



## Laudatio – Diversity Challenge of the OVGU 21 /22

A university should be a place of study and work for all and take a pioneering position for social developments. The appreciation and promotion of diversity plays an increasingly important role in this. The mission statement of Otto von Guericke University Magdeburg states: "Our university is a community of employees and students characterized by openness, trust, tolerance and cooperation. It strives for a harmonious climate that promotes health and motivation. Equal opportunities for women and men and the compatibility of studies, career and family are binding requirements for us."

All submissions are based on these objectives and set specific highlights in order to come one step closer to the desire to be a "university for all". The jury, consisting of representatives of various diversity dimensions at the university, has highlighted appreciative positions for all entries, which are briefly summarized here:

### **The winners (two first prizes, one second and one third prize)**

The contribution "**Living Library**" by Kathrin Beate Kivanc and Farooq Hussain, points out the lack of transparency about diversity promoting processes, structures and activities and strives to raise awareness. The "Living Library" is recognized as an innovative idea to promote participation and a sense of community at OVGU. The concept is connectable to existing projects on allyship to foster a culture of open conversation, create allies, overcome interpersonal barriers, and expand horizons of mutual understanding. Congratulations to the authors Beate Kivanc and Farooq Hussain for winning the 1st prize of the OVGU Diversity Challenge 2021 /22.

The contribution "**DIVERS ON AIR**" is awarded for the idea of a "PODCAST SERIES" as a media format to create transparency and sensitivity. Reaching a large target group – especially through the possibility of asynchronous sende formats – is considered very important. Moreover, podcasts radiate beyond the university's borders into the region. In addition, the feasibility is praised. "Divers on Air" is connectable to the podcast series of the OVGU Department of Media, Communication and Marketing and thus already finds structures to

which it can be linked. Congratulations to the authors Franziska Anhalt, Lea Zötzsche, Anika Sieger and Isabel Wolframm for winning the 1st prize of the OVGU Diversity Challenge 2021/22.

With their contribution "**Wir sehen hin**" (We are looking) the students show the everydayness of sexualized violence in Magdeburg. In doing so, they create awareness for a topic that is often looked the other way. The target group is thereby addressed by the initiative far beyond the OVGU by a high range and in particular young people receive thereby a voice. The jury praises the initiative "Wir sehen hin" (We look) as an innovative format for making these abuses visible. Another strength of the initiative is the committed implementation as a team. Congratulations to Lys Ziebell, Charlotte Cobet, Sarah Puck, Alexa Wipper, Kristin Rauh and the students of other universities for winning the 2nd prize of the OVGU Diversity Challenge 2021/22.

The concept "**Webprojekt Campusgelände**" draws attention to the lack of support structures. They focus on making barriers visible in order to get one step closer to the desire to be a "university for all". The jury praised the idea of the Campusgelände web project as a simple but functional tool that makes accessibility visible and facilitates the use of buildings and pathways for all who are impaired. As an interactive platform, barriers that are more clearly perceived by those affected become visible. In addition, by providing information and advice, greater attention can be paid to the assistance that is already available. Congratulations to Tobias Hennig and Kerstin Lüdtke for winning the 3rd prize of the OVGU Diversity Challenge 2021/22!

With the concept of the "**Zeitschrift tja?!**" (magazine well) female students are actively involved in the OVGU. The concept of the magazine draws attention to topics that make diversity at the OVGU visible and sensitizes people to these topics. The jury honored the idea of the "tja?! magazine" as an innovative project that also radiates beyond the boundaries of the university into the region. The commitment of the team – from the design to the professionally prepared topics – motivates to stand up for the topics gender and diversity at the OVGU! Many thanks to the authors Rosa Wasiak, Paula Meissner and Hanna Westermann for the successful participation in the Diversity Challenge 2021/22 and your continuous commitment!

With the concept "**Diversity Scholarship**", the two authors show the challenges of fair performance evaluation and plead for the consideration of individual needs and framework conditions. They rely on targeted support in order to come one step closer to the desire to be a "university for all". The idea of "diversity scholarships" is a format for creating equal opportunities and promotes "the desire for stable self-worth, corresponding social recognition and for experience of self-efficacy" (cf. Böhnisch, 2013, p.26). Sincere thanks

to Charlotte Faber and Jeannette Botta for this integrating idea to create equal opportunities at OVGU!

With the concept "**Website Financing**", the authors show a lack of transparency about financing options for studies and focus on sensitization towards non-traditional students who may need more support to consider studying. The jury appreciates the idea of an online presence of the OVGU with comprehensive information on the topic of "financing a course of study" as an important step towards equal opportunity student recruitment. Many thanks to the authors Jenny Garczorz and Cosima Liebl.

The Office of Gender Equality would be happy to assist in the implementation of the podcast series to make these great projects a reality!