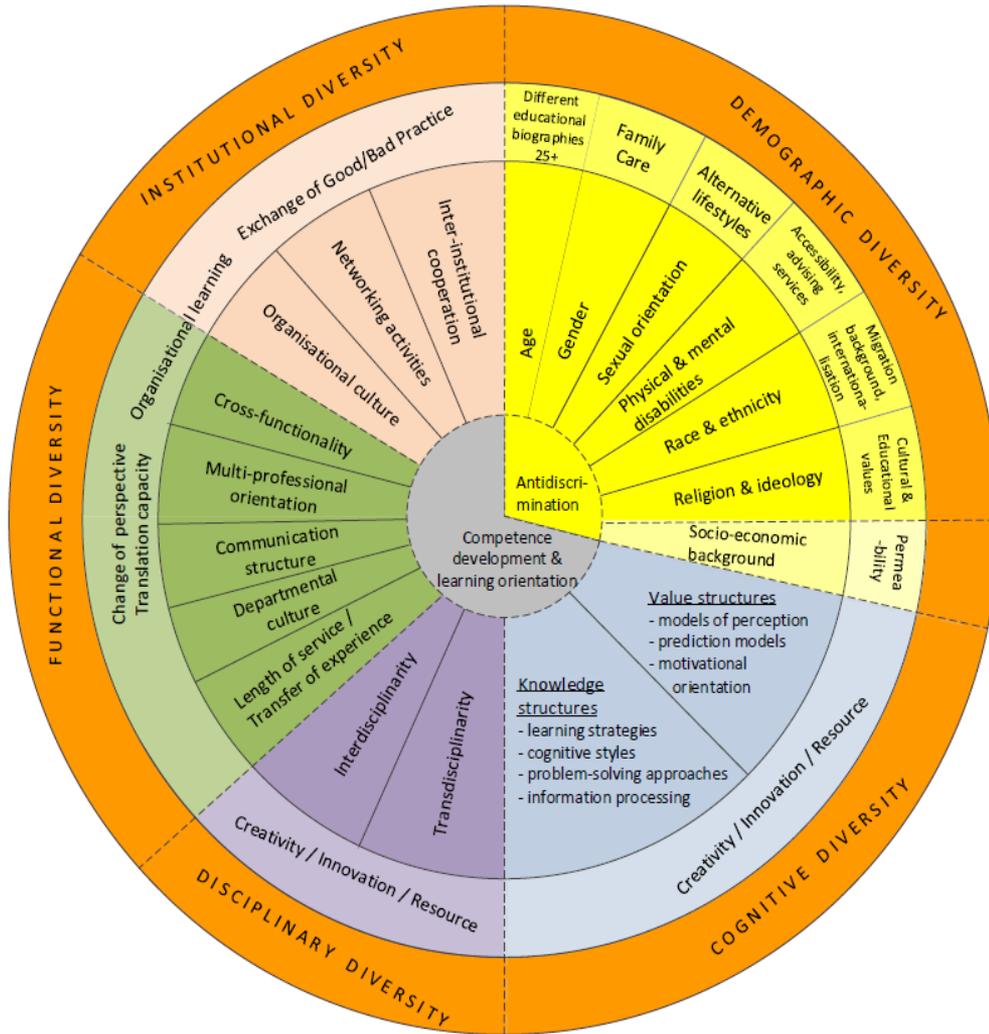




HEAD for and DIVE into Diversity Management

Martina Gaisch

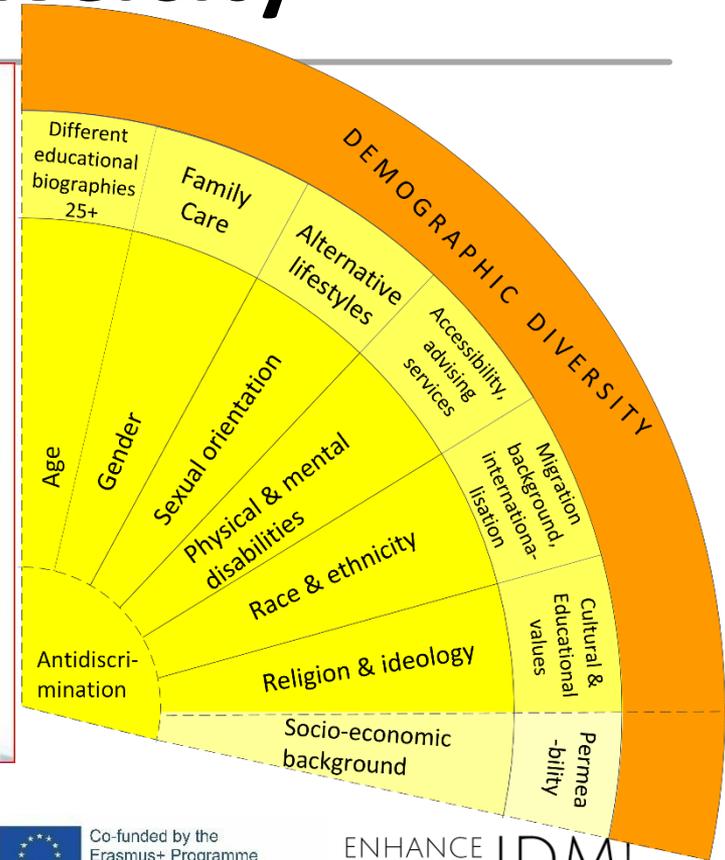
HEAD Wheel



Higher Education Awareness
for Diversity
five diversity segments

- ❖ demographic
- ❖ cognitive
- ❖ disciplinary
- ❖ functional
- ❖ institutional
- ❖ all-inclusive & intersectional
- ❖ no designated access point

Demographic Diversity



Introduce yourselves

Use some unusual features

Something your discussion group would not expect

I am from Austria and have an Australian
brother.....



Demographic Diversity

How can students bring in their demographic diversity?

