



Federal Foreign Office

Diverse Germany – diverse diplomacy!

Diversity in the Federal Foreign Office and Germany's foreign policy

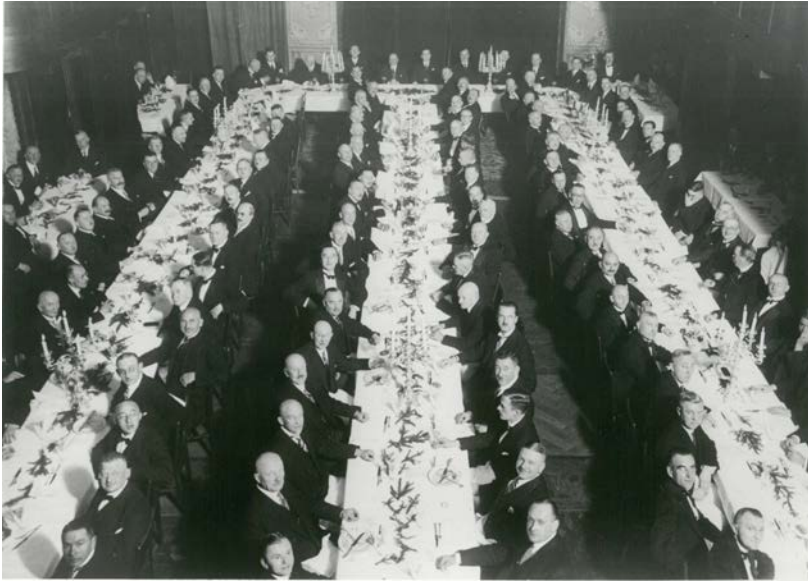


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I. Introduction – from the
Weimar Republic to the
present day



left: Foreign Office civil servants' Christmas party at the Rheingold hotel, 1928 © Federal Foreign Office/Political Archive
 right: Federal Foreign Office staff, 2020 © Federal Foreign



On 8 January 1870, Otto von Bismarck signed the order establishing the German Foreign Office. In the decades that followed, its civil servants were to remain exclusively men from wealthy families.

Today, women make up half of our team around the world. That team consists of some 6,500 Federal Foreign Office staff, one in seven of whom have migrant backgrounds, and around 5,700 local employees at missions abroad representing more than 150 different nationalities. Five percent of people employed by the Federal Foreign Office have disabilities.

The Federal Foreign Office values the potential that diversity within an organisation brings with it. Our interpretation of diversity takes in all its dimensions, i.e. age,

disability, ethnic origins and nationality, gender, religion and belief, and sexual orientation and identity. We also include social background in that list.

In order to properly voice its commitment to diversity, the Federal Foreign Office signed the *Diversity Charter* in 2014. The aim of that document is to advance the extent to which diversity is acknowledged, valued and given a place in the professional sphere.

This Diversity Strategy – Diverse Germany, diverse diplomacy! – summarises where the Federal Foreign Office currently stands and what steps we intend to take next to enhance diversity within our workforce, be more deliberate and appreciative in the way we deploy our staff's intercultural and intracultural competence, and represent Germany even better, in all its diversity, at home and abroad.

II. Diverse diplomacy – how the Federal Foreign Office benefits from diversity



Under Article 3 of the Basic Law, no person shall be disfavoured because of sex, parentage, race,¹ language, homeland and origin, faith, religious or political opinions, or disability. This human rights obligation is the central principle of diversity management at the Federal Foreign Office: all staff should be able to participate on an equal footing in working life, and all applicants must have an equal chance of joining the foreign service. It is also reflected in the General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz). © picture alliance/Bildagentur-online/Schoening

— The Federal Foreign Office values diversity in all its forms. Why? The *raison d'être* of the Federal Foreign Office is to maintain relations with foreign states. This cannot be done without valuing other people, countries, cultures and societies.

This is of course one important reason, though not the only one:

For one thing, the Federal Foreign Office wishes to remain an attractive employer for current and future staff. Promoting diversity is impossible without ensuring equal opportunities for everyone by raising awareness of unconscious prejudice and affinity bias as well as creating an appropriate organisational framework. The transparent and fair structures this involves are beneficial to all employees.

As a public sector employer, the Federal Foreign Office also has a sociopolitical duty and an example to set in upholding equal opportunities and dismantling the obstacles facing employees and applicants who experience discrimination within society on the grounds of particular protected characteristics.

The workforce of the Federal Foreign Office is distinctly heterogeneous. It consists of some 6,500 home-recruited employees and civil servants as well as around 5,700 locally recruited staff of various nationalities working on a permanent basis at its 228 missions abroad. While around 20% of the home-recruited staff are permanently on home postings, that is, in Berlin or Bonn, the majority are subject to rotation, the system by which they are transferred every four years to a new post either at home or at one of our missions abroad, anywhere from Abidjan to Zagreb. Simply by dint of the locally recruited colleagues at our missions abroad, the workforce of the Federal Foreign

1 There is consensus that there are no different human races (see, for example, the Jena Declaration). The term was included in 1949 in order to distance the new constitution from the race-based ideology of National Socialism and to prevent racist discrimination. As use of the term can lead to misunderstandings from the perspective of today, the possibility has been raised of replacing the concept of race in the first sentence of Article 3 (3) of the Basic Law.

Office is characterised by a particularly high degree of cultural diversity and various languages, religions and beliefs. The working conditions of those staff, unlike their colleagues seconded from Germany, are primarily aligned with the legal and sociocultural circumstances in the host country, with the result that heterogeneity in the Federal Foreign Office is even reflected in the contractual basis of the different categories of staff.

The rotation system, which covers 80% of the home-recruited staff of the Federal Foreign Office, can be a factor in exacerbating the challenges confronted by people who experience discrimination or disadvantage in society on the grounds of protected characteristics. The Federal Foreign Office is conscious of this and is endeavouring to tackle the problem.

The Federal Foreign Office represents Germany, Germany’s interests and common European values in other countries. It consequently has an obligation to work for the increasing diversity of German society to be reflected in its own ranks. Doing so also raises the legitimacy of our aspiration to actively defend the Universal Declaration of Human Rights in foreign affairs.

Today’s globalised, multipolar world is more complicated, characterised not only by a range of regional hubs but also by the increasing interconnectedness and complexity of the century-defining challenges facing society. Only by fostering an equivalent degree of complexity and multiplicity of ideas within its own organisation can the Federal Foreign Office find appropriate responses to that situation. That said, the Federal Foreign Office is aware

that managing diverse teams can be more demanding and give rise to new challenges. Taking up those challenges is well worth it, as numerous studies have demonstrated that diverse teams think more innovatively and creatively and achieve better outcomes altogether.

Ultimately, diversity is an enrichment; diversity is an end in itself.



Foreign Minister Maas during his speech at the “Equal rights, equal opportunities” event held for International Women’s Day in 2020 — Foreign Minister Maas supports and advances the objective of promoting diversity in the workforce of the Federal Foreign Office. On 28 May 2020, he tweeted, “Germany is diverse, and our diplomats who represent us abroad must be so too. We have made progress on this in the last few years, but we have a long way still to go.”

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III. Our objectives

The objectives of the Federal Foreign Office are as follows:

1. Respect for an inclusive working environment that values and fosters diversity and shows appreciation for every individual
2. An increase in diversity within the workforce by means of equal opportunities
3. A visible and public commitment to diversity, in external as well as internal matters
4. A fixed place for diversity in Germany's foreign policy



Trainees in the intermediate foreign service career strand, 2019
© Federal Foreign Office

Diversity in the Federal Foreign Office

– Timeline –

- 1902: Charlotte Klarner is employed as a typist at the German Consulate-General in Budapest, a position she holds until 1937. Hers is the oldest personnel file for a woman which has been preserved in the Political Archive of the Federal Foreign Office.
- 1919: In his policy speech to the National Assembly in Weimar, then Reich Foreign Minister Hermann Müller calls for new recruits to the foreign service to be drawn from all strata of society. In the years that follow, the possibility of joining the foreign service is opened up to people from less prosperous social classes for the first time.
- 1919/1920: Margarete Fritsch assists the German negotiating delegation at Versailles as an interpreter. She is the first woman in the Foreign Office who, in today's terms, would be categorised as belonging to the higher foreign service.
- 1950: Training for the higher foreign service is opened up to women.
- 1961: The welfare association *Sozialwerk des Auswärtigen Amtes e.V.* is founded as a self-help organisation with the particular purpose of supporting staff and their families “who require healthcare and social assistance as a result of their physical and mental condition but lack the requisite means because of their economic circumstances”.
- 1969: Dr Ellinor von Puttkamer becomes the first woman to be appointed as ambassador. She serves as head of mission at the Permanent Representation of the Federal Republic of Germany to the Council of Europe in Strasbourg until 1973.
- 1976: Dr Hildegard Hamm-Brücher is appointed the first female Minister of State at the Federal Foreign Office.
- 1994: The staff initiative Rainbow is founded as an informal association of LGBTIQ members of Federal Foreign Office staff and their partners.
- 2006: For the first time, women outnumber men in a cohort of foreign-service trainees.
- Since 2010, around 45 % of those training for the higher foreign service have been women.
- 2011: Dr Emily Haber becomes the Federal Foreign Office's first female State Secretary (which is the title of its highest-ranking civil servants).
- 2014: The Federal Foreign Office accedes to the *Diversity Charter*.
- 2018: *frauen@diplo e.V.* establishes itself as a non-profit organisation to advocate for gender equality and parity within the FFO workforce and in foreign policy around the world.
- 2019: The staff initiative *Diplomats of Color* is founded as a network open to anyone who has faced racism or discrimination because of their cultural, ethnic or religious background

IV. The dimensions of diversity at the Federal Foreign Office

1. Disability

There are currently around 300 staff with severe disabilities working for the Federal Foreign Office in Berlin and Bonn.

Those who are in the foreign service career strands are subject to staff rotation, meaning they are regularly

transferred to new postings in Germany or at one of our 228 missions abroad.

About 30% of our staff with severe disabilities are currently on foreign postings.

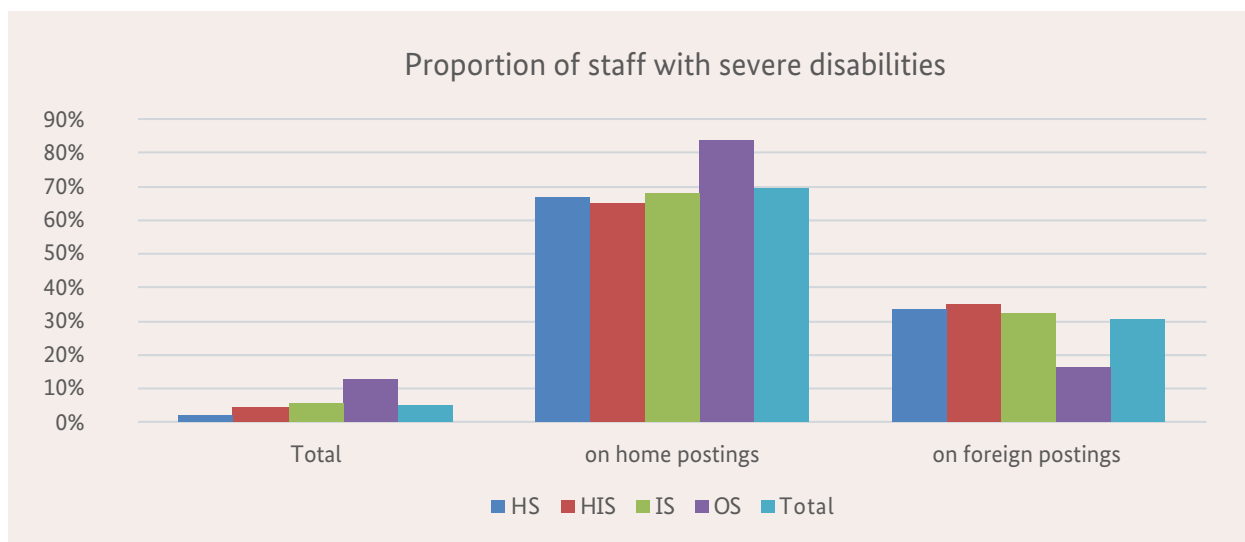


Figure 1: Proportion of Federal Foreign Office staff in Germany with severe disabilities (1 May 2021)²

What are we doing?

In an integration agreement concluded with the FFO Spokesperson for People with Severe Disabilities, the Federal Foreign Office has established rules to facilitate participation for staff with disabilities. Additionally, various priorities have been specified in the first FFO Action Plan to Implement the UN Convention on the Rights of Persons with Disabilities. They include promoting the personal mobility of staff, making buildings accessible and raising awareness.

- In its recruitment notices, the Federal Foreign Office encourages people with disabilities to apply.
- Unlike all the other applicants for foreign service career strands, the Federal Foreign Office only requires applicants who have severe disabilities to possess a minimum of physical aptitude. They are not required

to be unconditionally deployable, in terms of health, to any posting, since far from all of the world's cities are navigable by wheelchair, nor are there traffic lights everywhere with signals for blind and visually impaired people, nor is sufficient medical care available at all postings – to name just a few of the factors that make worldwide staff rotation difficult for people with disabilities. It is therefore sufficient, depending on the type of disability, to be deployable to moderate climate zones or to postings with sufficient medical provision.

- Applicants with severe disabilities receive comprehensive support during the selection process and are given adapted examination conditions. In the selection procedures for the foreign service career strands, for example, the possibility exists

² HS = higher service, HIS = higher intermediate service, IS = intermediate service including foreign-language secretaries (FS) and clerks, OS = ordinary service

of conducting the written exam in small groups or individually and receiving help from assistance staff during the oral component.

