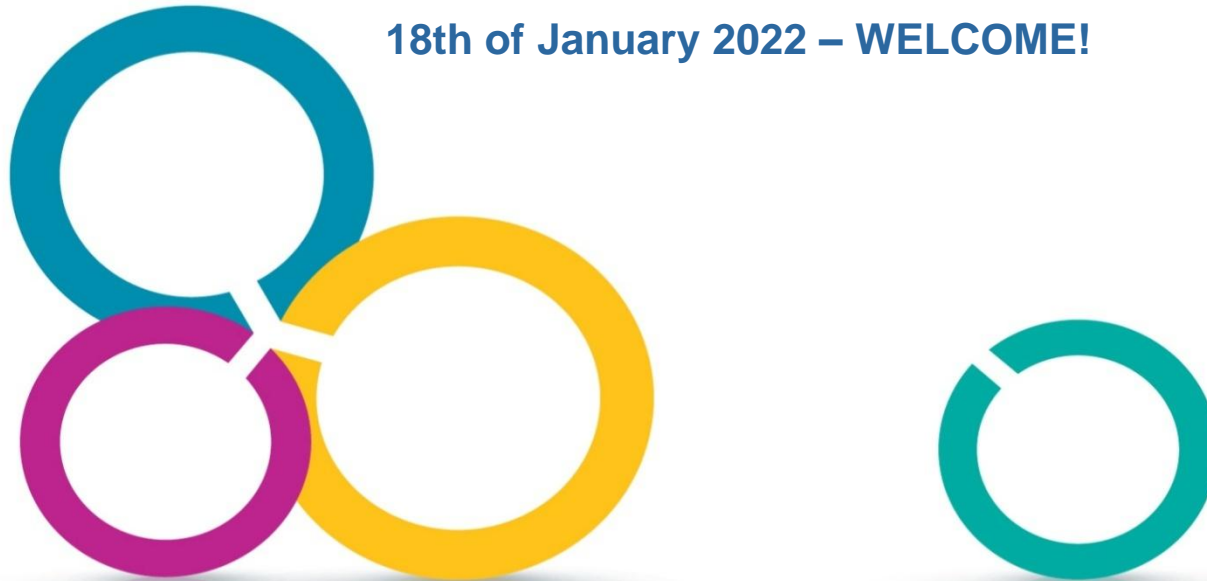


# Diversity Management for Euraxess

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Virtual seminar

18th of January 2022 – WELCOME!



Sibylle Hodel, EU GrantsAccess  
[sibylle.hodel@sl.ethz.ch](mailto:sibylle.hodel@sl.ethz.ch)



# Program of today

AGENDA EURAXESS T.O.P. IV Virtual Seminar <b>Managing Diversity for Euraxess</b> January 18 <sup>th</sup> , 2022, 13h00 – 15h30 CET	
<b>Session No 1</b>	
13h00 – 13h15	<b>Welcome &amp; Introduction to Diversity and Inclusion for Euraxess</b> Sibylle Hodel, Deputy Head of EU GrantsAccess, ETH Zurich
13h15 – 13h45	<b>Diversity Management for EURAXESS: Main Results</b> Seraina Munton, Research Advisor and Manager, EU GrantsAccess, ETH Zurich
13h45 – 14h15	<b>Awareness raising how to become an agent of change</b> University of Liège, Brigitte Ernst
<b>Session No 2</b>	
14h15 – 15h00  15 min each	<b>Short Inputs from experts on Diversity, Inclusion and Equality</b> <b>Strategies from different institutions: best practices</b>  Examples: <b>1 Diversity at the University of Copenhagen, Denmark</b> Maria Mortensen, Senior advisor on EDI at University of Copenhagen  <b>2 The Respect campaign at ETH Zurich, Switzerland</b> Ernestine Hildbrand Studer, Project manager of the Respect campaign at ETH Zurich  <b>3 Integration of Refugee Researchers in Bulgaria</b> Vladimir Milev, Project coordinator Bulgarian Council on Refugees and Migrants, Sofia,
<b>Discussion</b>	<b>30 min</b>

# Why this topic for Euraxess?

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We took it up in TOPIV as a task, as it

- shifted from gender issues to a broader understanding
- diversity and inclusion as a strategy for institutions
- Interestingly, it was pushed by the private sector, big businesses, so you see, that diversity issues are not just “nice to have” as an etiquette, but an economic asset: Diverse teams are stronger and fitter, recent studies have shown

When you welcome international researchers, awareness on diversity and inclusion aspects is an integral part of the job.



# Diversity Management for Euraxess: our task in TOPIV

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## Description:

- Compile a suitable training for the EURAXESS network on diversity management.

## Achievements:

- Collected studies, reports, guidelines on a national level dealing with diversity.
- Focus group on national level on diversity.
- Final report with main findings.
- The results will be disseminated in 3 webinars

## Partners:

- Bulgaria (Sofia University), Belgium (University of Liège),  
Denmark (University of Copenhagen)



# What does diversity and inclusion mean?

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**Diversity** is a concept that integrates the idea of variety and disparity. The focus lies on differences and similarities: it is normal to have diversity around us.

**Inclusion** is a way to deal with diversity.

**Goal:** adjusting structures and processes to work for more inclusion instead of stereotyping and creating minorities

Typical Topics:

- Gender
- LGBTQIA\*
- Age
- Class
- Origin (cultural & religious)
- Special needs, disabilities



# Diversity management for Euraxess

## 4-Step Snowball Effect Template

**Inform**

Results,  
studies

**Educate**

Webinars  
& bias  
trainings

**Reflect**

reflect on own  
behaviour &  
tinking pattern

Institution: Is there  
a plan/strategy?

**Act**

integrate it in your  
work life as a  
Euraxess member;  
Be a role model