Experience learning

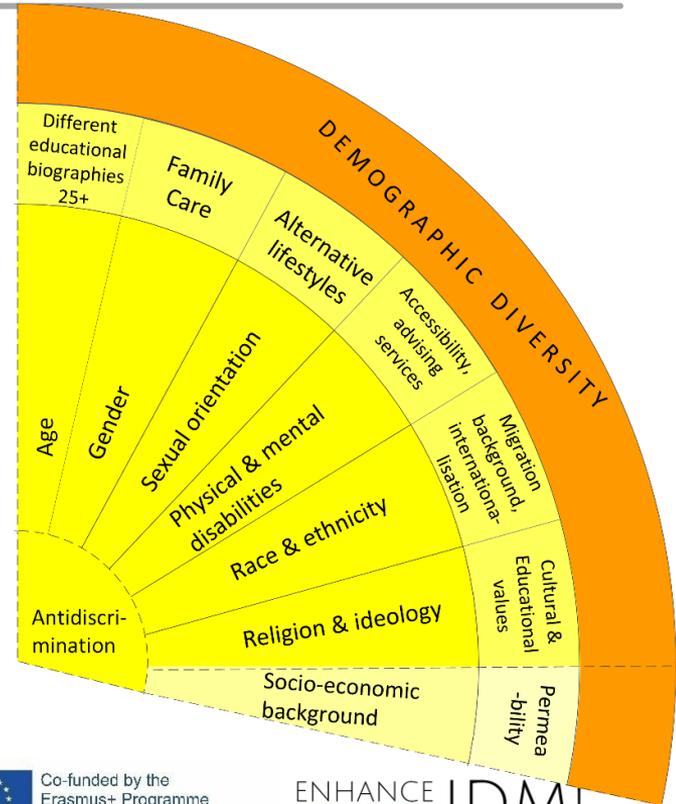
Advising services

Intercultural and international exchange

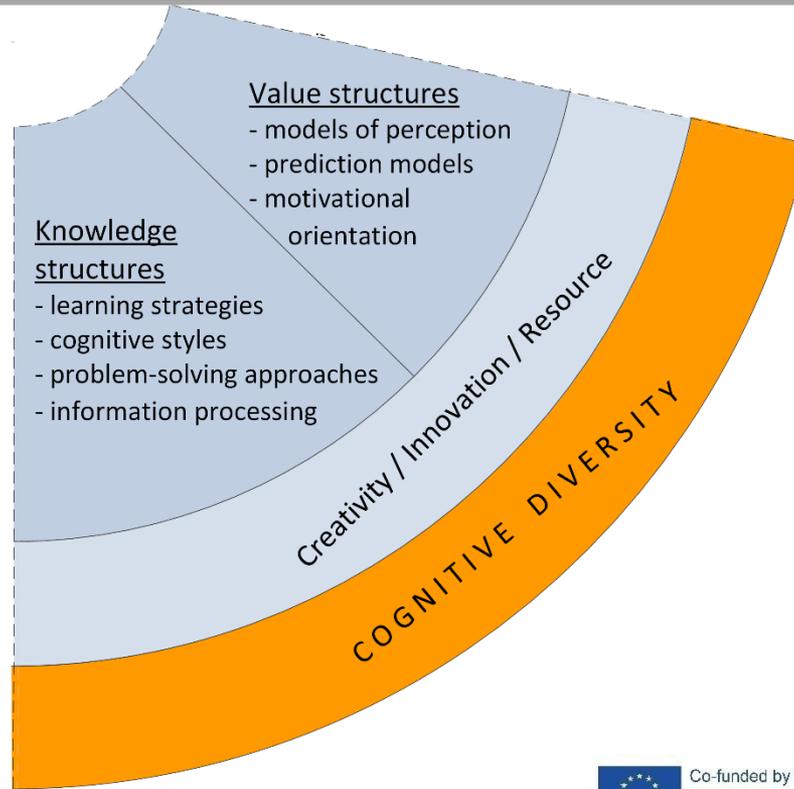
First generation in academia

What is your experience?

What does your home institution offer in terms of student participation?