- In principle, seconded staff with disabilities can be posted to any mission abroad except those in crisis hotspots. Colleagues who have particular impairments are prioritised in the planning process. They receive special support when it comes to planning their secondments, with the relevant personnel division offering early advice. The feasibility of particular foreign postings is first checked with the Health Service. The postings found suitable are distributed first.
- The planning of secondments also involves special consideration for staff who do not have disabilities themselves but have family members who do. Before applying for any foreign posting, staff can access the information collated by our missions abroad to find out what facilities are available to support children with special educational needs.
- Architectural accessibility has largely been achieved at the Federal Foreign Office premises in Berlin and Bonn.
- Staff with severe disabilities who are posted abroad can address any medical concerns to our Regional Medical Officers based in Accra, Beijing, Beirut, Buenos Aires, Jakarta, Mexico City, Moscow, Nairobi, New Delhi and Pretoria.
- Assistance staff provide support not only on home postings but also at missions abroad.

- In staff appraisals, any reduction in capacity for work and deployability due to the person's disability has to be taken into account, so that people with severe disabilities are not disadvantaged in that context.
- The Foreign Service Academy, responsible for initial and mid-career training for FFO staff, has put together guidelines on making events inclusive.



Staff of the secretariat of the welfare association Sozialwerk des Auswärtigen Amtes — The FFO welfare association Sozialwerk des Auswärtigen Amtes, in collaboration with private providers, offers recreation breaks for children and adolescents with impairments. — Members of the welfare association with family members who particularly need support receive financial assistance as part of the Sorgenkinder in Familien initiative. For the parents of children with disabilities, the Arbeitsgemeinschaft der Sozialwerke, an organisation comprising the welfare associations of various federal ministries, holds seminars which they can attend alongside their children, as well as conducting seminars for federal administration staff with severe disabilities. © Federal Foreign Office welfare association

What are we planning?

The next step will be to conclude an inclusion agreement which gives even clearer expression to the Federal Foreign Office's goal of an inclusive working environment. Most particularly, the mobility of our colleagues with severe disabilities is to be enhanced. Another step will be the establishment of a second Action Plan to Implement the UN Convention on the Rights of Persons with Disabilities in the Federal Foreign Office.

- Since staff in foreign service career strands who have disabilities are among those subject to rotation, one of the priorities is to successively retrofit embassy and consulate buildings wherever possible to

ensure they are accessible to our colleagues and to visitors, particularly those visiting the passport and visa sections.

- Events on inclusivity are meant to raise awareness of the needs of people with disabilities.
- We also intend to achieve digital accessibility in order, for example, to enable our staff with visual impairments to participate fully in working life.
- When issuing invitations to conferences, we will in future ask whether any of those attending have special needs such as impaired vision or hearing.



Eibolk

EIBOLK is the parents' initiative for children with disabilities or learning difficulties at the Federal Foreign Office. The staff rotation system presents special challenges not only for our staff with severe disabilities; many of our staff move every three to four years with children who need particular support. The parents' initiative Eibolk provides support and information about how disability-friendly day-to-day conditions are for family members with severe disabilities in our host countries around the world.

2. Gender

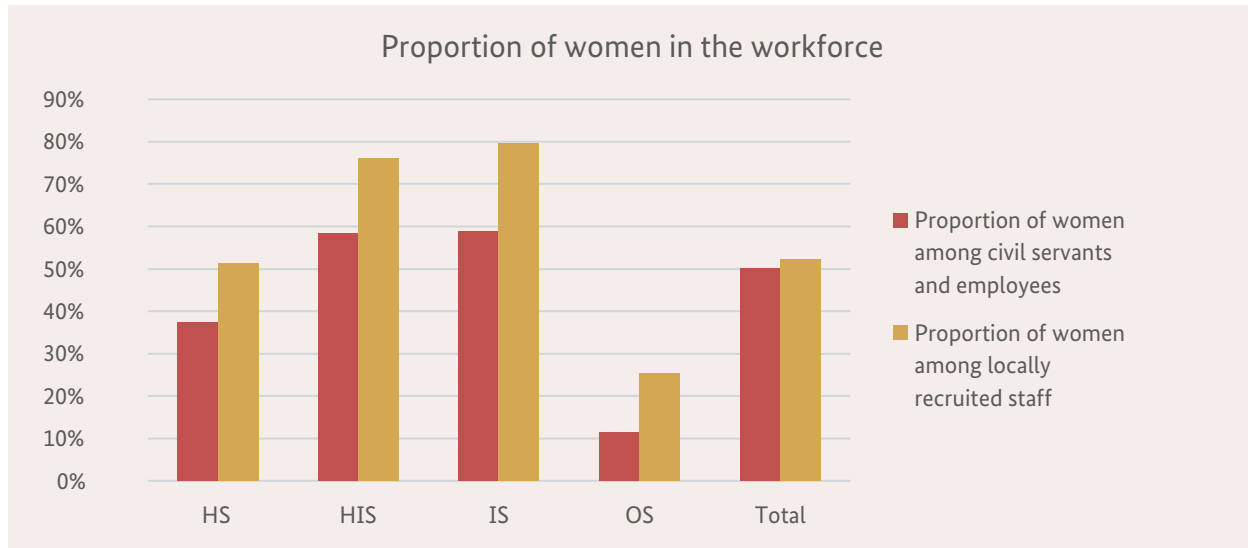


Figure 2: Proportion of women in the FFO workforce in 2020

Around half of the workforce at the Federal Foreign Office are women.

The proportion of women in positions of leadership in the Federal Foreign Office, i.e. in jobs with managerial and supervisory responsibilities in the pay bracket A16 and above, is currently at 23.5%. Slightly under 40% of the leadership positions in Bonn and Berlin are held by women. Towards the end of 2020, around 23% of our heads of mission abroad were women, including not only the ambassadors in Tel Aviv, Tokyo and Washington but also those in, for example, Abuja, Havana, Nairobi, Ottawa and Kyiv.



State Secretary Antje Leendertse during a discussion held as part of the conference “Women in Leadership. A good choice. In Germany and internationally.” organised to mark International Women’s Day in 2021
© Xander Heint/photothek

What are we doing?

The Federal Foreign Office is working to promote gender equality as an important aspect of diversity for the long term. Gender equality, in turn, is closely connected to equal opportunities, women’s empowerment and improvements in the compatibility of work and private life. Together with its Gender Equality Representative and Staff Council, the Federal Foreign Office has enshrined ambitious goals in its Gender Equality Plan and specified measures with which to achieve them.

- It is crucial that an even balance between the sexes be pursued even at the recruitment stage. To make sure that neither gender has an advantage, the selection procedure, for example, is continuously reviewed. The written component is anonymised. Whenever at all possible, the selection committees for the oral part of the selection procedure are gender balanced and alerted to the possibility of unconscious bias. Representatives of the Gender Equality Representative and of the Staff Council are invited to participate.

- Women and men also have to be guaranteed equal opportunities when it comes to accessing management jobs.
- As part of our efforts to facilitate a good work-life balance, we employ unconventional concepts such as part-time work in leadership positions. For example, the ambassadorial posts in Slovenia and Sweden are currently being shared by married couples, as are the top jobs at our Consulate-General in Montreal, the cultural affairs section at our Consulate-General in Toronto and the legal and consular affairs section of our Embassy in Bucharest.
- The Federal Foreign Office provides support with childcare, not least by running its own daycare service, assuming the costs of childcare incurred as a result of staff training events, and advising and assisting staff looking for childcare or moving their children between schools in Germany and abroad. The FFO welfare association Sozialwerk des Auswärtigen Amts offers staff numerous recreation breaks for children and adolescents, which help parents to cover childcare during school holidays.
- Many applicants wonder how the staff-rotation system can be reconciled with their partners' careers. The individual life plans of our staff and their partners are as many and various as our staff themselves. The Federal Foreign Office recognises that and considers all life plans equally valid. It therefore supports families who accompany seconded personnel as well as staff who commute back and forth between their place of work and their families, with individually tailored financial packages. Partners' careers are fostered in different ways; for example, we have concluded bilateral agreements with a total of 51 states to enable partners to work in host countries. At some missions abroad, moreover, jobs have been created for partners accompanying seconded members of staff.
- Initial and mid-career training includes awareness-raising in respect of gender issues, e.g. through a gender equality day, in aspects of the politics course and at evening events for trainees in all careers strands. Most particularly, prospective heads of mission and heads of administration at embassies and consulates as well as new heads of division in Bonn and Berlin are given special training on gender equality concerns by external consultants.
- The Gender Equality Representative and the Staff Council have developed their own formats and series of organised events to discuss gender issues with the workforce.
- The Federal Foreign Office regularly takes part in Girls' Day and Boys' Day to help boys and girls make gender-neutral decisions about subjects to study and careers to pursue.
- In its efforts to attract the next generation of staff, the Federal Foreign Office specifically targets careers fairs and institutions with majority-female target audiences.



Since summer 2021, our Stockholm Embassy has been led by way of a job-sharing arrangement. Christina Beinhoff and Dr Joachim Bertele, a married couple, take over from one another as ambassador to Sweden every eight months. © German Embassy in Stockholm

What are we planning?

In its Fifth Gender Equality Plan for 2021–2024, the Federal Foreign Office specifies further objectives and measures.

- In line with the intentions of the second Gender Equality (Management Positions) Act (*Zweites Führungspositionen-Gesetz*), one of our key objectives is to aim for gender parity in management roles by 2025. To raise the proportion of women in leadership positions, suitable candidates are specifically supported and encouraged to apply for such jobs. Because of the existing staff structure in the higher foreign service, however, we will not achieve the goal of parity in leadership positions until after 2025. In contrast to the intermediate and higher intermediate career strands, in which women already make up more than 50% of the workforce, the majority of staff in the higher service are still men. The reason for this is that the ratio of women to men among applicants to the higher foreign service, although it has risen continuously in recent years, has done so slowly. It is thus only in the last decade that an equal gender balance has been achieved in recruitment to the higher career strand. In its search for new staff, the Federal Foreign Office will continue to enhance its efforts to showcase successful female ambassadors in order to dismantle the deeply engrained social perception of diplomacy as a male-dominated profession, to reach more potential female candidates and to consistently ensure parity in higher service recruitment.
- During the COVID 19 pandemic, it became clear that the foreign service could be kept operational by dint of a significant proportion of the staff working remotely. Nuanced lessons are being drawn from the crisis, not least with regard to resilience and work-life balance.
- In the Federal Foreign Office, 93% of foreign-language secretaries are women and 100% of estates technicians are men. At the annual Girls' Day and Boys' Day, as a contribution to future career choices free from gender stereotyping, the Federal Foreign Office will

encourage schoolgirls to think about careers as estates technicians and schoolboys to consider foreign-language secretary as a profession. It will also join *Initiative Klischeefrei*, an initiative to promote freedom from gender stereotypes in people's choice of higher education and career.

- As part of the equal opportunities project *Chancengleichheit gestalten*, the Center for Responsible Research and Innovation (CeRRI) at the Fraunhofer Institute for Industrial Engineering IAO is drawing up recommendations for the Federal Foreign Office to raise awareness among all staff, primarily regarding unconscious gender bias and gender-sensitive recruitment processes and training materials.



To mark International Women's Day in 2021, Minister of State Michelle Müntefering names a meeting room in the Ministers of State wing after the first woman to be Minister of State at the Federal Foreign Office, Hildegard Hamm-Brücher — In her speech on the occasion, Michelle Müntefering was emphatic: "It has to be possible to live in a society where women have the same options and opportunities as men – not only in law but also in reality. It is a question of justice and democracy. That said, there is also the fact that we quite simply cannot afford to do without women's potential. That is as true in foreign affairs as in any other field." © Janine Schmitz/photothek



FRAUEN
@ DIPLO
E.V.

In summer 2018, twelve members of Federal Foreign Office staff created the *frauen@diplo* e.V. women's association. Their motivation is that the Federal Foreign Office needs more female role models – senior as well as junior colleagues, in all career strands. Achieving that will require an effort to really embody the value of equal rights between men and women in the foreign service, to promote and to demand gender equality. This means identifying structures which tend to make it harder for women to imagine a life in the foreign service, to pursue such a life or to have a successful and personally satisfying career.

Since it was founded, *frauen@diplo* has grown into a registered association with more than 200 members who want, by their contributions and personal commitment, to empower Germany's foreign policy in continuously and visibly standing up for gender equality around the world, through its policies, people and projects, and to demand gender equality within the Federal Foreign Office.

On the particular challenges facing female diplomats abroad and on specific foreign policy issues, the members are in contact with partner organisations in other foreign ministries, e.g. those of France and the United Kingdom. For the Federal Foreign Office itself, the aim of the association is to achieve parity and, above all, encourage more women to take on top jobs, make gender equality a reality and push for non discrimination between women and men. This includes discussing such topics as the compatibility of work and private life or how to deal with secondments abroad during certain stages of one's life or career.

Alongside these endeavours, *frauen@diplo* works to strengthen women's networks and empower women to assume executive responsibility. Specifically preparing people to be decision-makers serves not least to raise awareness of gender equality issues among managerial staff. The association also fosters increased dialogue among female staff both in Germany and at missions abroad. It regularly organises practice-based discussions and conversation sessions to that end.

The *frauen@diplo* association calls on all female and male staff who want to work towards the unconditional implementation in the Federal Foreign Office of the equality principle enshrined in Article 3 (1) of the Basic Law, and particularly the obligation to promote it expressed by the second sentence of Article 3 (2), to get involved. Men are expressly welcome as friends of the association!

