

## **Diversity Fund: Special Funding for Projects that Promote Diversity and Prevent Discrimination**

Freie Universität Berlin is creating a central Diversity Fund for pilot projects dedicated to promoting diversity and antidiscrimination. This funding is open to all members of the university.

### **Aims:**

The Diversity Fund provides funding for innovative pilot projects that promote diversity and prevent discrimination at Freie Universität Berlin. These projects should have the following objectives:

- Support university members affected by discrimination
- Raise awareness about issues related to diversity and antidiscrimination at the university
- Increase the visibility of diversity and antidiscrimination measures, or other specific related measures

Ideally, the unit that initiated the project will continue to pursue the project's goals after the funding period has concluded and/or the project can be transferred to other areas across the university.

### **Criteria:**

- Funding is open to all members of Freie Universität Berlin.
- Only one application per person or group can be considered per round of funding.
- The maximum amount of funding that can be requested is 10,000 euros.
- If the application is successful, the funding may be used for the period January 1, 2025 to December 1, 2025. Proof of how the funding was used (receipts, invoices, etc.) must be submitted by December 31, 2025. The funding period cannot be extended; any remaining funds cannot be transferred to the following year.
- Cofinancing is possible where justification for this can be provided.
- The awarding body reserves the right to provide partial funding.

The deadline for submitting applications for funding is 11:59 p.m. on October 31, 2024. To submit an application, please complete the form and send it to [diversity@fu-berlin.de](mailto:diversity@fu-berlin.de) with the subject line "Application for Diversity Fund 2025." The funding period begins in January 2025.

Some examples for projects that could receive funding are provided below. Some of these have already successfully been carried out or are currently being carried out at Freie Universität. Please note, these are merely for illustrative purposes and do not represent an exhaustive list.

- At one institute, students and employees are repeatedly addressed with the wrong pronouns. A group of academic staff members, professors, and students thus organize an academic conference on the importance of women and non-binary individuals in this field of research. The topic of how to correctly address people and use pronouns is then focused on as part of an awareness-raising workshop held during the

conference. Funding is requested to cover the travel costs for the conference's keynote speaker and the person leading the workshop.

- An instructor who is aware of structural racism applies for funding for a workshop to empower students in her department that have been affected by racism. Networking events for students prove to be in high demand, and the students continue to hold monthly meetings where they discuss various forms and experiences of racism.
- Ableist remarks were made during the summer fest of a university institute. As a result, the student body wishes to offer further education on recognizing and preventing ableism and applies for funding to organize a workshop. They also plan to have an awareness team attend the next summer fest to provide a point of contact and more protection for those affected by discrimination.

The following expenses will not be covered by the Diversity Fund: staffing costs, computers and computing equipment, specialist literature, printing allowances, external editing costs, grants, catering.

The Diversity and Antidiscrimination Office is organizing an [informational event](#) about the Diversity Fund on September 19, 2024, from 11:00 a.m.–12:30 p.m. This will be taking place online and in person simultaneously and provide potential applicants with the opportunity to ask any questions they may have. More information will be made available on our [homepage](#) shortly.