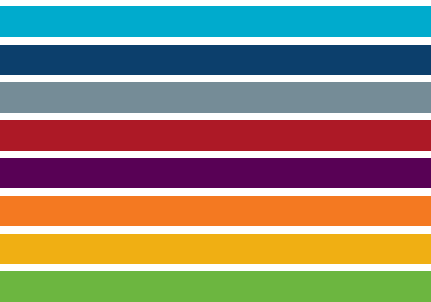


Diversity at HHU

diversity.hhu.de/en

The Diversity Online Portal

diversity.hhu.de/en



- Information about Diversity
- Handouts and examples of Good Practice
- Overview of relevant points of interest and service offers @HHU
- Glossary A-Z
- and much more



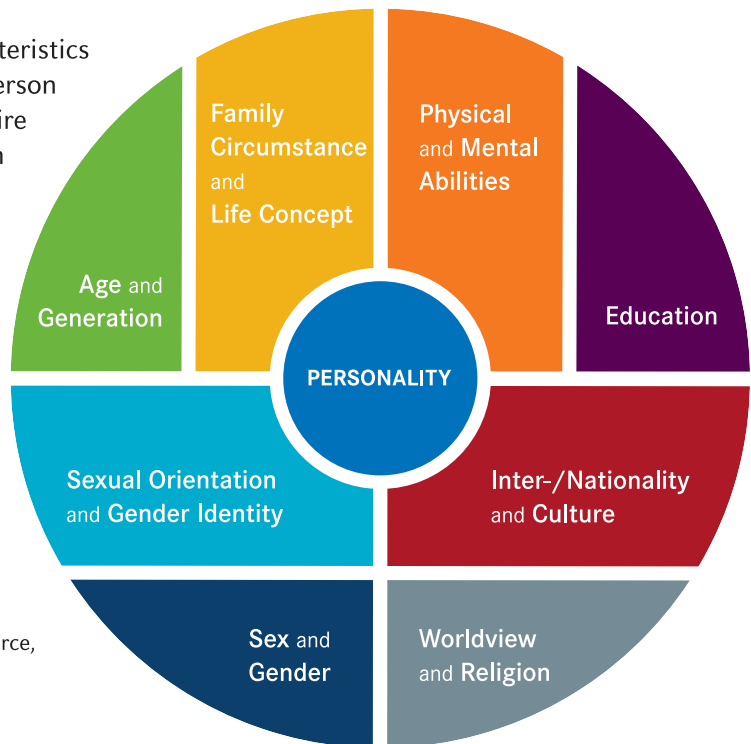
Heinrich Heine University Düsseldorf
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[hhu.de](https://www.hhu.de)



What does diversity mean? It means that each person is unique due to certain physical, mental and sociocultural attributes. These different attributes should not, however, lead to exclusion, disadvantages or discrimination against someone. Diversity at HHU stands for the variety of different attitudes and perspectives that result from people's individual attributes and lifestyles (= dimensions). Since diversity is very important to HHU, there are many stakeholders at our university who are engaged in diversity in general or certain dimensions of diversity. These are responsible for initiating and implementing a broad range of related offers and services. In line with Loden & Rosener (1991)* and under consideration of HHU's special context as an university, a proactive discourse on the topic of diversity led to the recognition of the following eight dimensions relevant to HHU: *Age and Generation, Family Circumstance and Life Concept, Physical and Mental Abilities, Education, Inter-/Nationality and Culture, Worldview and Religion, Sex and Gender and Sexual Orientation and Gender Identity.*

Diversity dimensions describe characteristics that are (or can be) attributed to each person at birth. They accompany his/her entire lifespan and help people to identify with themselves. Generally, each person as a rule has a specific nationality and a biological gender from birth onwards that might, however, change either at his/he own wish or due to certain circumstances. Dimensions such as *Family Circumstance and Life Concept* as well as *Age and Generation* alter over a lifetime and are accompanied by changing needs and abilities.



* Loden M. and Rosener J. , Workforce America: Managing Employee Diversity as a Vital Resource, Homewood, 1991

Age and Generation

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This dimension describes the age of each individual person and the associated sociocultural attribution of status and hierarchy and also changing needs and abilities that evolve during the course of the biological ageing process. Apart from a person's true biological age, this dimension is also concerned with how a person experiences him/herself and how he/she is perceived by others. This also includes the age category in which he/she classifies him/herself and is classified by others.

In the context of HHU, this dimension also stands for various "stages of life" or for the "life cycle" at an university, meaning that separate measures and services are offered depending on the target group – from new students to senior professors.

At HHU...

... 5.2 % of the students are older than 40.*

... 68.1 % of employees of the technical and administrative staff are older than 40.**

... 51.4 % of the scientific staff is between 26 and 35 years old.**

* winter term 2018/2019 | ** December 2018



This dimension is concerned with each individual's family context and different life plans that change over the course of his/her life and might influence his/her studies and everyday working life. This includes, for example, a person's family status and/or role as parent and/or career. It is not concerned with an individual's family and social background and in which circumstances he/she grew up (see also *Education*).

Reconciling family and studies or career is very important to HHU as a family-friendly university. This is actively fostered through its ongoing participation in the "Family-friendly University Audit" and through the Family Support Centre.

At HHU...

... about 2,000 students have at least one child.*

... 154 children attend one of three daycares of the Studierendenwerk (Organisation for Student Services).**

... the Family Support Center exists for thirteen years now (2006).

* winter term 2018/2019 | ** 2019

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Physical and Mental Abilities

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This dimension refers to people with physical and/or mental disabilities or limitations and their need to be able to lead a self-determined life. It also includes exceptionally talented individuals and their abilities.