3. Age

Working in multigenerational teams is an important advantage of day-to-day work at the Federal Foreign Office. Staff loyalty is high, with most personnel – both those in the rotation system and those outside it – remaining at the Federal Foreign Office for decades, generally until they retire. In combination with its internal initial-training programme for the foreign service career strand, through which the Federal Foreign Office gains new colleagues every year, this means that each team tends to have staff of very different ages working together.

The average age of the core workforce is 47 years, with the average age of male staff, at almost 49 years, slightly higher than that of female personnel, 45 years.

Since the age limit for recruitment was removed in 2010, the average age of new staff has risen slightly. In the higher intermediate service, the average age of recruits jumped from the previous 23 years to 28 years in 2021. In the higher service, the average age has been 32 throughout recent years, with the ages of trainees ranging from mid-20s to mid-40s within each cohort.

The Federal Foreign Office benefits both from the wealth of professional experience that older applicants bring with them and from the fresh ideas generated by the younger candidates.

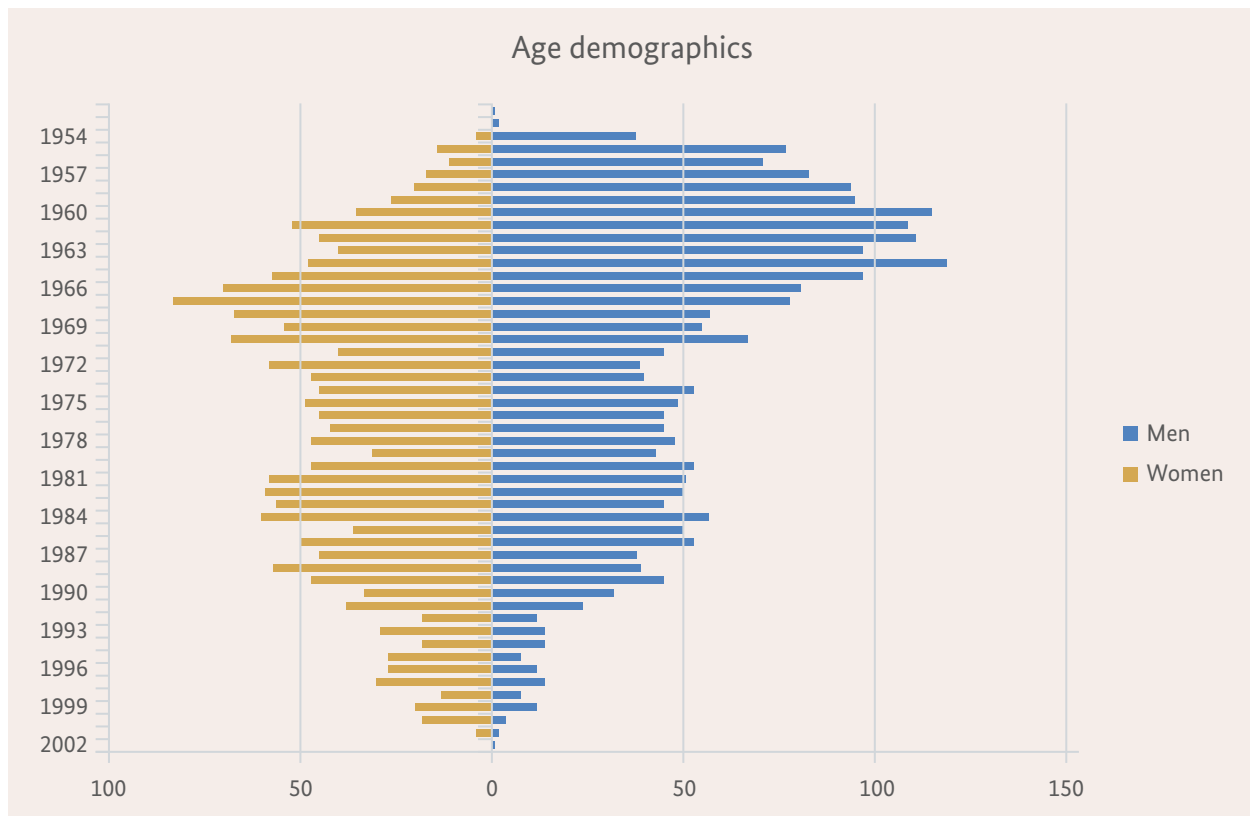


Figure 3: Age demographics in the FFO

What are we doing?

- Our selection procedures are designed to ensure that all applicants have the same chances of success irrespective of their age.
- As part of demographics-based healthcare management, attention is paid to the increasing average age of staff. This means special health-related measures and work which is aligned with that process.

- By offering various types of support for occupational health management, the Federal Foreign Office helps its staff to maintain their good health as long as possible, not least in consideration of the rising pension age. Not only in the Federal Foreign Office's home locations but also at many of our missions abroad, mobility, anti-stress and other preventive measures of occupational health management are available.
- The personnel policy of the Federal Foreign Office is guided by an awareness of the differing needs arising in different stages of peoples' lives, so that we can enable staff to take care of their loved ones. This includes the option of going part-time in the run-up to retirement. At the end of 2019, the options for flexible working hours and teleworking were extended once again, not least to further improve the compatibility of work and family life as well as caring responsibilities. One of the new features is that staff in Bonn and Berlin can work from home if they are 60 or older.
- As a result of the different levels of experience required for the various roles within the foreign service, any team will comprise a mix of ages. Heads of unit tend to be older and aware, thanks to their own experience, of the particular needs and strengths of the different generations of staff.
- A mentoring programme promotes experience-sharing between personnel who are at different stages in their lives or whose professional and life experience varies.
- As a rule, the welfare association Sozialwerk des Auswärtigen Amtes offers two trips and two meetings for retired colleagues every year.
- The personnel divisions also like to call on the expertise and experience of retired staff on occasion, bringing them in on temporary assignments as senior experts in retirement.

What are we planning?

- The Federal Foreign Office will continue to expand occupational health management provision at its missions abroad.
- The existing mentoring programme could be complemented in future by some form of “reverse mentoring” in which younger staff pass on their knowledge pertaining to the digital transition to their older colleagues.



Age diversity is our thing! Especially for young FFO employees, it is important to have an active role in shaping one's workplace. The Young Staff and Trainees Council represents the interests of all staff in training at the Federal Foreign Office, the German Archaeological Institute and the Federal Agency for Foreign Affairs. The work of the Young Staff and Trainees Council ranges from cooperating with the Staff Council to organising various events with younger staff and trainees at the Federal Foreign Office. © Federal Foreign Office

4. Religion and belief

For staff of the Federal Foreign Office, engaging with people of various religions and beliefs is entirely commonplace. The 228 missions abroad of the Federal Republic of Germany are located in 155 countries shaped by vastly differing faiths and philosophies.

Religion and belief have no bearing at all on recruitment or day-to-day work; what matters is a commitment to Germany’s liberal democratic order and to the values that the Federal Foreign Office stands for.

What are we doing?

- At our missions abroad, weekends and holidays are aligned with the arrangements common in their host countries. For some of them, for example, the weekly days off fall on Fridays and Saturdays. This allows for proper consideration of the customs, conventions and traditions of the host countries.
- As part of its initial-training programme, the Federal Foreign Office offers compulsory modules on intercultural and interreligious competence. These courses examine all the major world religions.
- The Federal Foreign Office conducts annual awareness-raising among its staff on recognising antisemitism and calls on them all to actively combat it.³

What are we planning?

- By specifically addressing the denominational organisations dedicated to promoting young talent, we gain interns and applicants for the foreign service who have a good grounding in intercultural and interreligious competence.
- When required and possible, the missions abroad can set up rooms for prayer and reflection.



The Embassy in Abu Dhabi is not the only one where engaging with people of various religions, beliefs, nationalities and cultures is part of everyday life. Our 228 missions abroad are located in 155 countries shaped by vastly differing faiths and philosophies. © German Embassy in Abu Dhabi

3 The Federal Foreign Office takes its lead from the working definition of antisemitism adopted by the International Holocaust Remembrance Alliance (IHRA).



Flying the flag: Staff of the Federal Foreign Office on 28 June 2020 © Federal Foreign Office

5. Sexual orientation and identity

Acceptance of LGBTIQ – i.e. lesbian, gay, bisexual, transgender, transsexual, intersex and queer – people is an important objective for the Federal Foreign Office.

What are we doing?

- LGBTIQ staff are an integral part of diversity policy, and they can raise any diversity issues with an institutional point of contact in the Central Directorate-General of the FFO.
- The personnel divisions take the requirements of LGBTIQ staff and their partners into account when planning secondments.
- The Federal Foreign Office is committed to enabling personnel to go to their postings accompanied by their partners irrespective of their sexual orientation.
- To that end, when concluding bilateral agreements with host countries to allow spouses to work, it insists on heterosexual and homosexual couples being treated the same.
- The missions abroad compile information on conditions for LGBTIQ people in host countries, so that LGBTIQ staff thinking of applying for foreign postings can gain an impression of what things are like there.
- As an outward sign of its advocacy for LGBTIQ people, the Federal Foreign Office supports *Rainbow*, the staff initiative founded in 1994, with its annual participation in Christopher Street Day.

What are we planning?

- The Federal Foreign Office will conduct an internal survey on the concerns of LGBTIQ staff.
- In specific cases, it will liaise with friendly states to enable LGBTIQ couples to take up foreign postings even in places where the legislation presents an obstacle.
- It will continue to advocate for the concerns of LGBTIQ staff and their families at the EU and the European External Action Service.
- It will establish new activities and raise the visibility of existing measures in order to highlight the need to support LGBTIQ concerns.



Rainbow is an informal association comprising more than 200 LGBTIQ members of Federal Foreign Office staff and their partners. The group sees itself as representing the interests of all LGBTIQ personnel at the Federal Foreign Office in conjunction with the Staff Council and the Gender Equality Representative. *Rainbow* is a point of contact for FFO divisions responsible for personnel management as well as a network for staff themselves. It has been working to promote acceptance and raise the concerns of queer staff and their families since 1994.

6. Ethnic origins and nationality

The Federal Foreign Office represents Germany abroad and benefits in that endeavour from the multilingualism, intercultural and intracultural competence, and experience of its staff in the variety that results from their personal histories and their time spent in other countries.

According to the Cultural Diversity and Equal Opportunities Survey by the Federal Institute for Population Research, which was conducted in the Federal Foreign Office and the rest of the federal administration in September 2019, the proportion of Federal Foreign Office staff in Bonn and Berlin who have migrant backgrounds is 14.7%.

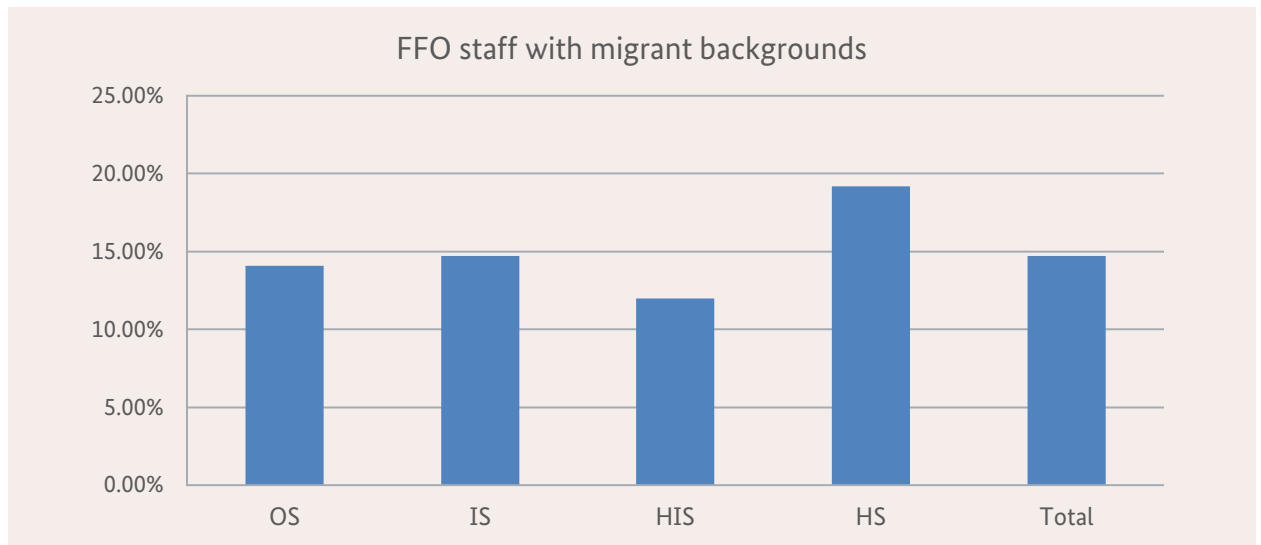


Figure 4: Percentage of FFO staff on home postings with migrant backgrounds

Being personally affected, whether through one's own protected characteristics or through family members and friends, makes one more alert to discrimination and racism.

Almost half of the partners of FFO staff on home postings have other nationalities alongside German citizenship, while one in six are not German citizens. Many of them were not brought up and socialised in Germany. Their multifaceted cultural and linguistic expertise and experience contributes to the diversity of the working environment and wider atmosphere of the Federal Foreign Office.

Of the approximately 5,700 locally recruited staff working at our missions abroad in 155 different countries, only

20% have German citizenship; the overwhelming majority are citizens of the host country.