Cognitive Diversity



Cognitive Diversity



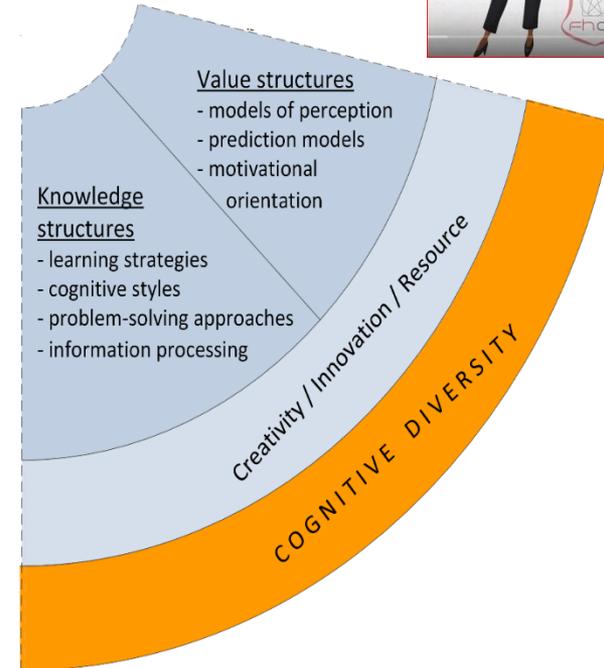
How can students bring in their cognitive diversity?

What is your experience?

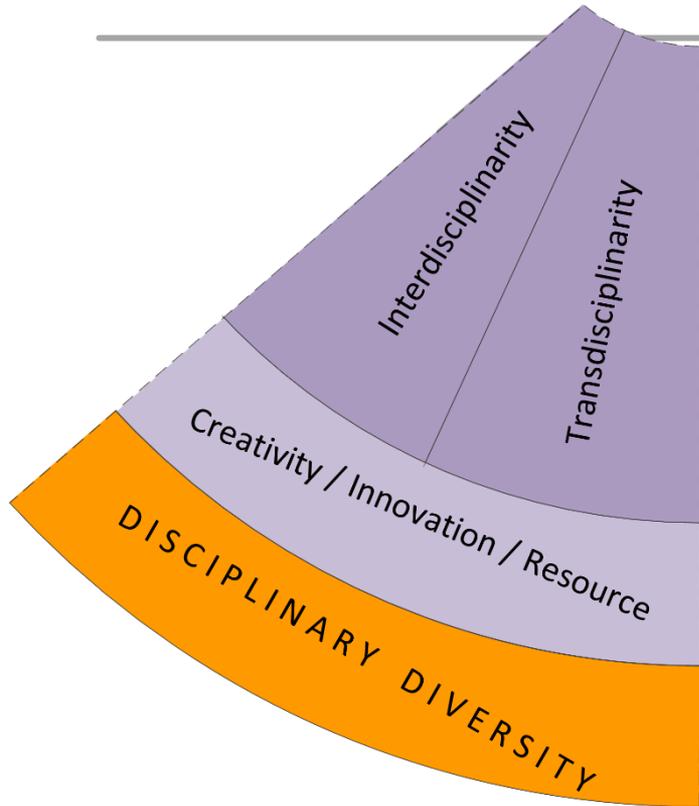
Is it appreciated to think differently?