In the context of HHU, this dimension includes physical and mental abilities that each individual person possesses and contributes to HHU (talent development), meaning that it is not just a matter of compensating for disadvantages but also of fostering individual abilities in a targeted manner.

The “classic” part of this dimension is represented above all by the Employer’s Representative for Severely Disabled Persons, the Commissioner and Counselling Office for Students with Disabilities or Chronic Diseases as well as the Disability Office and the Students’ Union.

At HHU ...

... work 149 employees with a disability.*

... 361 students received the “Germany Scholarship” in 2018.

... the Council of Employees with Severe Disabilities has been existing for 44 years now (1975).

* December 2018



This dimension largely refers to a person's school and social background (e.g. academic or non-academic parental background, type of high school diploma, other education or training, type of university entrance qualification etc.).

In the context of HHU, the focus lies on different school and social backgrounds, as to whether prospective students fulfil the admission conditions and on which path they are able to embark at HHU. Responsible for this area are above all HHU's Student Services Centre and the Students' Union.

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At HHU...

... 28.1 % of the students did not receive their Abitur (school diploma) at a Gymnasium to go to university afterwards*

... about 58 % of the students have an academic background.*

... talent scouts support over 480 students without an academical background to get to university in a year.**

*2016 | ** winter term 2018/2019



Inter-/Nationality^{and} Culture

Nationality describes each individual's origin (e.g. country and place of birth and/or parents' origin) and his/her associated sociocultural background. Not only a person's nationality at birth but also the cultural customs, rules etc. with which he/she grew up and identifies with are important. Thus, the country and place of birth and/or the parents' or guardians' nationality must not necessarily be the only determinants for a person's *inter-/nationality*.

This *inter-/nationality* and the accompanying cultural imprint can also change throughout a person's lifespan, for example by growing up

and/or through contacts to a wide variety of different cultures, by moving to another place or interacting at an university with people of other nationalities and sociocultural origins.

This dimension is represented at HHU among others by the Vice President for International Relations and Science Communications, the Junior Scientist and International Research Center (JUNO) and the International Office as well as the Students' Association.

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At HHU ...

... there are students from over 133 nations.*

... around 11 % of the students have a foreign nationality.*

... under the Erasmus program of the EU, more than 350 partnerships are maintained with approximately 200 universities in 30 European countries.*

*winter term 2018/2019

This dimension describes the influence of ideology and beliefs for one's own actions and self-concept of each person (e.g. observing certain holidays, certain nutriment, the wearing of certain clothes, traditional gender roles etc.).

HHU views itself as an ideological and religious neutral, cosmopolitan and tolerant university.

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At HHU...

- ... a „Room of Silence“ is open for everyone for nine years now (2010).
- ... over 20 lectures regarding the topic worldview and religion are offered each semester.*
- ... there are four student groups with focus on worldview and religion.**



Sex and Gender

This dimension refers to each person's biological sex, which is defined at birth and as a rule recognizable from physical features. It also attributes to specific traits, roles and rules of behavior within the sociocultural context (gender) that go hand in hand with a person's biological sex.

In the context of HHU this implies above all equal opportunities for men and women. This goal is actively pursued by the Central Equal Opportunities Officer and her deputies in the faculties as well as within the student body and central administration, the Students' Union and the Equal Opportunities Commission.

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At HHU ...

- ... 57.8 % of the students and 47.7 % of the scientific staff are female.*
- ... there are working 37 C4/W3 female and 146 C4/W3 male professors.**
- ... exists the award of „My Heine-Woman“ for more than ten years now (2008).

* winter term 2018/2019 | ** December 2018

This dimension refers to a person's sexual orientation, i.e. to which gender a person feels sexually and/or emotionally attracted (e.g. heterosexual, homosexual, bisexual etc.).

It also refers to an individual's gender identity which expresses the gender-specific way of life and associated sociocultural attribution through which a person categorizes him/herself. Sexual identity

can also deviate from a person's biological gender (e.g. trans*) or vary from the binary (two-gender) system of "man" and "woman" (e.g. inter*).

HHU views itself as an organization that does not tolerate any discrimination or preferential treatment as a result of this dimension. HHU offers a wide spectrum of events and advisory services, especially within the Students' Association.

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At HHU...

- ... several departments of the students' union address lesbian, gay, bisexual, trans, inter or queer students.
- ... at least 17 lectures regarding the topic of sexual orientation and gender identity are offered each semester.
- ... seven unisex toilets were set up on campus last year**

*summer term 2019 | ** 2019



Differences make us distinctive and unique, and we are all part of HHU!

Information on contacts and services relating to diversity issues can be found on our Diversity Online Portal under diversity.hhu.de/en

Variety is what characterizes our campus. It is a source of new ideas, it furthers progress in our studies and in research, and it plays an important role for HHU as an employer and as an institution dedicated to education and research!

Everyone can help to promote diversity. Just click through our pages for information, and do your bit to make others aware of the value of diversity!

Respect and regard for others are the key to an appreciation of diversity and the avoidance of discrimination in all areas of study, teaching and in the workplace.

Sensitivity to the discrimination to which others may be exposed can be learned and put into effect.

Interaction and communication between all those who work and study at HHU are both desirable and necessary to break down barriers, thereby disarming prejudice.

Tolerance and openness are at the heart of what HHU stands for, as exemplified by the poet whose name it bears. And they are essential to ensure that discrimination and unfairness are shunned, and diversity is promoted, appreciated and experienced as a prerequisite of excellence.

You are HHU, and diversity at HHU can only be a lived experience if you are committed to promoting it. Get in touch with others and let them know your opinion.