What are we doing?

The Federal Foreign Office has committed itself to opening up more in order to better reflect the increasing diversity of German society at all levels in its own ranks. The following measures were implemented in recent years in the interests of further augmenting the diversity of our

workforce and to exemplify an inclusive working environment in which colleagues feel appreciated regardless of their origins or nationalities:

- The Federal Foreign Office works with organisations and institutions which possess expertise in promoting diversity and working environments that are anti-racist and free from discrimination.
- At events and careers fairs, it specifically targets potential applicants with migrant backgrounds.
- To explicitly encourage them to apply, recruitment notices specify that the Federal Foreign Office welcomes applications from people with migrant backgrounds.
- The Federal Foreign Office seeks colleagues with, among other things, linguistic and regional knowledge. Until 2016, applicants had to pass a language test for English as well as one other official language of the United Nations (French, Spanish, Russian, Arabic or Chinese). The range of accepted languages was vastly expanded in 2017, which means more opportunities for applicants with migrant backgrounds.
- We need colleagues who have an interest in and understanding of other countries and societies. Intercultural competence is therefore an important criterion in our selection procedures and one of the factors in staff appraisals for our civil servants.

- At events and talks, we raise awareness to ensure a racism-free environment.

In addition, the Federal Foreign Office supports the partners of its staff who do not have German citizenship and/or speak no German:

- We offer individual consultations, information brochures and some of our training measures for those accompanying their partners to foreign postings in English.
- Partners who are not German citizens are offered advice, as well as support on a case-by-case basis, on becoming naturalised or acquiring residence permits.
- As a matter of principle, spouses are issued with diplomatic passports for their protection during foreign postings whether or not they are German citizens.
- The Federal Foreign Office offers German courses for staff members' partners who are not native German speakers.

What are we planning?

The Federal Foreign Office is aware that opening its doors to more people with varied origins reflects a demographic, societal process. Communicating a modern image of Germany abroad requires the diversity of society to be represented in the foreign service as elsewhere. The Federal Foreign Office is planning the following additional measures for the future:

- To ensure that our recruitment notices reach people with protected characteristics, the Federal Foreign Office will extend the range of channels through which they are advertised.
- The Federal Foreign Office will collaborate more intensively with organisations working for the inclusion of people with migrant backgrounds.
- To interest more young people with migrant backgrounds in applying for jobs at the Federal Foreign Office, special internships will in future be offered in collaboration with and funded by the German Foundation for Integration.
- By means of an inclusive process, we will investigate how the Federal Foreign Office can become still more diversity friendly.
- Using suitable agreements on performance targets, we are also ensuring greater intercultural openness in intermediary institutions.

Diplomats of Color

The FFO staff initiative *Diplomats of Color* has given itself the objective of advancing diversity and diversity management in the Federal Foreign Office and assisting efforts to raise awareness among staff of the thorny issues of racism and discrimination. It moreover sees itself as an informal helpline for colleagues who have experienced racism and/or discrimination.

7. Social background

Social background is not one of the protected characteristics named in the General Act on Equal Treatment. Studies show, however, that people's social backgrounds still exert a strong influence over their prospects in education and in the labour market and can lead to discrimination. That is why the *Diversity Charter*, which the Federal Foreign Office signed in 2014, incorporated social background as the seventh dimension of diversity in early 2021. To the Federal Foreign Office, it is a matter of particular importance to welcome all applicants regardless of their social backgrounds.



Minister of State Niels Annen at the inauguration of the Hermann Müller Foyer on 26 March 2021 — In 1919, Reich Foreign Minister Hermann Müller gave a policy speech to the National Assembly in Weimar in which he urged that the recruitment base had to be broadened for the future, so that new staff could be drawn from all groups. To do that, he said, it was essential to establish the principle that our foreign service staff had to be able to actually live off their salaries while abroad. It was thus made possible for the first time – 50 years after the foundation of the Foreign Office – for people from less prosperous social classes to join the foreign service, which marked the beginnings of diversification among the workforce. — In naming the foyer in the Ministers of State wing after Hermann Müller, the Federal Foreign Office is giving visible expression, publicly as well as internally, to its commitment to diversity.
© Janine Schmitz/photothek

What are we doing?

- As part of its recruitment efforts, the Foreign Service Academy specifically works with organisations like *ArbeiterKind.de*, which support boys and girls from families with no university experience from the end of school to the start of their careers.
- All applicants to any of the foreign service career strands have to go through a selection procedure. As the successful candidates will later represent the Federal Republic of Germany abroad, the knowledge

tested includes questions about Germany's history, society, culture and economy. To ensure equal opportunities irrespective of social background, the written component of the selection procedure is anonymised. For the oral component, all the questions are designed in such a way as to eliminate as far as possible the chance of disadvantaging particular social groups. The FFO Gender Equality Representative and the Staff Council are invited to all selection procedures.

- In naming the Ministers of State foyer, where guests from around the world are received, after Reich Foreign Minister Hermann Müller, the Federal Foreign Office has underlined the significance of social background as a dimension of diversity.

What are we planning?

- The Federal Foreign Office will publicly communicate yet more clearly that all applicants, irrespective of their social backgrounds, are welcome and that social background has no bearing on recruitment decisions.
- We will further enhance the degree of social mixing fostered by the network of German Schools Abroad by enabling pupils from disadvantaged sections

of the population to access good education. For example, the Federal Foreign Office is supporting the three German Schools Abroad in South Africa – in Pretoria, Johannesburg and Cape Town – in raising the proportion of their pupils who come from townships. By such means are places of encounter created which nurture dialogue within societies.

8. Additional dimensions of diversity and intersectional measures

The Federal Foreign Office interprets the term “diversity” as encompassing the similarities and differences among its staff resulting from their individual characteristics and lifestyles or ways of life. It fundamentally takes its lead from section 1 of the General Act on Equal Treatment and the Diversity Charter, but it does not regard the dimensions of diversity listed there as conclusive. All applicants who share the values of the liberal democratic order are welcome – irrespective of any protected characteristics – to put themselves forward for recruitment, because the focus is not on creating divisions but on the FFO team, whose members depend on one another in such a remarkable way.



The purpose of the General Act on Equal Treatment, as it spells out in section 1, is “to prevent or to stop discrimination on the grounds of race⁴ or ethnic origin, gender, religion or belief, disability, age or sexual orientation.” — In pursuit of that goal, the Equal Opportunities and Gender Equality Section, the Gender Equality Representative and the Spokesperson for Severely Disabled Persons use initial and mid career staff training in all career strands as well as various publications and events aimed at FFO staff to raise awareness of the prohibition against discrimination. © Federal Foreign Office

4 As mentioned above, there is consensus that there are no different human races (see, for example, the Jena Declaration). The term was included in the Basic Law in 1949 in order to distance the new constitution from the race-based ideology of National Socialism and to prevent racist discrimination. As use of the term can lead to misunderstandings from the perspective of today, the possibility has been raised of replacing the concept of race in the first sentence of Article 3 (3) of the Basic Law.

The Federal Foreign Office is moreover conscious of the potential for intersectionality across different dimensions of diversity. At the same time, it has found that successful awareness-raising for one protected characteristic tends to contribute to heightened vigilance with regard to bias and discrimination in general and thereby lead to greater awareness in respect of other protected characteristics. Various measures both ongoing and planned are therefore intended to mainstream and advance diversity as a topic throughout the Federal Foreign Office.



The Federal Foreign Office in Germany and a number of missions abroad pinned their colours to the mast in November 2020 with various events opposing violence against women as part of the UN Women-led campaign *Orange the World* – among them Ambassador Auer in Addis Ababa. © German Embassy in Addis Ababa

What are we doing?

- The Equal Opportunities and Gender Equality Section was established in summer 2019 at the initiative of Foreign Minister Maas. All dimensions of diversity within the Federal Foreign Office fall within its purview, and its advice can be sought and complaints brought to its attention in accordance with the *General Act on Equal Treatment*.
- The application procedure has been largely anonymised for many years in order to guarantee transparency and fairness. It is regularly analysed for potential (unconsciously erected) barriers; representatives of the Gender Equality Representative and of the Staff Council are invited to all selection procedures.
- The members of the selection committees, which are diverse in their composition, go through awareness-raising to prevent unconscious discrimination influencing their assessments, and participating members of the relevant bodies receive diversity training. For many years, the selection procedures in Berlin have been shadowed by an external organisation, a role currently fulfilled by the HR association *Deutsche Gesellschaft für Personalwesen e.V.*
- The Federal Foreign Office has also enshrined its commitment to diversity in its guidelines for good leadership. It expects its managers to foster co-operation in teams of diverse composition (with a mixture of career strands and pay scales, ages, seconded and local staff, women and men, native speakers of various languages, staff from different divisions and directorates-general, in project teams, etc.), to deploy staff according to their individual aptitudes, and to make allowances for their different strengths and situations, including family and intercultural considerations. The only way to lead people well is to lead transparently and without discriminations.
- In the FFO staff-appraisal guidelines, it is explicitly stipulated that appraisals must be free from discrimination. It is prohibited to disadvantage anybody on the grounds of race⁵ or ethnic origin, gender, religion or belief, disability, age or sexual identity. This also applies to indirect discrimination, in which seemingly neutral criteria, procedures or conduct can unfairly place individuals at a particular disadvantage as a result of one of the above-named factors.

5 As mentioned above, there is consensus that there are no different human races (see, for example, the Jena Declaration). The term was included in the Basic Law in 1949 in order to distance the new constitution from the race-based ideology of National Socialism and to prevent racist discrimination. As use of the term can lead to misunderstandings from the perspective of today, the possibility has been raised of replacing the concept of race in the first sentence of Article 3 (3) of the Basic Law.

- The *Equal Opportunities and Gender Equality Section* raises awareness of diversity in, for example, management seminars.
- An agreement is in place with all the instructors conducting management seminars for the Federal Foreign Office that they will address the subject of diversity throughout their case studies and exercises. This serves to ensure that diversity does not end up as an isolated topic. Managers act as disseminators, spreading the topic further among their teams.
- Events at the Federal Foreign Office, held both for its own personnel and for the public, are used to campaign for diversity – often in collaboration with the above-mentioned staff initiatives. At our missions abroad too, campaigns are regularly organised to highlight the importance of diversity.
- In seminars on intercultural competence, we raise awareness among all our staff of intercultural differences.
- A set of guidelines has been drawn up for staff on the use of diversity-sensitive language.
- The images we use are calculated to appeal to many different groups of applicants, e.g. with photographs of teams showing a mix of ages, genders and cultural influences.
- One member of the FFO Staff Council is specifically responsible for diversity issues.
- The Ombudsperson is available for all locally employed staff to raise matters of discrimination and informs the teams at our missions abroad in good time of potential intercultural problems.

Examples of events on equality and diversity at the Federal Foreign Office in 2020 and 2021

- “Equal rights, equal opportunities” – an event for International Women’s Day 2020
- “150 years of the Foreign Office – *Wie divers sind wir?*” – a stocktaking of diversity in the FFO chaired by Minister of State Roth with Katja Ploner, Diversity Manager at Siemens, and Sabine Bloch, Director for Personnel at the FFO
- “*Führen in unsicheren Zeiten*” – a webinar on leadership in uncertain times by Pa Sinyan, Managing Partner for Europe of the polling institute Gallup
- “*Mut zu Diversität*” – a workshop on embracing diversity with Matthias Spörrle, Professor of Economic Psychology
- “*exit RACISM – rassismuskritisch denken lernen*” – a presentation by author Tupoka Ogette on her book about anti-racism
- “*Auf eine Tasse Kaffee mit Janina Kugel*” – a conversation on change management and diversity with economist and former Siemens Managing Board member Janina Kugel
- “Orange the World” – a lighting display in the atrium of the Federal Foreign Office in Berlin as a message opposing violence against women in the context of a UN Women campaign
- “Cultural Diversity and Equal Opportunities in the Federal Foreign Office” – a discussion with Stefan Hank from the office of the Federal Government Commissioner for Migration, Refugees and Integration, Andreas Ette, scientific director of the project at the Federal Institute for Population Research, and Antje Leendertse, State Secretary of the Federal Foreign Office
- “Women in Leadership. A good choice. In Germany and internationally” – an event held in the run-up to International Women’s Day 2021 with FidAR e.V., an initiative for the appointment of more women to boards of directors
- “*Es geht uns alle an! – Warum es Frauen UND Männer im Einsatz für Geschlechtergerechtigkeit braucht*” – a workshop with HeForShe ambassadors Herr & Speer on the necessity of men’s as well as women’s activism for gender equality
- “*Diplomatie und Inklusion*” – a virtual conference on diplomacy and inclusion held as part of the Training for International Diplomats programme



“150 years of the Foreign Office – *Wie divers sind wir?*” – Minister of State Michael Roth commented on the diversity event on Twitter: “I’m sure we’re not yet getting everything right on diversity+inclusion at the FFO. But we want to be better. Thank you to a great team who live by our values+principles!”
© Federal Foreign Office

Eastern Germans in the Federal Foreign Office

Notwithstanding the fact that our staff spend a major portion of their careers at our 228 missions around the world, our connection to eastern Germany is set to grow stronger still: the Federal Foreign Office engages in an intensive exchange of personnel with the Federal Agency for Foreign Affairs, which, founded in 2019, is based in Brandenburg an der Havel and employs many staff from the region.

To ensure that eastern Germans are also represented in the Federal Foreign Office itself in line with their proportion of the population, the Foreign Service Academy directs its recruitment efforts across all of Germany, including to many eastern German universities.

