

# Diversity at the International Psychoanalytic University Berlin: Policy and Concept

## Preamble

The International Psychoanalytic University Berlin (IPU Berlin) views itself as a cosmopolitan, open-minded university whose self-image is based on a combination of social, cultural, human, and scientific studies. According to Article 21 of the Charter of Fundamental Rights of the European Union, IPU Berlin welcomes all varieties of people. It is decidedly against any and all discrimination based on gender, sexual preference, social background and economic status, physical and mental disposition, ethnic and national background, religious and ideological affiliations, cultural ties and/or age.

It is a goal of the IPU Berlin to attend to human individuality, to provide its members a sense of institutional belonging in all life circumstances, and to foster professional and personal development. Participation, inclusion, and equal opportunity are its goals. The IPU Berlin sees non-discrimination towards diversity as a universal task that affects the entire university: research, teaching and studying, advanced studies, psychotherapeutic services and more, as well as the administration. Structures, measures related to the individual, and developmental processes must be improved so that students and employees can reach their potential regardless of individual characteristics.

The University Executive Board and the Diversity Representatives are committed to upholding the Diversity Concept. In doing so, the IPU Berlin is obliged to the General Equal Treatment Act (*Allgemeines Gleichbehandlungsgesetz, AGG*), the Berlin State Equality Act (*Berliner Landesgleichstellungsgesetz, LGG*), and the Berlin Higher Education Act (*Berliner Hochschulgesetz, BerlHG*). It is part of the network of equal opportunity representatives at Berlin private universities, which was founded in 2017.

## Policies and Goals

The IPU Berlin views diversity as the differences between people including the following levels, which may occur individually or in combination:

- Gender and sexual orientation,
- socio-economic status,
- physical and mental constraints, handicaps, and chronic illness,
- migratory and ethnic background,
- religion and ideology,
- cultural ties,
- age,
- familial situation and custodial responsibilities

The IPU Berlin strives to promote its international visibility and connectedness. Its stated aim is to attract more students and employees from abroad to come to IPU Berlin. Under the Erasmus Charter and the European Policy Statement, the IPU Berlin is responsible for providing equal opportunities for foreign students and teachers.

The Diversity Representatives will regularly review these dimensions and goals and will expand them when appropriate. They will accompany and oversee the diversity concept's implementation regarding:

- the analysis and adaptation of structures and processes that may contribute to institutional discrimination,
- providing advice and support to instructors and university management with questions of compensating for members in special situations,
- providing advice and support with regards to accessibility,
- the organization of measures to improve the compatibility of work, study, and private lives at the university
- personnel and structural development (whereby the equal opportunity representatives take part in the appointment commission),
- the monitoring of study programs and structures,
- the monitoring and fostering of diversity in research and research structures
- the organization of events on topics that are critical of discrimination and sensitive to diversity,
- the advising and support in cases of discrimination, marginalization, and sexual harassment.

The university board and academic senate welcome the establishment of a diversity taskforce, which the Diversity Representatives will support in these tasks in order to concretize goals, derive suitable measures, and assess their effectiveness. The university will provide sufficient resources for the implementation of these tasks.

The Diversity Representatives will work closely with the university board, academic senate, international office, quality management, trusted persons for teaching and mediation, employee representatives, and student representatives to define and implement their goals. They are available for consultation in all matters related to experiences of marginalization and discrimination.

### Gender and Sexual Orientation

IPU Berlin recognizes that gender and sexual orientation are associated with dimensions of structural inequality that are linked to different access and chances of success in society in general, and in academia more specifically. In this light, the IPU Berlin is aware of its responsibility to provide equality. The “Research-Oriented Standards on Gender Equality” of the German Research Collective (*Deutsche Forschungsgemeinschaft, DFG*) provide a guideline for enacting concrete measures. Included in this is the consideration of aspects of equality in personnel acquisition and its monitoring by the Diversity Representatives, the offer of career-advancing equality measures, and the sensitization to aspects of equality of all managers in all status groups. The IPU Berlin will also ensure that institutional commissions include female members (according to Article 73 Paragraph 3 of the Berlin Higher Education Act).

