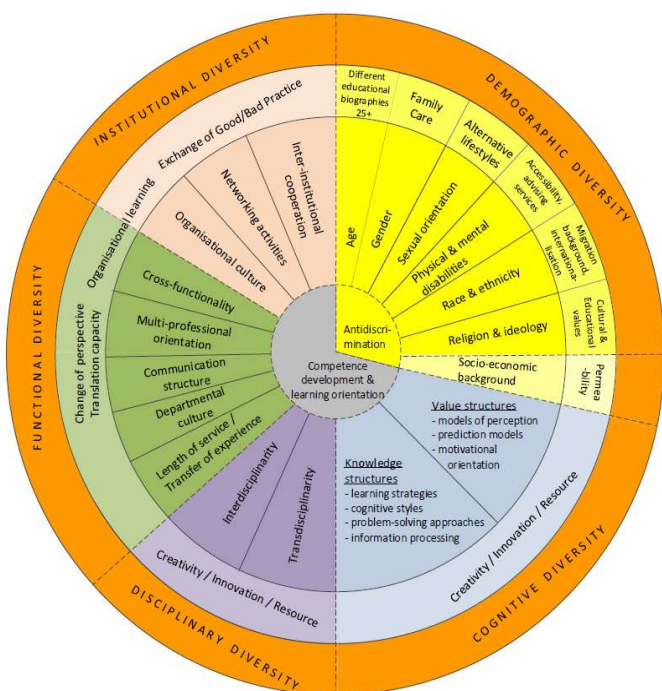




HEAD for and DIVE into Diversity Management

Martina Gaisch

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HEAD Wheel

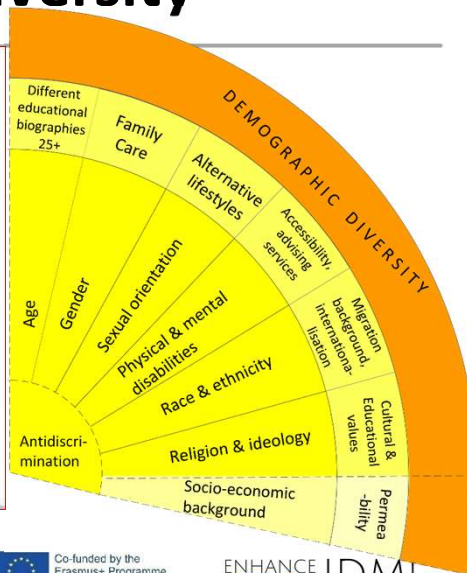
Higher Education Awareness for Diversity
five diversity segments

- ❖ demographic
- ❖ cognitive
- ❖ disciplinary
- ❖ functional
- ❖ institutional

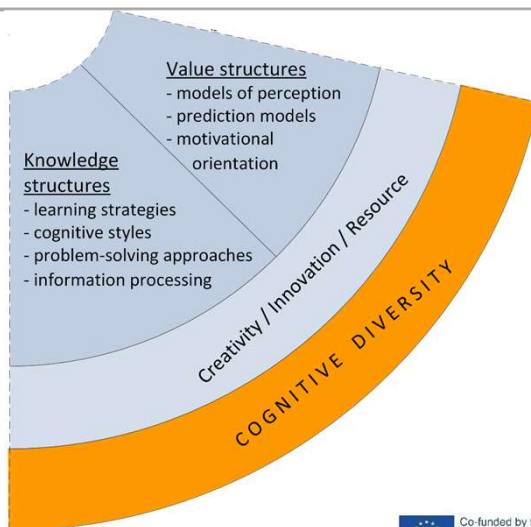
- ❖ all-inclusive & intersectional
- ❖ no designated access point