The proportion of our eastern German colleagues in management roles is also on the rise. Not only does Maria Adebahr, the first press spokeswoman of the Federal Foreign Office, come from eastern Germany; so do, for example:



Andreas Peschke, Director-General for Europe in the Federal Foreign Office
© Federal Foreign Office



Annett Günther, Ambassador in Nairobi, Kenya
© Federal Foreign Office

What are we planning?

- The Federal Foreign Office's strategic objective is to be known, thanks to its anonymised, standardised recruitment procedures, as an employer which values equal opportunities, diversity and gender equality highly.
- We will form a *Diversity Council* drawn from various directorates-general and from all levels of our hierarchy, not excluding our missions abroad, which will develop proposals for diversity measures. An ideas competition will be a chance to identify and implement innovative diversity measures.
- There is also to be a Minister of State with explicit responsibility for the cross-cutting issue of diversity in future.
- In addition, we will identify diversity champions among our staff who can function as disseminators.

- At the larger missions abroad, the Federal Foreign Office will appoint colleagues who will be responsible for diversity in all its dimensions.
- We are striving to ensure that all personnel know and follow our internal guidelines for language that is diversity sensitive and discrimination free.
- In our existing mentoring programme, the Federal Foreign Office will facilitate cross-mentoring, with participants who have different protected characteristics linking up to form tandems. Mentoring and management-development programmes for staff groups which are under-represented at the management level will be developed in collaboration with the relevant interest groups.
- An internal set of guidelines for staff is being drawn up in order to generate even greater familiarity with the General Act on Equal Treatment and the associated toolkits.
- Dialogue and collaboration are being intensified with specialist agencies and stakeholder associations representing various interest groups, such as disability or migrants' organisations.

9. Sexual harassment and bullying in the workplace

Gender, age and other protected characteristics can become the focus of harassing, offensive and victimising behaviours. An inclusive working environment is one which is free from sexual harassment and bullying. Combating sexual harassment and bullying in the

workplace is an important objective for the Federal Foreign Office, not least within the framework of our Diversity Strategy, which is intended to value and protect each person as a unique individual.



“Sexual harassment and abuse of power structures [...] are unacceptable. [...] such behaviour goes against everything which our ministry stands for and which makes us strong: diversity, tolerance, equal rights, and humanity and respect in our treatment of one another.”

Foreign Minister Maas in his speech at the general staff meeting of 27 November 2019

© picture alliance/M.i.S. – Sportpressefoto

What are we doing?

- There are sets of guidelines in the Federal Foreign Office on dealing with sexual harassment and bullying in the workplace which provide information about what constitutes sexual harassment or bullying in the workplace, to whom those affected and those around them can turn within the organisation, and what options they have for lodging complaints.
- If staff are affected by sexual harassment or bullying in the workplace, they can contact the Counselling Service of the Federal Foreign Office at any time, in confidence, for advice. They can also turn to the Gender Equality Representative, the Staff Council, the Spokesperson for Severely Disabled Persons, the Ombudsperson for Locally Employed Staff, line managers, the personnel divisions and the division for civil service law.
- Formal, structured procedures are in place for intervening in cases of sexual harassment or bullying. The Counselling Service stands ready to provide psychological guidance and support during such processes.
- How to deal with cases of sexual harassment is an integral part of the initial and later training provided for all career strands and is discussed in management seminars.
- Conflict management in the workplace, professional mediation and assistance in dealing with bullying are all available, and they are on the agenda of training courses for management staff.
- Zero tolerance: violations are never without consequences. The Central Directorate-General investigates complaints of this kind in accordance with a set procedure. In confirmed cases, it takes immediate action not only to protect the person affected but also to punish the behaviour of the perpetrator. This can include, depending on the severity of the incident, transfer to a different position, a warning, a disciplinary procedure or even termination of contract.

What are we planning?

- Our aim is to create a working environment that is free from sexual harassment and bullying.
- Where cases nonetheless occur, our goal is to encourage those affected to seek support, to give them greater confidence and readiness to actively oppose such behaviour, and to provide them with the best possible help in that endeavour.
- As part of the equal opportunities project *Chancengleichheit gestalten*, the Federal Foreign Office will draw up a prevention strategy to fight sexual harassment and bullying in the workplace in collaboration with the Center for Responsible Research and Innovation (CeRRI) at the Fraunhofer Institute for Industrial Engineering IAO.

V. Diversity in Germany's foreign policy

— The Federal Foreign Office is working to promote diversity and combat discrimination not only within its own organisation but also through Germany's foreign policy. This is part of implementing the global 2030 Agenda for Sustainable Development, which includes the

goals of gender equality and reduced inequalities, as well as protecting human rights for all. Within this Diversity Strategy, there is only scope to spotlight a few elements of that work.

1. Disability

Universal recognition of the UN Convention on the Rights of Persons with Disabilities

In March 2007, Germany became one of the first states to sign the UN Convention on the Rights of Persons with Disabilities. The Federal Foreign Office takes the resultant obligations to take people with disabilities into account in humanitarian assistance (Article 11) and ensure that international cooperation is inclusive of people

with disabilities (Article 32) very seriously. It advocates internationally for universal recognition of the Convention, for example, on the UN Human Rights Council in Geneva, in the Third Committee of the UN General Assembly in New York and through recommendations in the Universal Periodic Review (UPR).

Rights of people with disabilities in the EU context

Under Portugal's presidency of the Council of the EU, with support from the Federal Government as a whole and the Federal Foreign Office in particular, Council conclusions were adopted on an EU strategy for the rights of people with disabilities. They are intended to strengthen the rights of people with disabilities in Europe. Plans include

an initiative to improve social services for people with disabilities, a European Disability Card instituted for all EU member states by 2023, and a platform for the implementation of the UN Convention on the Rights of Persons with Disabilities in the EU member states.

Humanitarian assistance

When providing humanitarian assistance in various crisis situations, we fund measures which, with due consideration to the rights and needs of people with disabilities, facilitate access to inclusive humanitarian assistance. In this way, the Federal Foreign Office also

augments knowledge and understanding of inclusive humanitarian assistance within the humanitarian system. It moreover finances fundamental projects to promote mainstreaming and the consistent inclusion of people with disabilities in all aspects of humanitarian assistance.



For example, the Federal Foreign Office funds projects run by Caritas Germany or by *Handicap International Germany* in the field of humanitarian mine clearance, particularly those focused on supporting and creating appropriate infrastructure for mine victims in, for example, Syria, Yemen, Iraq and Colombia (in the form of prosthetic and orthopaedic aids and physiotherapy, counselling, home healthcare, specialist medical equipment, social integration measures, retrofitting of buildings, and technical guidelines for public authorities).
© Caritas international

Projects and bilateral cooperation

In the context of supporting human rights projects around the world, the Federal Foreign Office has funded more than 30 projects to strengthen the rights of people with disabilities since 2013, in Russia, Mozambique, Tajikistan and elsewhere.



St Petersburg: A visit to the workshop of the HPZ, a special-needs education centre in Pskov, by then Consul-General Eltje Aderhold and Dirk Wiese, then Coordinator for Intersocietal Cooperation with Russia (July 2019) © German Consulate-General St Petersburg

The Pskov Initiative is a cooperative project for people with disabilities run by the Protestant Church in the Rhineland in collaboration with civil-society partners in Pskov and the governmental authorities of the city and the oblast. The initiative has successfully demonstrated that people with intellectual disabilities can be guided into leading self-determined lives. The Russian Ministry of Education has recognised the HPZ as a federal reference project. The Consulate-General in St Petersburg provides continuous support for these efforts for a paradigm shift in the way society treats people with disabilities, efforts which resonate throughout Russia.

On 23 March 2021, Consul-General Stefano Weinberger presented the two Russian founders of the initiative, Svetlana Andreeva and Andrei Tsaryov, with the Order of Merit of the Federal Republic of Germany.

Germany's missions abroad, as part of their project work, also support measures which benefit people with disabilities.



Members of an inclusive table tennis club which the Sarajevo Embassy supported as part of the Year of Disability Sport in 2017. © German Embassy in Sarajevo

German Schools Abroad

Since 2014, the German Schools Abroad have been receiving additional financial support from the Federal Foreign Office when they submit inclusion plans and/or regular progress reports. In the 2019 financial year, this funding amounted to EUR 1.45 million. In the context of

the Federal Foreign Office Inclusion Prize, several German Schools Abroad, such as those in Managua, Nicaragua, and Barcelona, Spain, were recognised for their inclusive educational concepts and lesson designs.



In 2017, the German School of Barcelona received the first prize for inclusion for its systematic grasp of pupils' learning requirements and development of individually tailored support plans as well as the creation of guidelines on working inclusively by teachers, parents and pupils. © Dirk Enters/ Central Agency for Schools Abroad

Ananias Shikongo, Namibian runner and Paralympian who has been blind since childhood, on a visit to the German-Namibian school DHPS Windhoek in December 2016. DHPS Windhoek's latest inclusivity project was its participation in the Special Olympics World Winter Games in March 2017. Four of its pupils without disabilities went to Austria in a Paralympic team drawn from several Windhoek schools, where they won third place in the floorball. "We are proud of our collaboration with the athletes of the Special Olympics and grateful to be part of the projects," said Principal Kristin Eichholz. © DHPS Windhoek



International sports promotion

In the course of its international sports promotion, the Federal Foreign Office regularly funds measures which enable people with disabilities to participate in sport. There is support, for example, for para powerlifting, not only in the form of projects to train regional referees but also through smaller national measures run in close co-operation with National Paralympic Committees.



From 14 to 21 March 2019, the international Special Olympics World Summer Games for people with intellectual disabilities were held in Abu Dhabi – the first Arab country to host them. Germany was represented by the largest European delegation and one of the largest delegations overall, joined by various high-level guests from politics and business. The Government of the United Arab Emirates had previously directed an increased level of public attention to the subject of inclusion through the MENA Special Olympics Regional Games held from 14 to 23 March 2018. The German Embassy in Abu Dhabi held a reception for the German team, which was attended by a number of high-level guests since Germany is also the organiser of the next Games in 2023. The German International School in Abu Dhabi held an adopt-a-nation acclimatisation day, complete with sporting competitions. Germany's ambassador at the time, Götz Lingenthal, had previously received a visit from members of a centre for people with disabilities, also in 2018
© German Embassy in Abu Dhabi

In customer relations

As of 2021, deaf people can have the Federal Foreign Office provide [information in sign language](#).

The Federal Foreign Office aims to make all digital content available in a fully accessible form. It provides important online content in simple language.

The passport and visa sections at missions abroad are being successively retrofitted for disabled access. For doorkeepers and security staff at our missions abroad, a set of guidelines has been drawn up on welcoming visitors with disabilities.

2. Gender

Women make up half of the population. A particular focus of the Federal Foreign Office's measures to promote diversity therefore lies in strengthening women's rights, gender justice and gender equality.

Women, peace and security

Human rights, peace and security, and sustainable development around the world are key objectives of Germany's foreign, security, development and gender policy as well as its humanitarian assistance. Implementing the Women, Peace and Security (WPS) Agenda of the UN Security Council is a priority for the German Government. The Agenda promotes the advancement and implementation of women's human rights and the pursuit of gender equality as contributions to

the development of peaceful and stable societies. The third WPS Action Plan for 2021–2024 sets out how the German Government will integrate a gender perspective into its global work for peace and security, protect the human rights of women and girls in countries dealing with conflicts, post-conflict situations or fragile states, and promote their involvement in crisis prevention, conflict management, peacebuilding and reconstruction.



“If only part of the population is involved in the peace process, only part of the population will benefit from the peace.” With these words, Nobel Peace Prize laureate Nadia Murad put her finger on the key objective of the WPS Agenda, namely women’s participation on an equal footing in conflict prevention, conflict settlement and peacebuilding, when she opened the Women, Peace and Security College at the Foreign Service Academy in Tegel, Berlin, alongside Foreign Minister Heiko Maas on 7 May 2021. © Florian Gaertner/photothek

The German Government’s strategy has six priority areas. Four of them – crisis prevention, participation, protection and support, and humanitarian assistance, crisis management and reconstruction – are aligned with the cornerstones of the WPS Agenda. The fifth priority area focuses on effective, coordinated and systematic efforts to enshrine WPS at the international, regional and bilateral levels. The sixth priority area – increasing institutional integration and capacities – serves mainly to better enshrine WPS in the structure, training and work of the German Government. One important element

of the German Government’s implementation of the WPS Agenda is its introduction of points of contact at around 50 missions abroad in crisis situations and multi-lateral contexts.

Implementing the Women, Peace and Security Agenda advances gender equality in fragile societies. A higher degree of gender equality in peace processes leads to fairer and longer-lasting post-war orders and more comprehensive security.

Engagement in troubled regions

To systematically mainstream a gender perspective across our engagement in troubled regions, the Federal Foreign Office is developing a strategy for the fields of early crisis detection and strategic foresight, humanitarian assistance, crisis prevention, stabilisation and peacebuilding, and evaluation.

An important instrument of such gender mainstreaming is the introduction of gender-equality marker systems like the gender-age-disability (GAD) marker, for example, that is already mandatory for all funding applications in humanitarian assistance. Applications for crisis prevention, stabilisation and peacebuilding funds also have to contain information on gender issues systematised by means of a marker system.

Since 2019, the Federal Foreign Office has been funding the Women’s Peace and Humanitarian Fund, a unique financing instrument supporting local women’s

organisations in troubled regions. Its funding priorities are the participation of women in peace processes and, currently, efforts to counteract the effects of the COVID-19 pandemic.

