



## **Mission Statement on Equity, Diversity, Inclusion and Belonging in the Berlin University Alliance**

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### **Background**

*The partners of the Berlin University Alliance (BUA) – Freie Universität Berlin, Humboldt-Universität zu Berlin, Technische Universität Berlin, and Charité – Universitätsmedizin Berlin – have anchored standards on Equity, Diversity, Inclusion and Belonging (EDIB) in their structures. In the current funding phase, they have identified EDIB priorities based on needs analyses, defined responsibilities, and developed concepts drawing on shared academic and practical expertise.*

*Their efforts are united by a horizontal, discrimination-critical, and intersectional approach that addresses various forms of discrimination and recognizes the interaction between categories of diversity.*

*This Mission Statement articulates the position of the Berlin University Alliance on EDIB and provides a shared framework for orientation and action for future development. It reflects the concepts and strategies of the partner institutions and incorporates the academic and practical dialogue facilitated by the Berlin University Alliance, particularly through the Diversity and Gender Equality Network (DiGENet).*

### **EDIB Mission Statement**

**The Berlin University Alliance regards EDIB as an integral component of scientific quality and institutional sustainability. We are committed to shaping research, teaching, infrastructure, and transfer in ways that ensure all individuals experience appreciation, safety, and a sense of belonging.**

As institutions historically shaped by exclusion, universities are not free from barriers, discrimination, racism in all its forms, antisemitism, abuse of power, or violence. We therefore critically reflect on existing structures of knowledge production and collaboration and we continuously strive to improve them. We recognize our responsibility to dismantle existing obstacles in order to consistently and sustainably foster a discrimination-critical and inclusive environment for research, teaching, learning, and work.

The Berlin University Alliance is committed to both individual opportunities for development and to anti-discriminatory practices– especially in relation to age, gender and gender identity, sexual orientation and identity, ethnic origin, migration history and



nationality, disability and chronic illness, social background and status, religion, and worldview.

**As part of the international academic community, we stand for an open organizational culture that protects and promotes diversity. EDIB is central to safeguarding democracy, as well as to the integrity and innovative capacity of science – both in Berlin and around the world.**

### **EDIB as a Cross-Cutting Issue Across All Main Fields of Action**

The Diversity and Gender Equality Network (DiGENet) advises and supports the implementation of EDIB as a cross-cutting theme in the six main fields of action of the Berlin University Alliance. In the upcoming funding phase, DiGENet will continue to perform this role through networking, competency building, consulting, and monitoring in order to define and implement shared EDIB objectives.

#### **1. Research Quality and Integrity**

The Alliance promotes the integration of EDIB perspectives into knowledge production and methodology development as an essential element of research quality, thereby contributing to the integrity of science.

#### **2. Transfer, Innovation, Exchange**

The Alliance fosters multidirectional exchange between academia, business, politics, culture, and civil society, which enriches perspectives, broadens participation, and facilitates communication among all actors at an eye-to-eye level.

#### **3. International Engagement**

The Alliance contributes to the just and sustainable development of international academic networks and collaborations, including through partnerships with actors from historically marginalized knowledge contexts.

#### **4. Teaching and Learning**

The Alliance supports the research-oriented integration of gender and diversity aspects into teaching and curricula across all degree programs, as well as diversity-sensitive and discrimination-critical didactics.



**5. Promoting Talent**

The Alliance places a strong focus on EDIB in its comprehensive and interconnected system for career development of researchers and research-support staff at all career stages, and it promotes the implementation of a diversity-oriented, inclusive leadership culture.

**6. Sharing Resources**

The Alliance shares resources to address diverse needs in a targeted manner and to improve access to supportive research infrastructure.