

Bard College Berlin Diversity, Equity, and Inclusion Concept

Bard College Berlin is committed to giving all voices of our diverse communities, especially those from historically marginalized backgrounds, a safe environment to be heard. In alignment with our [University values](#), we aim to promote safe, non-discriminatory teaching and learning environments through the work of an [Office of Diversity, Equity, and Inclusion](#). The office provides training, workshops, and resources to all community members; serves as the designated site for lodging concerns and queries; and advises on legal compliance, hiring and studyability. The activities of the Office focus on empowering individual and community initiatives and encouraging diverse voices to shape the future of BCB. It is our continual responsibility as a university to instill the value of respect in the exchange of ideas so we can achieve these goals and act accordingly to the values and aims of the Office of Diversity, Equity, and Inclusion.

This Diversity, Equity, and Inclusion Concept adheres to the obligations of the College under §59a, §5b and §5c of the Berlin University Law, Articles 1-5 of the German Basic Law (GG), The General Act on Equal Treatment (AGG), the EU directives on equal treatment adopted by German law, Paragraphs 3 and 6 of the Federal Framework Act for Universities, the European Commission's Gender Equality Strategy for 2020-2025, and the German Research Foundation's (DFG's) DFG Research-Oriented Equity and Diversity Standards.

DEI Mission

Bard College Berlin aims to ensure equal access to educational opportunities without discrimination by promoting diversity, equity, inclusion, accessibility, and sense of belonging within all structures of the University at the intersections of gender diversity, age, [dis]abilities, ethnicity & migration backgrounds, LGBTIAQ+ communities, neurodivergence, socio-economic status, religion and cultural diversity.

DEI Vision

Promoting inclusive and equitable practices, and removing existing barriers to enhance diversity, accessibility and sense of belonging in German & liberal arts higher education

DEI Office Values

- [Open Communication & Humility](#)
To give all voices of our diverse communities, especially those from historically marginalized backgrounds, a safe environment to be heard
- [Personal Growth](#)
To provide resources and expertise to empower individual and community initiatives, and to ensure non-discriminatory teaching and learning environments
- [Respect](#)
To encourage respect in the exchange of ideas to build a positive sense of community

- Empathetic Leadership
To provide guidance to leadership and administration
- Academic Freedom
To foster a safe and respectful environment that brings freedom of teaching and research together with non-discriminatory and inclusive teaching and learning practices

DEI Aims

- Staff & Faculty
Increase equitable and inclusive practices in employment processes such as recruitment, hiring, promotion & development opportunities, and employee satisfaction (retention rates) without discrimination and reducing structural barriers and bias.
- Students
Ensure accessible educational opportunities to applicants, enrolled students and alumni
- University System
Assess and implement inclusive and equitable practices, policies, structures, and procedures throughout the organization
- Communication
Encourage students, staff, faculty, and leadership to be transparent, remain accountable, to listen and have empathy towards one another for a stronger sense of community