The Federal Foreign Office furthermore represents Germany in the Women, Peace and Security and Humanitarian Action Compact. The Compact is intended to advance the implementation of existing stipulations of the Women, Peace and Security Agenda – not least in respect of humanitarian assistance – and enhance coordination.

Over and above this, the FFO has designed a regular internal training programme on gender mainstreaming for engagement in troubled regions which builds the skills and knowledge base for project work and on specific gender issues in humanitarian assistance, crisis prevention, stabilisation and peacebuilding.

Gender-specific roles, needs, and disadvantage and discrimination, specifically the way they interact with conflicts, are also examined with particular attention in relation to early crisis detection and strategic foresight. Where possible, data are always disaggregated according

to gender. As a result, thematic indicators and gender-related factors feed into interactive visualisations and analysis produced by the FFO project PREVIEW and form part of quantitative models for early crisis detection and qualitative analysis.

Women in international peace missions

In international peace missions too, the German Government sets great store by gender equality. At the moment, 40% of the civilian experts whom the Center for International Peace Operations has sent on EU, OSCE, UN or other missions on behalf of the Federal Foreign Office are women. To raise the civilian experts'

awareness of the topic, gender modules are an integral part of their preparations. In addition, practical guides offer specific advice on accommodating the needs and interests of women and girls in the civilian experts' work on the missions.

EU Common Security and Defence Policy (CSDP)

Germany supports the goal enshrined in the Civilian Common Security and Defence Policy (CSDP) Compact of actively promoting an increase in the representation of women among international experts at all levels of CSDP missions. Targeted support measures for female German police officers and civilian experts on international peace missions, which are provided by the Federal Ministry of the Interior and the Center for International Peace Operations, contribute tangibly to that endeavour. An important message was sent in January 2021 with the

appointment of Berlin police officer Antje Pittelkau as the first German woman to head a CSDP mission (EUCAP Sahel Niger). Opened by Foreign Minister Maas in September 2020, the European Centre of Excellence for Civilian Crisis Management is engaged in gender mainstreaming and increasing the involvement of women in the CSDP as one of the priorities of its work. It has to that end created the first mentoring programme for women on CSDP missions, which has already proved very popular.

Presidency of the Council of the EU

Within the framework of Germany's presidency of the Council of the EU in the second half of 2020, the German Government doggedly pursued the gender-policy objective of participation on equal terms for all people in all areas of our society. On the basis of the Declaration on Gender Equality produced with its trio partners, Portugal and Slovenia, Germany will continuously advance the initiatives beyond the confines of its own presidency of the Council.

In Council conclusions on reducing the gender pay gap, Germany considered improvements in the way paid employment and unpaid caring responsibilities are valued and distributed. It raised the visibility of the European Commission's first LGBTIQ strategy and of intersectionality by means of an international conference

and adopted conclusions on the subject of gender equality in cultural affairs. They emphasise its significance as key to strengthening cultural diversity within the EU.

The establishment of a pan-European helpline number is intended to improve the protection of women against violence, particularly in a time of pandemic. Germany advocated for all member states to ratify the Istanbul Convention and supported the Commission in its efforts for the accession of the EU. Presidency conclusions on the third Gender Action Plan produced by the Commission pay tribute to the role of women in the EU's external action. Germany also advanced work on the Council Recommendation on Roma equality, inclusion and participation.

Cultural relations and education policy

Involvement in cultural life and access to education are essential preconditions of women's equal participation in society. International cultural relations and education policy is an ideal instrument for comparing the perspectives of different societies, including those related to gender justice and gender equality, establishing ties between women from various parts of those societies, and creating space for dialogue.

This requires, in cultural relations and education policy as elsewhere, a way of thinking that nurtures gender justice and gender equality in all areas. The Federal Foreign Office has therefore enshrined the topic in the relevant intermediary structures by means of agreements on performance targets and framework contracts. In its framework contract, the ifa (*Institut für Auslandsbeziehungen*) adopted the provision in 2014 that the Federal Act on Gender Equality (*Bundesgleichstellungsgesetz*) would always be applied as most recently amended.

A target of balanced gender ratios, including for leadership roles and decision-making bodies, has been agreed with the Goethe-Institut for the 2019–2022 period. The German Academic Exchange Service (DAAD) and the Alexander von Humboldt Foundation have committed themselves, in their performance-target agreements with the Federal Foreign Office, to having at least 30% women among the speakers and participants at their FFO-funded conferences and events. The successful establishment of equal opportunities in DAAD funding can be seen in the fact that the proportion of women among its funding recipients is 51%. The Alexander von Humboldt Foundation has also expanded its family-friendly provision. To augment the proportion of women among its scholarship holders and prize winners (currently around 30% and 15% respectively), it is planning a study, as part of its new gender strategy, to develop specific support measures.



Monika Staab, a pioneer of women's football, worked in the Gambia from October 2018 until 2020 to support women's football there in close cooperation with the Gambia Football Federation. The football project in the Gambia was conducted under the auspices of Minister of State Michelle Müntefering.
© German Olympic Sports Confederation

Irrespective of structural issues, many areas of cultural relations and education policy are also ideal forums, in terms of their content, for promoting gender justice and equality. International sports promotion is one example: in many places, girls' and young women's participation in sporting activities is anything but the norm. Through shared experience and shared successes, women and girls can gain self-confidence. Simultaneously, success stories like the Lebanese football team winning the Arab Under-17 Women's Cup (with international sports promotion support) also resonate strongly in the societies concerned. In that respect, it is important to have the projects run over long periods, so that structures and attitudes can

change in lasting ways. In its long-term project with women's football in the Gambia for 2018–2020, for example, the Federal Foreign Office supported work to strengthen the structures underpinning recreational sport for girls and young women. Renowned footballer and coach Monika Staab not only foregrounded the issues at the Gambia Football Federation by training female coaches and referees but also regularly ran activities at schools throughout the country.

These examples demonstrate what a lasting impact cultural relations and education policy can have in societies, particularly when it comes to gender justice and gender equality.

Work on the ground

Worldwide networking is one of the most effective instruments of long-term progress towards the goal of gender equality. Especially for women's organisations in troubled regions, networks are an important means of acquiring relevant information quickly, learning from the experience of other people in similar situations and creating a certain degree of security through openness. Alongside our support for the African Women Leaders Network, the Federal Foreign Office is also helping women in Latin America to build useful networks. The women's

network Unidas, meaning "together", was founded under the auspices of Foreign Minister Maas by and for women from Germany, Latin America and the Caribbean. It brings together partners from civil society in those regions who are working to create societies rooted in equal opportunities. The objective of the network is to enhance the involvement of women in politics, the media, society, business and academia and to promote dialogue. Since the inauguration was held in Berlin in May 2019, the network has been growing continuously.



A panel discussion on empowering women and the Unidas women's network
© Florian Gaertner/photothek.net

Germany's missions abroad are also involved, running projects and events for gender equality and gender justice in their host countries.



Some 100 guests – chiefly women – from the Turkish arts and cultural scene, civil society and the diplomatic community accepted the invitation of Deputy Consul-General Stefan Graf to celebrate International Women's Day 2019 at the German Consulate-General. Figen Ecer, Head of Foreign Languages at Koç University and a talented artist, exhibited her portrait series *Benzersiz Kadınlar* ("unique women") during the reception. One of the paintings, entitled *Herkese Eğitim* ("education for all"), was auctioned to the attending guests. Donations were collected in tandem with the auction, resulting in a total from the evening of EUR 900 for the Mor Çatı Women's Shelter Foundation.
© German Consulate-General in Istanbul

Human rights projects

In the context of financing human rights projects around the world, the Federal Foreign Office – specifically Division OR 06 for Human Rights and Gender Issues – funded more than 100 projects to strengthen women's rights between 2013 and 2019.

Economic diplomacy

In our economic diplomacy and our work to promote foreign trade and investment, we seek to ensure the appropriate involvement of women from the private sector on trips and at events. At the annual Business Forum held as part of the Conference of the Heads of German Missions, we have increased the proportion of

women participating from 12 % in 2016 to more than 30 % in 2018 and 2019. In collaboration with business leaders, relevant associations and the FidAR initiative for the appointment of more women to boards of directors, we are considering how we can use our economic diplomacy to promote women in business even more strongly.



For the final panel discussion of the Business Forum at the 2019 Conference, there was an all-female panel for the first time involving young entrepreneurs – and Antje Leendertse, State Secretary of the Federal Foreign Office – on the subject of start-ups and foreign (trade and investment) policy.
© Thomas Köhler/photothek

Protecting women and girls and proscribing discrimination on the grounds of gender, belief, sexual orientation or ethnicity are also stipulations of the UN Guiding Principles on Business and Human Rights, to

which the German Government has committed with its National Action Plan and, as of June 2021, its Supply Chain Due Diligence Act (*Lieferkettensorgfaltspflichtengesetz*).

Reinforcing women's rights

One element of our efforts to foster diversity is in the field of contract drafting and advice on civil law. For instance, we have helped draft a clause on sexual exploitation, abuse and harassment for a model contract with the United Nations. For invitations to tender, we ensure that contractual language is gender-neutral.

In their consular activities, Germany's missions abroad contribute to the protection of diversity by, for example, translating the institution of co-motherhood enshrined in certain jurisdictions (such as the USA and South Africa) into German law in alignment with the rulings of the Federal Court of Justice. Women's rights are further reinforced by means of civil law, through the refusal on the part of our missions abroad to recognise child marriages.

Raising the public visibility of gender equality

When Foreign Minister Maas travels, he is often accompanied by special guests, i.e. representatives of the Bundestag, business or the cultural sphere. Attention is paid in such cases to ensure gender parity in the delegations. Particularly for visits to troubled regions, gender equality is an integral feature of the programme planning.

In 2020, with its public report on Gender equality in German foreign policy and in the Federal Foreign Office, the FFO committed itself to giving gender equality greater public visibility. This means, among other things, having at least 40% women at events we organise ourselves and at least 30% on projects conducted by partners on our behalf.

3. Age

Multilateral engagement

Together with the other departments of the Federal Government responsible for this area, the Federal Foreign Office is working to see the objectives of the Madrid International Plan of Action on Ageing and its implementation strategy achieved. It also supports the work of the UNECE Standing Working Group on Ageing.

The Federal Foreign Office will continue to take part in discussions at the international level, particularly within the framework of the Open-ended Working Group on Ageing in New York, to explore how the human rights of older people can be made stronger.

Alongside this engagement, Germany is also implementing the relevant human rights agreements to strengthen the rights of younger people, particularly the

Convention on the Rights of the Child, and is actively involved in the UN Working Group on Children and Armed Conflict.

Germany furthermore supports the implementation of Youth, Peace and Security Resolutions 2250 and 2535 as well as actively encouraging other states to treat the involvement and protection of young people as the important topic that it is.

Since 2019, Germany has been putting its youth strategy into practice, above all in order to improve the inclusion of young people in political processes. In addition, Germany finances numerous programmes to reinforce the role of young people, especially in their relationships with local authorities, in matters of security and in peace processes.

Humanitarian assistance

In humanitarian assistance, special attention is paid to groups like children and older people, who can be especially vulnerable in humanitarian emergencies. In that vein, the Federal Foreign Office supports the United Nations Children's Fund, UNICEF, and stands up for the

particular needs of children and adolescents around the world. The Federal Foreign Office also funds projects specifically tailored for older people in, for example, Ukraine and Ethiopia.

European Child Guarantee

On 24 March 2021, the European Commission submitted a proposal to the Council for the introduction of a European Child Guarantee. The aim of the guarantee is to prevent and combat the social exclusion of disadvantaged children. The Federal Foreign Office supported the

introduction of the European Child Guarantee, which was adopted at the Employment, Social Policy, Health and Consumer Affairs Council on 14 June 2021.

Working for intergenerational solidarity at the EU

Together with its partners, Portugal and Slovenia, Germany declared its commitment to special solidarity between the generations in the programme for the trio presidency: *“Bearing in mind that older persons were disproportionately affected by the COVID 19 pandemic, we*

will promote intergenerational solidarity, dignified ageing and better protection of the rights of older people and other vulnerable adults. We cannot allow the COVID-19 pandemic to increase inequalities and discrimination of any kind.”

4. Religion and belief

Multilateral engagement

The Federal Foreign Office in cooperation with close partners consistently advocates in multilateral forums for freedom of religion and belief to be respected worldwide. At the end of October 2020, the Federal Cabinet adopted the Federal Government's Second Report on the Global Status of Freedom of Religion (Bundestag printed paper 19/23820). The report describes key developments relating to freedom of religion and belief in a selection of 30 countries around the world between 2018 and 2019. It also explores three priority areas: laws against blasphemy and conversion, digital communication and the state education sector. The German Government's action to champion freedom of religion or belief in these three areas is outlined in a concluding chapter.

Besides this, the Federal Foreign Office actively strives to foster good relations with Jewish organisations, combat antisemitism and antigypsyism (antipathy towards Sinti and Roma) and ensure the Holocaust is commemorated. It created the position of Special Representative for

Relations with Jewish Organisations; Issues relating to Antisemitism, International Sinti and Roma Affairs, Holocaust Remembrance to that end in 1994. The Special Representative's activities include participating in the annual conferences on antisemitism run by the OSCE Office for Democratic Institutions and Human Rights (ODIHR).

In the context of Germany's chairmanship of the International Holocaust Remembrance Alliance (IHRA) from March 2020 until April 2021, Germany achieved consensus among the 34 member countries on a working definition of antigypsyism/anti-Roma discrimination. The Federal Cabinet gave the working definition its political backing on 30 March 2021. Germany established a Global Task Force Against Holocaust Distortion at the IHRA, which has published recommendations on recognising and countering the phenomenon. Distortion of the Holocaust often provides a gateway for antisemitism.