What is the benefit of different approaches?

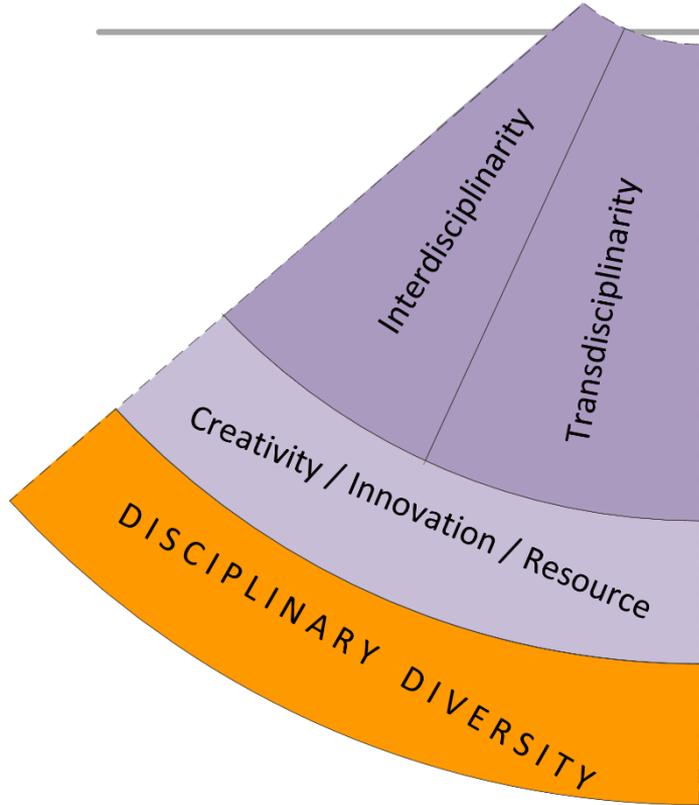
Does your home institution foster cognitive diversity and if so, how?



Disciplinary Diversity



Disciplinary Diversity



How can students of different disciplines cooperate for a societal benefit?