### Socio-Economic Status

As a private university with study fees, IPU Berlin is aware of the particular challenge of providing institutional access to those from lower socio-economic backgrounds. It regularly provides information for alternative financing options (<https://www.ipu-berlin.de/finanzierung/>). One focus in this aspect is the Reverse Generation Contract, which is offered by the IPU Berlin partner organization Chancen eG. It makes it possible to prevent social background and financial resources from acting as disqualifying factors for studying at IPU. Other financial support programs at IPU Berlin are conducted through Daka e.V. (Berlin Student Loan Office) and the Germany Scholarship (*Deutschlandstipendium*).

Additionally, the broad range of part-time study courses make it possible to continue working while studying, and thus takes different socio-economic situations into account. In order to compensate for disadvantages, it is

also important to take socio-economic status into account during the admissions and enrollment process and when planning academic careers.

### **Physical and Mental Constraints, Handicaps, and Chronic Illness**

The IPU Berlin strives to make equal participation possible for those with physical impairments and chronic illnesses and to provide equal opportunities and access. In the context of admissions and hiring processes, compensatory measures will be attended to, including structural accessibility. In addition to the diversity representatives, the teaching staff, Studies and Teaching Office, IT department and facility management are available resources for students. More specifically, they are available for counseling and support in individual courses of study, special preparation of teaching materials, accessibility of IT resources and other teaching/studying equipment, suitable rooms, and special preparation of study and examination services. Additionally, facility management will provide need-based office space for employees with limitations.

### **Migratory and Ethnic Background**

Students with immigration backgrounds are still underrepresented at German universities. Therefore, the IPU Berlin has actively opened its doors for such students and fights against discrimination based on national and ethnic identity. As part of study projects oriented towards refugees (i.e. the “StuFen” project, funded by the DAAD “Welcome” initiative), students receive supervision in their counseling roles. In addition to study trips, stays abroad for the purpose of completing studies or internships are also supported by the Erasmus+ program (DAAD). They also serve as an opportunity to further develop intercultural competencies. Furthermore, students can get involved as mentors for foreign students (psychology study programs).

Since 2018, IPU Berlin has been admitting students who were forced to flee their homelands for honorary tuition.

### **Religion and Ideology**

The IPU Berlin welcomes the fact that people from differing religions and ideologies work and/or study together at the university. Every student should be able to confess their religious ties without fear of discrimination, and no one should face disadvantage due to their ideological position. Free discourse on religion and ideology is invaluable to the IPU Berlin, and plays an essential role in scholastic development.

### **Cultural Ties**

The IPU Berlin is pursuing the goal of creating a university climate in which diverse cultural ties are valued. The wide range of cultures should be experienced as enriching, and as the norm. This is manifested in the many ways in which cultural heritage is expressed, extended, and passed on through different ways of life, artistic expression, and academic accomplishments.

### **Age**

The IPU Berlin welcomes students and employees of all different ages and is convinced that a heterogenous age make-up can prove fruitful for studies and work. The various study programs at IPU Berlin make education possible in different phases of life, especially part-time programs that can be completed while also continuing to work. Included in these programs are the Masters courses “Interdisciplinary Psychosis Therapy” and

“Leadership and Counseling,” which are oriented towards those who are already employed. The IPU Berlin offers its employees opportunities for further advanced education, independent of age, in order to foster their potentials. To make ongoing employment possible for professors of retirement age and older, the IPU Berlin has made positions for senior professors available since 2018.

### **Familial Situation and Custodial Responsibilities**

Creating a family-oriented culture is of central concern to the IPU Berlin. Balancing family responsibilities and studies at IPU Berlin should be possible without disadvantages for students and employees who are raising children or caring for relatives. Adjustments should be made to study or work requirements in conjunction with their supervisors in order to provide compensatory measures.

It will be made possible for students to adapt their studies according to their family care responsibilities. The examination regulations of the various modules allow for individual examination planning in exceptional circumstances. Students can take advantage of childcare resources through the Berlin Studierendenwerk, with which the IPU Berlin has formed a contract. The part-time programs are particularly family-friendly, since the in-person classes allow for childcare to be organized and the E-Learning resources (CampusNet, moodle, online library stock) make studying relatively independent from time and location constraints. Furthermore, the IPU Berlin participates in the “family-friendly university audit.”

### **International Connectedness**

Through the International Office’s Welcome Center, foreign students receive a plethora of support. In addition, it provides worldwide cooperations for students, teaching staff and other employees to participate in exchanges so that IPU Berlin members can collect international experiences and share their academic knowledge. The IPU Berlin highly values the work of its International Office.