Cultural relations and education policy

Religious communities are the largest groups within civil society. As part of our cultural relations and education policy, the Federal Foreign Office has directed special attention to their social responsibility since 2015 and is keen to reinforce religious communities' constructive

potential. To that end, we have supported several conference and network formats as well as civil-society initiatives like Religions for Peace, the Foundation *Peace Dialogue of the World Religions and Civil Society* and the Community of Sant'Egidio.



Almost 1,000 representatives of various religions from more than 100 countries gathered for the 10th World Assembly of Religions for Peace in August 2019 to adopt a shared agenda for assuming responsibility in the world. The FFO's Religion and Foreign Policy Division was responsible for content and organisational matters pertaining to the Assembly. © *Foundation Peace Dialogue of the World Religions and Civil Society*

Interreligious dialogue on the important global subjects, such as migration, peace, climate change and global health, is promoted as a lasting contribution for the future. Training sessions and workshops on mediation, peace education and media relations, as well as a range of dialogue formats, serve to foreground the sociopolitical responsibility that religious communities bear – and thus to continually expand the network of foreign-policy players.

Both in our own measures and in activities we fund, we work to ensure that representatives of very different religions are involved, including minority religions. We foster the participation of women from the various religious communities and support projects that examine the role of women. In 2020, for example, the first Religions of Peace Assembly on *Women, Faith and Diplomacy* was held in Lindau.

The important role to be played by churches in managing conflicts and their effects is taken into account, for example, in the FFO's track 2.0 projects within the framework of the stabilisation portfolio. In a pilot project, one of our project partners in Ukraine is sounding out possibilities for building bridges between the Ukrainian and Russian Orthodox churches in the Donbass. The churches play an important role in reconciliation and the distribution of humanitarian assistance.

Germany's presidency of the Council of the EU and the presidency trio

During Germany's presidency of the Council of the EU, the Federal Foreign Office and the Federal Ministry of the Interior achieved a Council declaration on 2 December 2020 on mainstreaming the fight against antisemitism across policy areas.⁶ In it, the Council expresses its concern at the increase in threats to Jewish people in Europe and the resurgence of conspiracy myths. It emphasises the fact that antisemitism has assumed various forms and must be combated with complementary public policies.

The Federal Foreign Office has moreover published a Handbook for the Practical Use of the IHRA Working Definition of Antisemitism in collaboration with the European Commission, which is available in German and English.

In the programme for the trio presidency too, Germany and the Portuguese and Slovenian presidencies committed to *"enhancing coordination of the work of the Council in preventing and combating antisemitism, especially with regard to exchanging best practice"*.

FFO project Words into Action to Address Intolerance

Under the aegis of the Organization for Security and Co-operation in Europe (OSCE), the project Turning Words into Action to Address Intolerance (WIA) run by the Office for Democratic Institutions and Human Rights (ODIHR) aims to combat discrimination and marginalisation in the OSCE region and foster gender equality, social inclusion and the cohesion of civil society. The previous iteration of this project, which ran from 2016 to 2019, was the ODIHR's largest project focused on combating antisemitism, with a budget of EUR 5 million over three years. Since 2020, the current project has also been dedicated to fighting other forms of intolerance and discrimination. Its priorities are addressing the security needs of minority communities, countering intolerance through education, and fostering coalition building among civil society organisations. In 2020, for example, a security handbook on the subject of antisemitism was developed as part of the project. On the basis of the handbook, the ODIHR is moreover designing training programmes for the personnel of security forces and judicial authorities on how Jewish people and Jewish establishments can be effectively protected. The project is being implemented throughout the OSCE region and has received around EUR 6.5 million in funding from Germany since 2016.

5. Sexual orientation and identity

Human rights apply for everybody, irrespective of their sexual orientation and gender identity. Nonetheless, discrimination and violence on the grounds of sexual orientation or gender identity exist in all societies. They are often exacerbated by other forms of violence, hatred and discrimination, for example on the grounds of ethnicity, age, religion or disability. The German

Government steadfastly opposes discrimination and violence against LGBTIQ people and advocates for equal rights to be enjoyed by all. On 3 March 2021, it adopted its LGBTI Inclusion Strategy to promote the inclusion of lesbian, gay, bisexual, transgender and intersex people in foreign policy and development cooperation.

⁶ <https://www.eu2020.de/eu2020-en/news/pressemitteilungen/council-combating-antisemitism-eu2020/2423186>

In Israel, the Federal Foreign Office is supporting the establishment of an LGBTIQ Heritage Centre – the first of its kind in that country – to the tune of EUR 60,000 in 2021. The Heritage Centre’s work involves profiling 100 pioneers of Israel’s diverse LGBTIQ community; in their colourful, brave and indeed painful biographies, the documentary interviews seek out connections to the German and European history of sexual minorities’ emancipation. The film portraits will in future represent a significant component in the LGBTIQ community’s self-affirmation through historical artefacts and in its close ties to Germany and Europe, and they will be screened at the TLVFest in 2022, the annual LGBTIQ film festival in Tel Aviv.

Multilateral cooperation

The Federal Foreign Office liaises closely with international partners in its work for the human rights of LGBTIQ people. Germany joined the United Nations LGBTI Core Group in 2016. That same year, it became a founding member of the *Equal Rights Coalition*, which champions the issue around the world. Germany is also a member of the Global Equality Fund, which supports projects for LGBTIQ people’s human rights across the globe.



Pride Amsterdam in 2017, in which colleagues from the FFO took part under the banner of the Equal Rights Coalition alongside representatives of other Coalition member states © *Federal Foreign Office*

Cooperation at the EU level

In June 2013, the EU adopted its Guidelines to promote and protect the enjoyment of all human rights by lesbian, gay, bisexual, transgender and intersex (LGBTI) persons. The guidelines form the basis of the action of the EU and the EU member states to protect the human rights of LGBTIQ people in non-EU countries. It is with these guidelines as a basis that the EU responds to violations

of LGBTIQ people’s human rights. At the forefront are measures to promote decriminalisation and combat discrimination against LGBTIQ people as well as to protect and support human rights defenders who campaign for LGBTIQ rights.

The Federal Foreign Office supports the implementation of the LGBTIQ Equality Strategy 2020–2025 submitted by the European Commission on 12 November 2020. Equality and non-discrimination are core values and basic rights that are enshrined in the Treaties and in the Charter of Fundamental Rights of the European Union. Although progress has been made on LGBTIQ equality in recent years, LGBTIQ people still face discrimination. The strategy sets out a series of targeted actions across four pillars: tackling discrimination, ensuring people's safety, building inclusive societies and leading the call for LGBTIQ equality around the world. On 17 May 2021, the International Day Against Homophobia, the Federal

Foreign Office together with 13 other EU member states issued a Declaration on the Protection of LGBTIQ Persons in the European Union – as a contribution to the implementation of the Equality Strategy.

In the context of its trio presidency of the Council of the EU alongside partners Portugal and Slovenia, Germany has also declared its commitment to “mainstreaming equality, including gender and LGBTQIA+ rights and equality, promoting cultural diversity, providing equal opportunities for all, fighting against all forms of discrimination including hate crimes, and addressing domestic violence”.

Projects and bilateral cooperation

Most especially in countries where the situation is precarious for LGBTIQ people, the Federal Foreign Office works to help those affected. In its bilateral cooperation, the Federal Foreign Office has funded a multitude of projects to improve the human rights situation for LGBTIQ people. In 2019 and 2020, it funded numerous

projects of this kind run by local partners in Albania, Benin, Côte d'Ivoire, Hungary, Namibia, New Zealand, Nicaragua, North Macedonia, Russia, Serbia, Tunisia, Turkey, Ukraine, Zambia and elsewhere. In 2021, projects are being carried out all around the world with a planned total budget of more than EUR 800,000.



Werbeplakate für Trainingsmaßnahmen für Lehrkräfte in der Ukraine zum Schutz von LSBTIQ-Kindern vor Mobbing und für ein sichereres, respektvolles Posters advertising training for teachers in Ukraine on protecting LGBTIQ children from bullying and fostering a safe, respectful learning environment in schools — Among the projects funded through Germany's human rights work in Ukraine is one created by the parents' organisation TERGO to raise awareness among teachers at Ukrainian schools of the special needs of homosexual pupils. © TERGO

One project which resonated particularly widely was our support for the film Parada about attacks on the Pride parade held to demonstrate for the rights of LGBTIQ people. The film by Serbian director Srđan Dragojević was shot in Serbia, Montenegro and Croatia. It received the prestigious Panorama Audience Award at the Berlinale

film festival in 2012. The film sparked an important conversation in south-eastern Europe which ultimately led to a change in the social climate. These days, successful Pride parades take place in Belgrade every year – with the regular participation of the FFO.

6. Ethnic origins and nationality

International cooperation to combat right-wing extremism and racism

In international forums, Germany campaigns to combat racism by getting the subject onto the agenda in close liaison with partners, as it did, for example, through a series of round table discussions on structural racism held in New York in April 2020. The follow-up is planned for autumn 2021.

EU Anti-racism Action Plan

On 18 September 2020, the European Commission submitted an ambitious EU Anti-racism Action Plan for the subsequent years, which provides, among other things, for better enforcement of the existing legislative framework. The plan submitted also seeks to raise the visibility of the EU's fight against racism by, for example,

appointing an EU Anti-racism Coordinator (a role held by Michaela Moua since 17 May 2021), honouring cities as European Capitals of Inclusion and Diversity, and organising a summit against racism. The Federal Foreign Office supports the implementation of the action plan in the EU member states.

Protection of minorities

Sinti and Roma are the largest ethnic minority in Europe. At the same time, they are subjected to discrimination and hostility in many places. The Federal Foreign Office champions the rights of Sinti and Roma and supports projects intended to promote remembrance of the genocide of Sinti and Roma, raise the visibility of their concerns and dismantle prejudices among the majority population. One example is the *European Roma Institute for Arts and Culture* (ERAC) based in Berlin, which was founded at the initiative of the Council of Europe. ERAC has received funding from the Council of Europe, the Open Society Foundations and the Federal Foreign Office since it was established in 2017.



With support from the Embassy in Kyiv, the Ukrainian photographer Yevgenia Belorusets is documenting the life of a Roma community in Toretsk, the "last city" before the contact line where the Ukrainian army is facing pro-Russian separatists. Former court assistant and Roma Kristina Belous, who fled from Horlivka, has founded a human rights organisation here and campaigns for the right to education – as well as helping Roma with their applications for official documents. © Yevgenia Belorusets

During Germany's chairmanship of the Council of Europe Committee of Ministers from November 2020 to May 2021, the rights of Sinti and Roma were one of our areas of focus. The Federal Foreign Office cooperated closely on this with ERIAC. Various cultural and political events on the subject were conducted jointly in Berlin, in Strasbourg

and at Germany's embassies and consulates in Council of Europe member states. A particularly gratifying aspect of this collaboration was the dynamic involvement of youth representatives in a three-day pan-European online conference held for International Roma Day on 8 April.



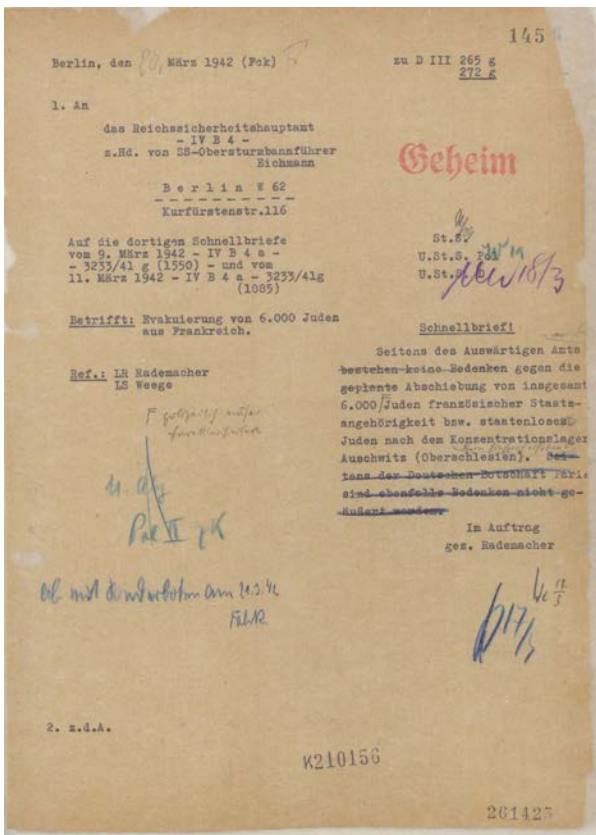
In May 2021, ERIAC furthermore opened an office and exhibition space in Belgrade with an official ceremony attended by Serbia's President Aleksandar Vučić and German Ambassador Thomas Schieb. An exhibition of contemporary art entitled Roma Resistance and Resilience was installed for the inauguration. © ERIAC Serbia



© ERIAC Serbia

Over and above this, the Federal Foreign Office campaigned in the context of Germany's chairmanship of the International Holocaust Remembrance Alliance (IHRA) from March 2020 to March 2021 for acceptance of

a legally non-binding working definition of antigypsyism/ anti-Roma discrimination, which the German Government endorsed on 31 March 2021.