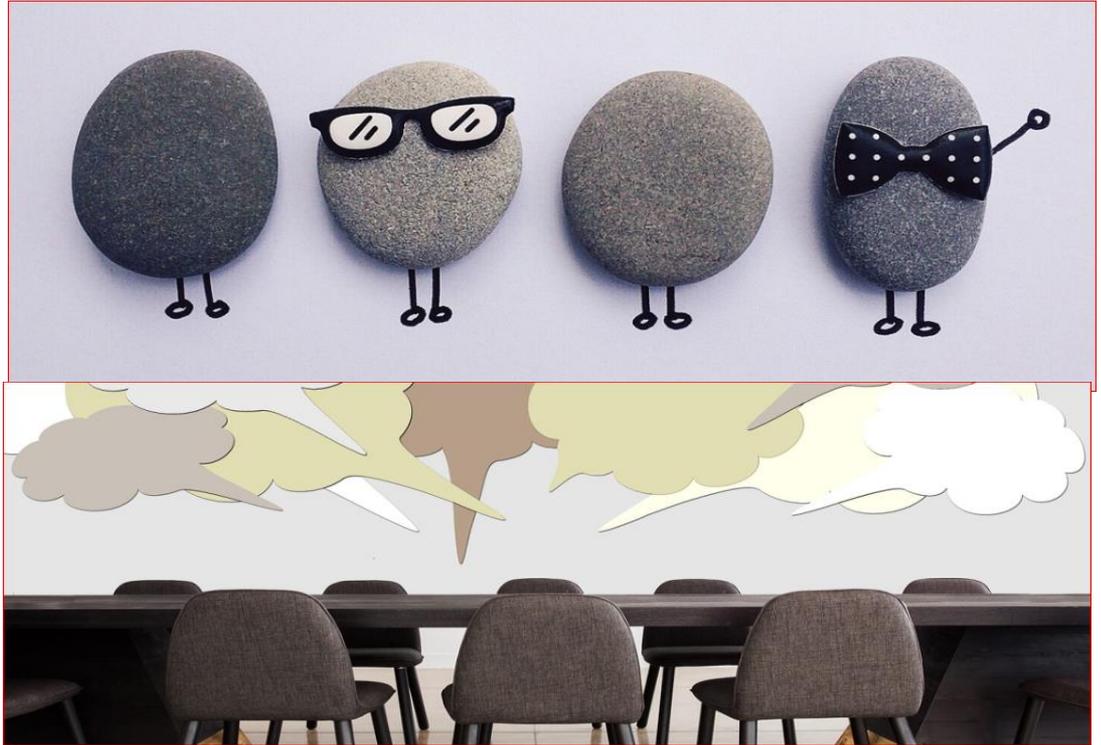
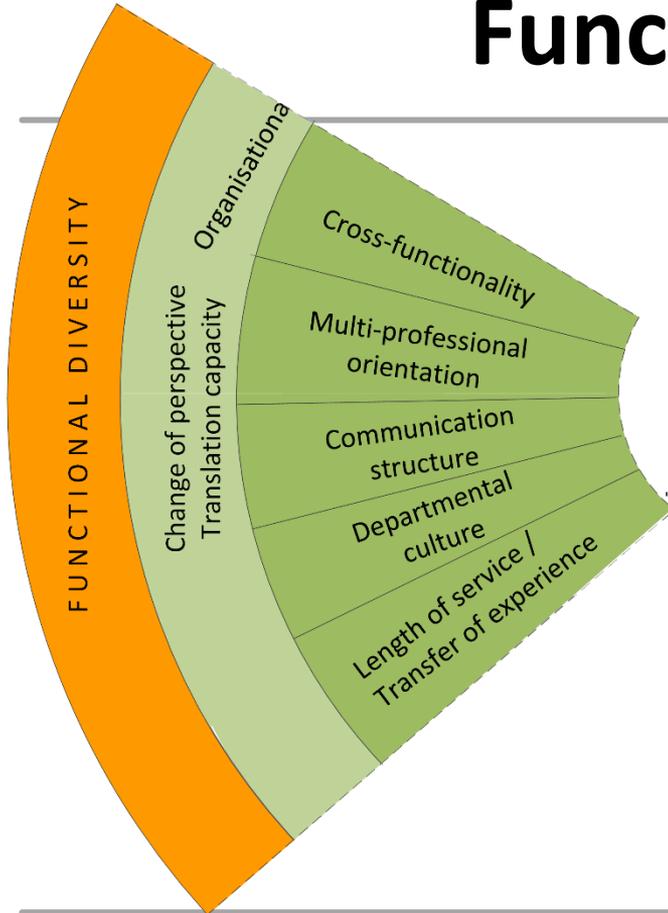
Do you have interdisciplinary student projects?

How do they look like?