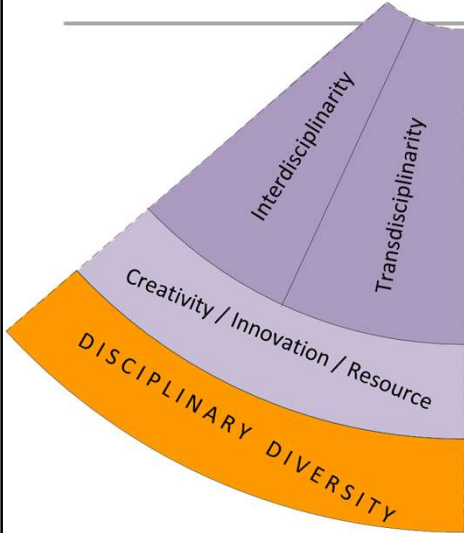
Demographic Diversity



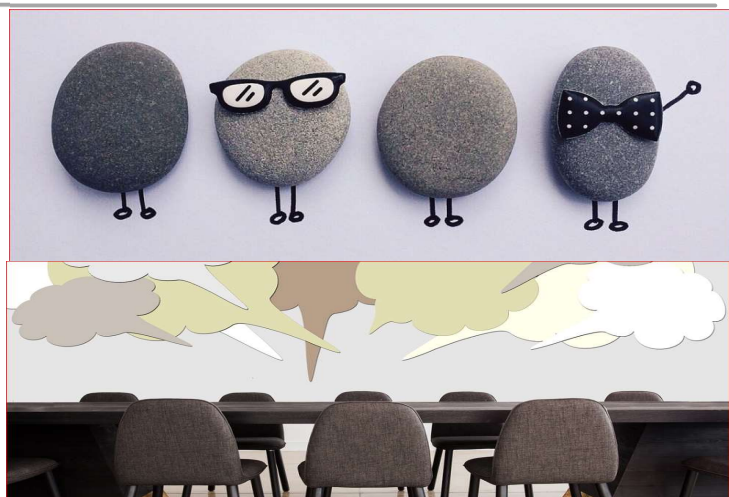
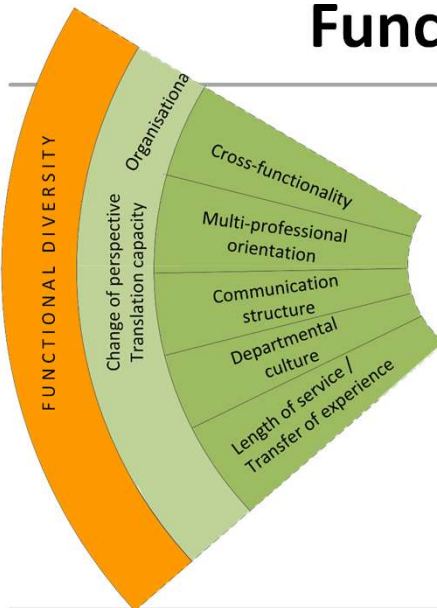
Cognitive Diversity



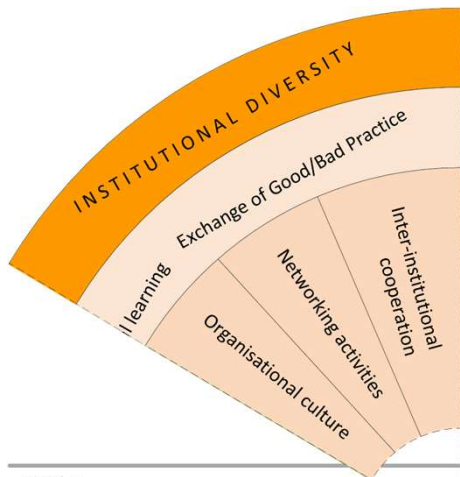
Disciplinary Diversity



Functional Diversity



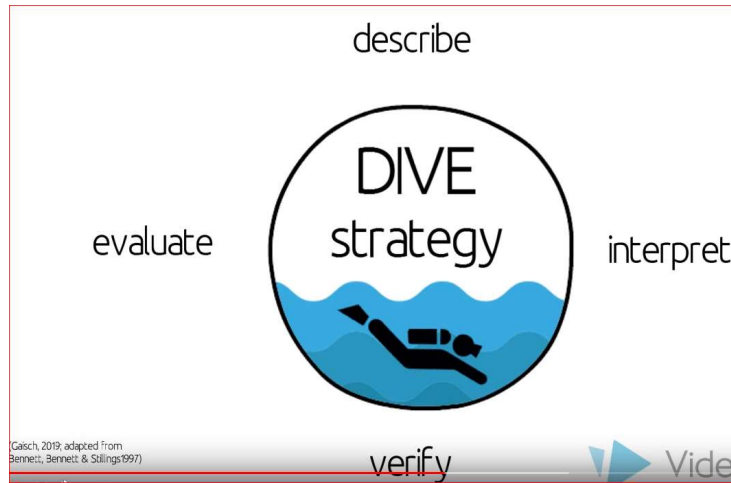
Institutional Diversity



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

Shift happens

DIVE Model



Gasch, 2019, adapted from Bennett, Bennett & Stlings(1997)



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HEAD Wheel Video (Gaisch & Aichinger, FH OÖ):
<https://www.youtube.com/watch?v=TlengW8cssg>

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

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