As part of the anniversary year marking 150 years of the Foreign Office, a workshop was held in collaboration with Fellowships at Auschwitz for the Study of Professional Ethics (FASPE) which saw a group of trainees from various career strands discuss questions of ethical leadership in an interactive format based on moral decision-making and conflict situations from the Nazi era. © Federal Foreign Office Political Archive

7. Social background

Consideration in selection of event participants

For events at the Federal Foreign Office, attention is paid to ensure that the people attending are diverse and representative not only in respect of their geographical origins but also with regard to social background.



As part of the 2020: Shaping the Future of Europe Together conference, a European Workshop was held with various working groups involving members of the public from France, Poland and Germany. They were selected with due consideration of their social backgrounds, among other factors, in order to guarantee that the voices of all parts of society would be heard. © Janine Schmitz/photothek

Cultural relations and education policy

In the area of cultural relations and education policy, efforts are being generally expanded with all our intermediaries to incorporate social background into the relevant strategies as an essential criterion of diversity.

Bilateral cooperation and project work on the ground

Germany's missions abroad also contribute on the ground by funding projects to foster social inclusion.



With its project on promoting vocational training for the green economy in the Republic of Moldova, Germany is supporting the establishment and expansion of apprenticeships combined with further education as a component of the initial vocational training system in the Republic of Moldova. The project fosters the inclusion of groups of young people with diverse social backgrounds in the activities. In liaison with the partner organisations, a special focus is placed on young people with backgrounds of social vulnerability when it comes to the composition of target audiences. In autumn 2019 and spring 2020, two camps were held under the banner “discover your vocation”. The target audience comprised 60 young people with diverse social backgrounds from the Orhei and Hînceşti districts.

© German Embassy in Chisinau:
Picture of a training fair

8. Intersectional measures

Cultural relations and education policy

Through performance-target agreements with our intermediaries, the Federal Foreign Office ensures that they establish their own diversity strategies. These efforts include, for example, the removal of the condition that only German citizens can be seconded as staff of the Goethe-Institut.

The FFO-funded volunteer programmes *kulturweit* and *naturweit* run by the German Commission for UNESCO are already directing the way interested applicants are addressed and the selection of suitable foreign postings in alignment with the needs and expectations of a multifaceted, multicultural and socially diverse society and will systematically reinforce those efforts in future.

Humanitarian assistance

Inclusion and a sense of ownership are important topics, especially in Germany's humanitarian assistance. Using specific stipulations for project partners known as gender-age-disability markers, the Federal Foreign Office gauges and steers the degree to which the needs of women and girls, boys and men, older people and people with

disabilities are taken into consideration in humanitarian assistance as well as their active inclusion in the project partners' planning and implementation processes.

Official visits, panel discussions and events

On trips abroad undertaken by the leadership of the Federal Foreign Office, we include talks with civil society in the itinerary as a rule and keep diversity in mind when selecting interlocutors. When putting together panels for discussions, we make sure the composition is representative. For events too, we seek a balanced mixture of participants. By using the Women Experts'

(WoX) Network, for example, the intention is to achieve quotas of at least 30% women on panels and among conference participants and 40% at our own events. To heighten awareness of gender equality and diversity issues, those invited enquire beforehand as to the gender balance of panels.

Protecting the “weak”

Germany supports international judicial mechanisms, particularly the International Criminal Court and the special tribunals and other instruments for the former Yugoslavia, Rwanda, Lebanon, Kosovo, Cambodia and Sierra Leone. Added to these are the United Nations mechanisms gathering and safeguarding evidence pertaining to the atrocities carried out in Syria, in

Myanmar and by the so-called Islamic State in Iraq. This support comprises financial resources, the secondment of German personnel and political backing in the event of attacks. Our objective is to prevent impunity. Through our work, we moreover play a role in protecting weaker members of society from abuses of power by those who wield it.

Communications

Since visibility is key to diversity and gender equality, the Federal Foreign Office also makes sure to depict and promote diversity in our communications. Gender-neutral language, accessibility and representation are some of the most salient elements of this.

VI. Outlook

— The Federal Foreign Office has come a long way in promoting diversity in Germany's foreign policy, and the journey continues.

To systematically mainstream a gender perspective across our engagement in troubled regions, the Federal Foreign Office is developing a strategy for the fields of early crisis detection and strategic foresight, humanitarian assistance, crisis prevention, stabilisation and peacebuilding, and evaluation.

For cultural relations and education policy, the DeZIM centre for integration and migration research is conducting a study intended to identify marginalising and excluding mechanisms and structures in that field

and signpost ways in which these can be changed or dismantled. The goal is a diversity strategy for cultural relations and education policy.

The Federal Foreign Office thus continues to add important tiles to the mosaic of its commitments. Our work for diversity is indivisible from the efforts of Germany's foreign policy to strengthen democracy, the rule of law and human rights. Reinforcing these principles is in Germany's foreign policy interests. Peace, security, stability and sustainable development can only last in places where democratic and legal principles apply and human rights are respected. The Federal Foreign Office will therefore maintain its dedicated efforts for diversity and the protection of human rights.

Annex I:
The Diversity Charter



Frank-Walter Steinmeier, Foreign Minister at the time, signing the Diversity Charter
 © picture alliance/Bildagentur-online/Schoening

— Diversity as a chance – the Diversity Charter (Charta der Vielfalt) for diversity in the world of work

The diversity of society, influenced by globalisation and by demographic and societal changes, shapes the world of work in Germany. We can only be successful economically and as a society if we acknowledge, promote and leverage the existing diversity. That pertains to the diversity of our workforce and to the diverse needs of our business partners and of citizens. Employees' diversity with their different competencies and talents opens up opportunities for innovative and creative solutions.

The implementation of the Diversity Charter in our organisation aims to create an appreciative work environment – irrespective of age, ethnic background and nationality, gender and gender identity, physical and mental abilities, religion and belief, sexual orientation and social background. Appreciating and promoting diverse potential produces economic benefits for our organisation.

We create a climate of mutual respect and trust. This has positive effects on our reputation in Germany and in other countries in the world.

To implement this Charter, we will

1. cultivate an organisational culture characterised by mutual respect and appreciation. We create the foundations for managers and employees to acknowledge, share and live these values. They are in fact accorded particular responsibility to do so.
2. review our human resource processes, and ensure they live up to the diverse competencies and talents of all employees, as well as satisfy our performance expectations.
3. recognise diversity within and outside our organisation, appreciating the intrinsic potential residing in this diversity, and utilising it advantageously for our business or organisation.
4. make the content of the Charter the topic of internal and external dialogue.
5. provide information about our activities and progress in promoting diversity and appreciation on an annual basis.
6. keep our staff informed about the value of diversity and involve them in implementing the Charter.

We are convinced: embracing diversity and appreciating this diversity will have a positive impact on our organisation and on society in Germany.

Annex II:
Press statement on social
background from the *Charta
der Vielfalt* association

— [Press statement](#) of 19 February 2021 on social background from the association *Charta der Vielfalt e.V.*

The “wrong side of the tracks” can decide a career:

the association *Charta der Vielfalt e.V.* declares social background the seventh dimension of diversity

- Equal effort does not lead to equal success: social background can adversely affect equality of opportunities.
- Diversity management needs to be expanded: teams of people with a mix of social backgrounds safeguard the innovative potential and success of German organisations.
- “All doors are open to you!”: fairytale tropes show various facets of the new dimension and dispel the bootstraps myth.

Many people with disadvantaged social backgrounds have extraordinary experience and points of view as well as abilities of value to organisations. Businesses and institutions which appreciate them and actively integrate them into their teams are more resilient, flexible and innovative. The social background factor is connected to great opportunities for employers. Nevertheless, social background can have an adverse impact on equal opportunities at work – as demonstrated by the findings of the Diversity Trends study. Those who cannot tap into the right “codes” and have the metaphorical whiff of the “wrong side of the tracks” about them have worse chances on the job market. The association *Charta der Vielfalt e.V.* is therefore declaring social background the seventh dimension of diversity.

“The fundamental principle of a meritocracy has to be equal opportunities. We are a long way from achieving that goal. We want to raise awareness of the disadvantages that people face. After all, growing social inequality endangers our society. That is why we have incorporated social background into the Charter as a new dimension

of diversity,” said Ana-Cristina Grohnert, Chairperson of the Board of *Charta der Vielfalt e.V.* “We will support organisations in actively integrating social background into their diversity management and in involving and fostering people with varied social backgrounds.” In collaboration with the Center for Intersectional Justice, the association has designed measures to that end and published them in a policy paper. They include mentoring programmes, staff networks and the use of inclusive language.

“Whether they do it consciously or unconsciously, by disadvantaging people on the grounds of social background, organisations in Germany are losing out on huge economic potential. That has to change,” adds Aletta Gräfin von Hardenberg, Director of *Charta der Vielfalt e.V.* She goes on to say that employers should create an appreciate atmosphere within their organisations in which everyone can contribute their skills and experience irrespective of their social backgrounds. “Mixed teams made up of people with different social backgrounds ensure innovative potential and economic success. I am delighted that we are now tackling this important subject.” With this new dimension the association is moreover responding to a wish expressed by its network: in a survey, some 75 % of the signatories asked were in favour of introducing it.

Charta der Vielfalt e.V. is running a poster campaign to accompany the introduction, with illustrations evoking the bootstraps myth and debunking supposed wisdoms like “All doors are open to you!” and “It’s in your hands!” as sheer fairytales. The associated narratives emphasise the skills and experience of the protagonists and show how organisations can use the potential of diverse backgrounds yet more fully.

More information about social background as our new dimension of diversity is available in our factsheet “*Soziale Herkunft: Die 7. Dimension*”. The poster designs and other materials, such as the policy paper and the Diversity Trends study, can be found on our [campaign website](#).

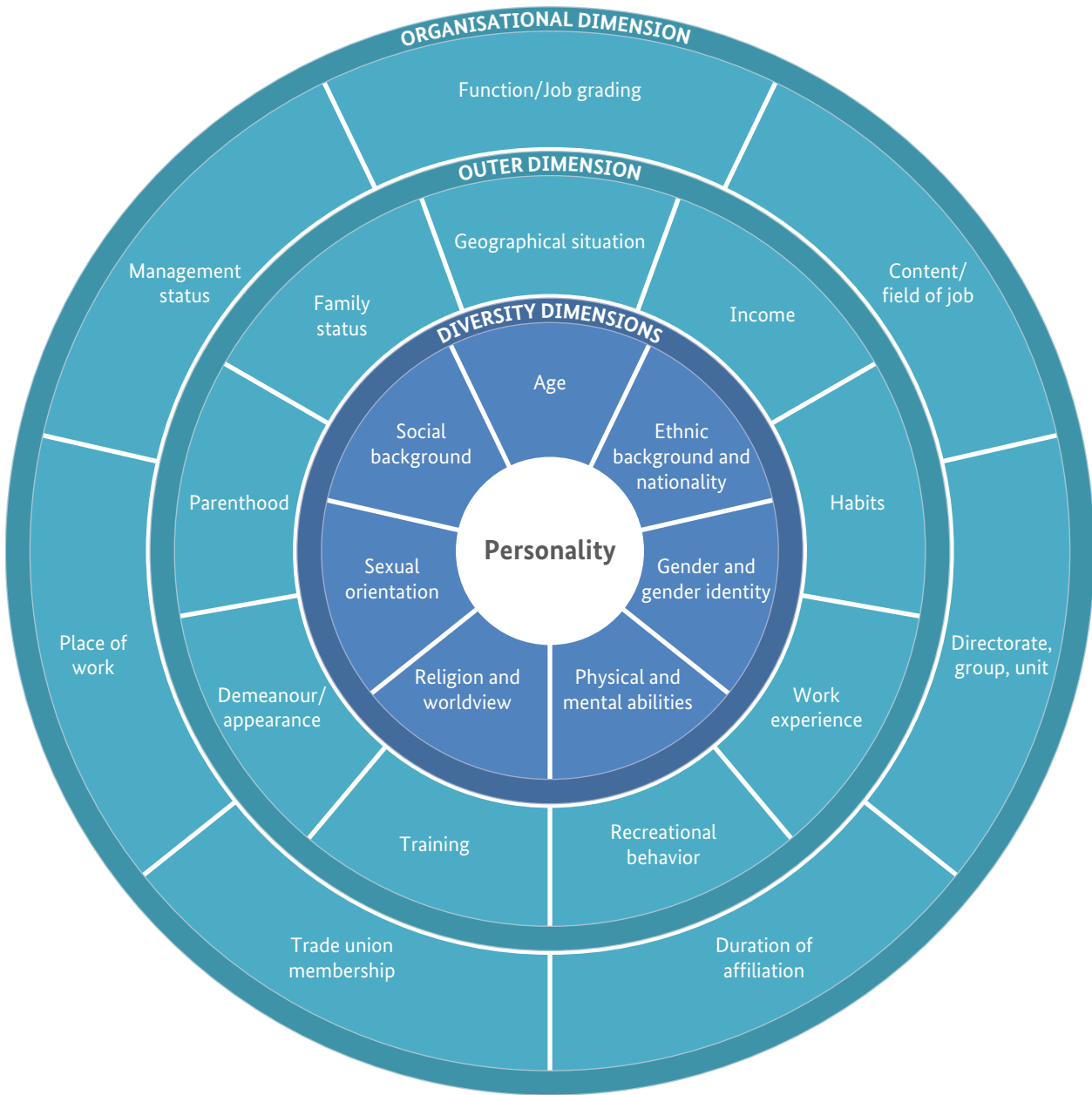


Figure from the website of the *Charta der Vielfalt* association, loosely based on Gardenswartz and Rowe's "Four Layers of Diversity"

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