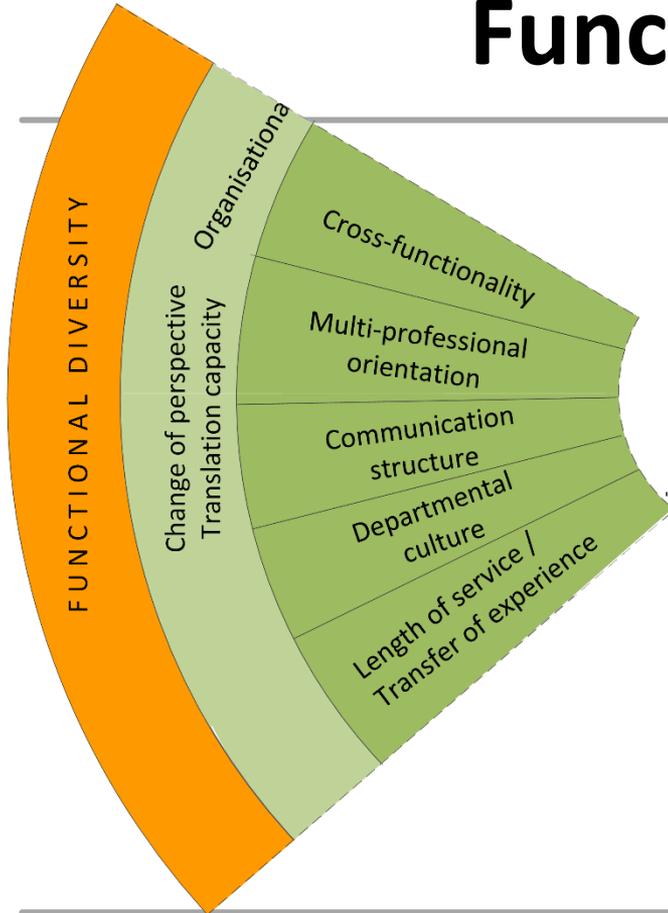
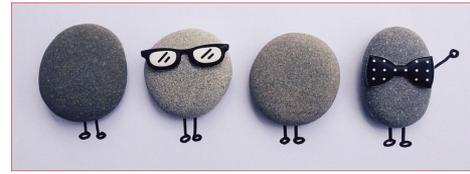
What may be challenging?

What may be beneficial?

Functional Diversity



Functional Diversity



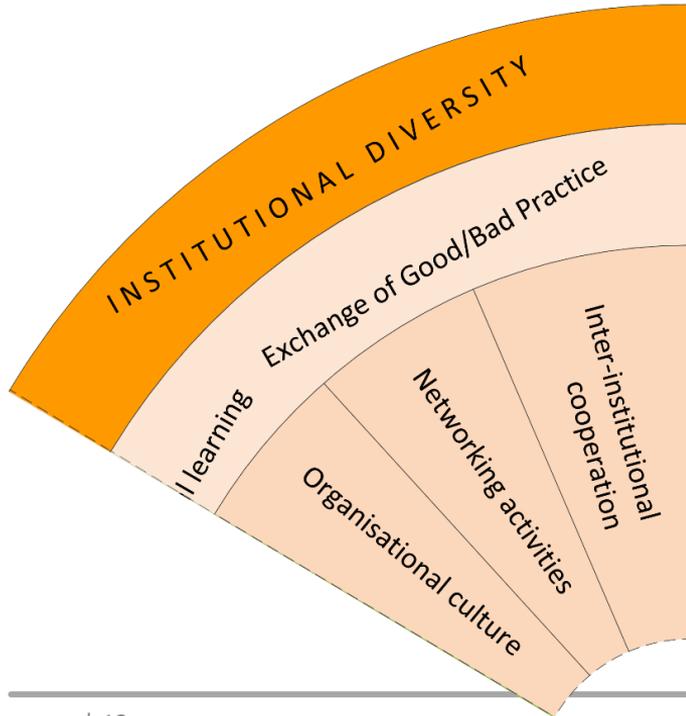
Do you have multiple roles? /student, tutor, assistant, researcher, representative...

What are the benefits of „thinking outside the box“?

Does your institution encourage a change of perspectives?

