

Science Dialogue Day – Empowering Leadership Programmes: Strategies for Diversity and Inclusion

German Institute of Development and Sustainability (IDOS)

December 5, 2024

Venue: Fritz-Schäffer-Straße 26, 53113 Bonn

Room: Conference Room 0.106, Ground Floor

Background & Rationale

Diverse leadership is essential for contributing to just and equal societies. To increase diversity, it is fundamental that different segments of the population are represented in leadership positions across all sectors (public, private, and social). The social sector, think tanks and research institutions play a crucial role in this system by recruiting and developing global leaders. Ideally, leaders should represent the population as a whole and be aware of privileges, power structures, broader concepts of diversity, equity, and inclusion.

Promoting diversity will enable the development of more inclusive and sustainable public policies and initiatives. A lack of representation diminishes the transformative capacity of our societies. Homogenous groups hinder creativity and bear the risk of discourses being dominated by a single group, perpetuating inequality. This can be encountered by increasing awareness about diversity, providing training, and equipping organizations that promote leadership programs with the necessary tools to develop leaders from an inclusive perspective.

A lack of awareness and sensitivity lead to perpetuating discrimination and homogeneity in leadership. Moreover, there is a pressing need for carefully designed policies and measures to effectively address and reduce discrimination. A genuine commitment to inclusivity embraces the implementation of specific programmes focused on recruitment, training, development, advancement, promotion, and fostering a sense of belonging.

Objective

The workshop is designed to provide an interactive and participatory experience that enhances the understanding and implementation of diversity and inclusion within leadership programmes. The workshop will offer a comprehensive theoretical overview of diversity and inclusion, covering essential concepts and frameworks.

Participants will engage in peer exchange activities, sharing their experiences and insights on diversity and inclusion within their institutions. This collaborative approach will help to identify common challenges and best practices. The core of the workshop will involve practical, hands-on sessions where participants will work in groups to design innovative solutions and strategies tailored to their institutions. These sessions will encourage active engagement, reflection on existing policies, and the co-creation of viable solutions.

Throughout the workshop, participants will reflect on the challenges they face and evaluate the effectiveness of their current policies. By the end of the workshop, they will have developed first steps towards actionable strategies and solutions to improve diversity and inclusion within their leadership programs. Overall, this workshop aims to empower participants with the knowledge, skills, and collaborative support needed to foster a more inclusive and diverse leadership environment.

Expected Outcomes

- Increase understanding and awareness of the importance of diversity and inclusion in leadership
- Identify the main challenges regarding diversity and inclusion as well as similarities with other programmes
- Be equipped with practical tools and strategies to foster diversity and inclusion within their organizations
- Be capable of developing and implementing policies that promote diversity, inclusion and address discrimination.
- Strengthen the organizations' relations and achieve common goals through peer learning exchange.
- Strengthen networks among leadership academies in North-Rhein Westphalia (NRW)

Target Group

The workshop brings together around 20 directors and coordinators of leadership programmes in NRW targeting sustainable development. Various research and training institutions in NRW have developed academies and other training programmes for young professionals and future leaders in international cooperation on sustainable development. The Managing Global Governance Programme invites the heads and coordinators of these programmes to initiate exchange and engage in joint reflection on successes and challenges as well as to increase peer learning across conceptual, thematic and administrative questions. Please find the attendance list below.

Programme*

* all names and elements tbc.

10h00-10h45

Welcome and Introduction

- IDOS welcome and overview objectives
- Icebreaker activity: An interactive space for participants to introduce themselves, connect, and learn about the structure and focus of each organization's leadership program

10h45-11h15

Understanding Diversity and Inclusion

- Key concepts: diversity, equity, inclusion, belonging and intersectionality
- The impact of representation on organizational effectiveness and creativity

11h15 - 11h30 Break

11h30 - 12h15

Inspiration and Best Practices

- Case studies and examples of successful initiatives in this field
- Sharing and identifying best practices from each organization
- Frameworks and tools for developing inclusive recruitment, training, and development programs

12h15-13h15

Recognizing Challenges and Designing Inclusive Policies

- Reflecting on key challenges related to diversity and inclusion and finding common ground between programs
- Co-creating policies and practices to address these challenges and improve diversity and inclusion in the programs
- Developing actionable plans to implement these policies within their organizations

13h15-13h30

Q&A and Closing Remarks

- Open floor for questions and comments
- Key takeaways from the workshop

13h30 – 14:30 Networking and Joint lunch (optional) @Tulpe

List of Participants

Tatjana	Reiber	Managing Global Governance Academy (IDOS)	Head of MGG Academy
Anna	Schwachula	Managing Global Governance Academy (IDOS)	Senior Researcher
Tamara	Andrade	Alexander von Humboldt Chancellor Fellowship at IDOS	Diversity Expert
Wulf	Reiners	Managing Global Governance Programme (IDOS)	Head of Programme
Johanna	Vogel	Managing Global Governance Programme (IDOS)	Senior Researcher
Simone	Christ	Postgraduate Programme for Sustainability Cooperation (PGP) (IDOS)	Head of Programme
Elizabeth	Chepkemboi Kötter	Shaping Futures (IDOS)	Head of Programme
Isabelle	Eberz	Shaping Futures (IDOS)	Researcher
Sven	Grimm	Department Knowledge Cooperation and Training (IDOS)	Head of Department
Daniela	Simut	LEAD! (University of Cologne)	Head of Counselling & Global Responsibility
Susanne	Preuschoff	International Students (University of Cologne)	Head of Department
Georg	Verweyen	LEAD! (University of Cologne)	Programme Coordinator
Nusrat	Sheikh	DW Academy	Diversity, Equity and Inclusion Manager
Rodrigo	Abdelmalack	DW Academy	Deputy Head of Diversity, Equity and Inclusion
Manuel	Becker	Academy of International Affairs NRW	Head of Scientific Programme
Katja	Freistein	Academy of International Affairs NRW	Academic Coordinator
Christine	Dietrich	Charlemagne Prize Academy	Fellowship Programme
Franziska	Martinsen	Käte Hamburger Kolleg/Centre for Global Cooperation Research (University Duisburg-Essen)	Deputy Managing Director
Sebastian	Meurer	Käte Hamburger Kolleg / Centre for Global Cooperation Research (University Duisburg-Essen)	Chair of Political Theory
Pia	Schauerte	Leadership for Africa (DAAD Fellowship Programme)	Managing Director
Alvaro	Rojas Ferreira	United Nations University - Institute for Environment and Human Security (UNU-EHS)	Referentin Leadership for Africa
Karen	Hattenbach	Joint MSc in Geography of Environmental Risks and Human Security (UNU-EHS)	Project manager & gender focal point
Jingping	He	Joint MSc in Geography of Environmental Risks and Human Security (UNU-EHS)	Head of Education Division
Silke	Weinlich	Learning and Knowledge Services - United Nations System Staff College (UNSSC)	Coordinator
Max	Bolz	Hochschule Bonn-Rhein-Sieg (H-BRS)	Deputy Director
Helmut	Meinhof	Bundesagentur für Arbeit	Administrative Director of the MBA programme in CSR & NGO Management
			Head of Office Executives for International Organizations (BFIO)