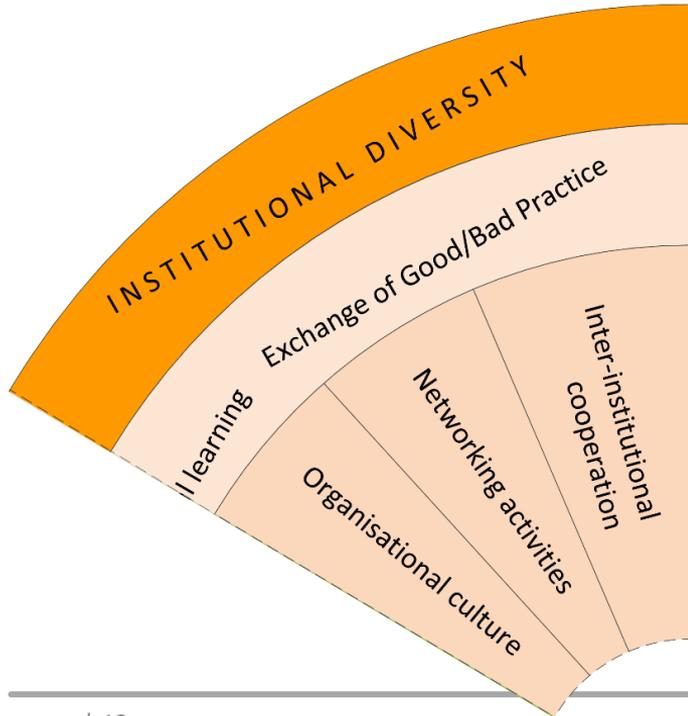
Which hats do you wear? Also outside uni?!

Institutional Diversity



- Exchange of ideas
- Organizational learning
- Generation of multiple solutions for „wicked problems“ „grand challenges“
- Interdisciplinary stakeholder analysis

Institutional Diversity



What do you expect from this international experience?

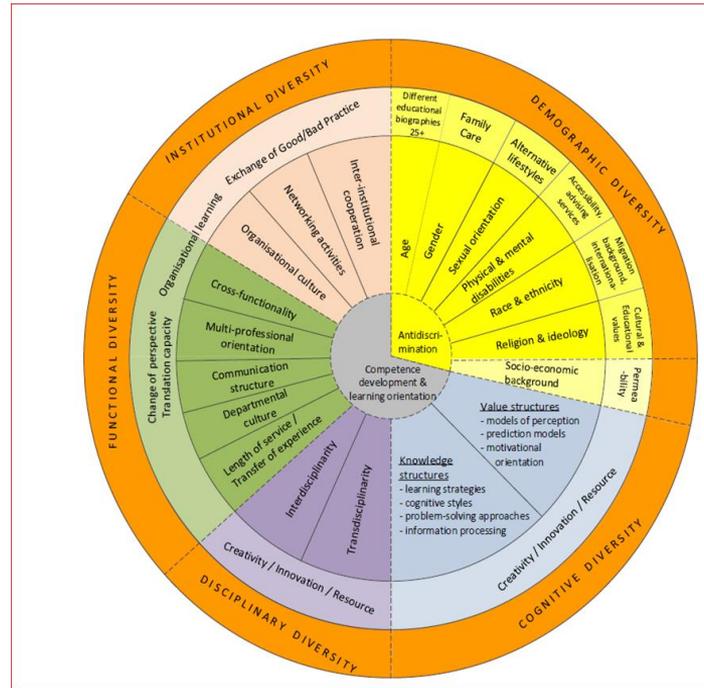
What will be your major learning?

What will be most challenging?

Shift happens

Student Participation - work in groups

Draw a profile of yourself along the lines of the HEAD Wheel





**“Diversity is being invited to the party;
inclusion is being asked to dance”**

References

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BMBWF (2017). Nationale Strategie zur sozialen Dimension. Für einen integrativeren Zugang und eine breitere Teilhabe. <https://www.bmbwf.gv.at/Themen/Hochschule-und-Universitaet/Studium/Leitthemen/Soziale-Dimension.html#Anker3>

Gaisch, M./Preymann, S./Aichinger, R. (2019). Diversity management at the tertiary level: an attempt to extend existing paradigms. Journal of Applied Research in Higher Education. <https://www.emerald.com/insight/content/doi/10.1108/JARHE-03-2018-0048/full/html>

HEAD Wheel Video (Gaisch & Aichinger, FH OÖ):
<https://www.youtube.com/watch?v=TIenqW8cssg>

Implicit Bias –DIVE Video (Gaisch & Rammer, FH OÖ):
<https://www.youtube.com/watch?v=HgaoGubbFJA>

Gaisch, M. and Aichinger, R. (2016b). Das Diversity Wheel der FH OÖ: Wie die Umsetzung einer ganzheitlichen Diversitätskultur an der Fachhochschule gelingen kann. Forschungsforum der Österreichischen Fachhochschulen, Wien.