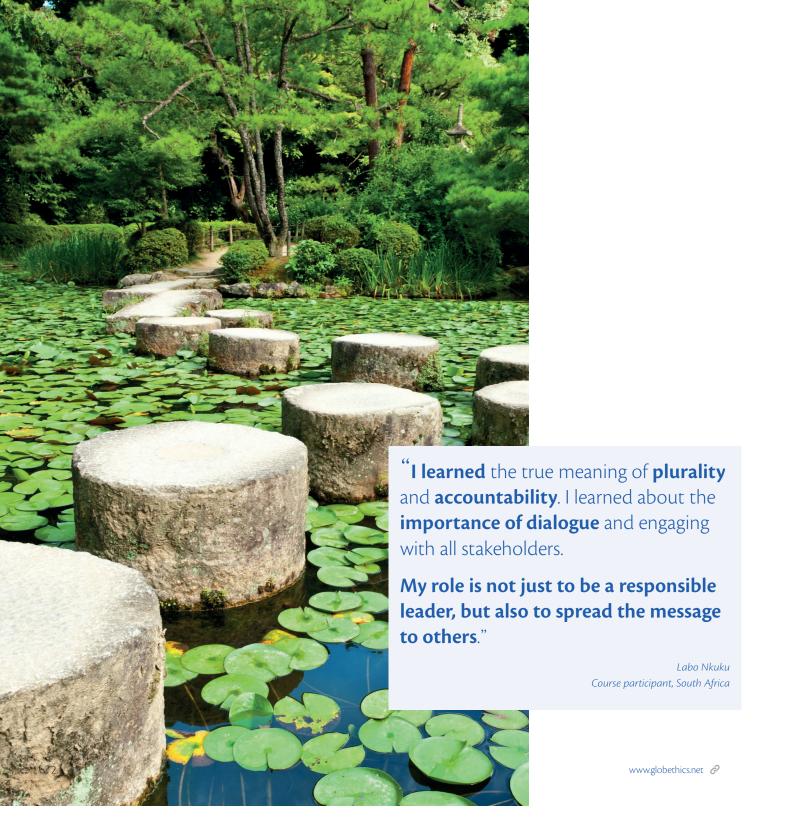


Ethics at the Heart of Higher Education: Achieving Quality through Values

Annual Report 2021



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Foreword

Ethics at the heart of our endeavour together

The underlying conviction of the Globethics.net vision, Ethics in Higher Education, is that integrating ethics into the governance and administration, into the very fabric, of higher education institutions and into course programmes as a core subject across disciplines, results in leaders, teachers, students and alumni who are more likely to be responsible persons of integrity. Institutions and we as individuals in and of ourselves have the potential to become examples and agents of positive change in the sectors where we work and live and in society, creating, over time, more peaceful, just and sustainable societies.

The Globethics.net vision and the ETHICS mission -Empowering and Transforming in a Holistic way by promoting Integrity, Competence and Sustainability - resonates with our course and network and event participants, our authors and supporters, our teachers and associates and partners around the world. You will find in the pages of this report their words giving voice to the impact that the work of Globethics. net has made in 2021 and continues to make as the learning deepens, is shared and put into practice.

The Globethics.net network is growing, in scope and size and in diversity. We are thankful, to all those who take up the invitation extended by our dedicated team and network participants globally and through our new and improved website and social media

posts and adverts, to take our courses, use our resources, attend our events, submit manuscripts for publication and articles for our digital repository and to tell others about them.

The world is in need of individuals like you, and institutions, who are courageous, visionary, committed to justice and to respect, who are open minded and willing to exchange on and find the best solutions to the challenging and difficult issues of our times. Ethics does not exist in a vacuum; it is where life is. Ethics exists in relation to the day-to-day as a rational, values-driven process in which we think about, decide, act and try to be the best we can be.

Our call is to join us, to join the Globethics.net network, to take your place and to learn and share and to be a part of the global community of people interested in, talking about and living an ethical life.

Our gratitude goes to those who make the Globethics.net vision and mission possible and real, to all those who contribute, with their time, their gifts, their expertise and their passion. We salute you and look forward to meeting, with you, new companions on the journey to build a more ethical and sustainable world together.

Objora Ike Amélé Fkué Lucy Howe L. **Executive Director** Deputy Exec. Director Academic Dean



Executive Committee:

left to right:

Amélé Ekué,

Academic Dean

Obiora Ike,

Executive Director

Lucy Howe López,

Deputy Executive Director

"Truth about human love and brotherhood, about courage and sacrifice, and about justice and freedom can only be found with a more human and humane way of knowing, a more realistic and rational way. For these truths are only known through reason and human experience."

Extract from the book 'Who Cares About Ethics?'

Academy

Quality at the heart of the ethical education ecosystem

Globethics.net Academy keeps on course with its mission to provide an international environment for quality continuing formation in applied ethics. 2021 has been a year marked by multiple affirmations of the clear vision grounded in quality at the heart of the ethical education ecosystem. A growing course offer complemented by an open-access online library and relevant subject matter-related publications made available as free downloads have contributed to the Academy's profile.

Creating – Cultivating – Connecting are important keywords describing the strategic directions the Academy has pursued with consistency in 2021. The Academy team believes that developing a culture of quality from the inside out will constitute the greatest driver for growth. Amidst the ongoing pandemic situation, the Academy has maintained an attitude of strategic focus, innovation and alignment of its operations with the organisational core values.

The completion of the first institutional accreditation process in December and the first two virtual semester closing ceremonies celebrating the achievements of our course participants from all over the world constitute important milestones in advancing the Academy's quality agenda. In February 2021 we recruited an academic office manager, a novel position, which supports the Academy's ambition in developing its academic life architecture. We also created new spaces of global conversations on cutting-edge ethical themes, which connect course participants, as well as a broader audience, with experts from different regions and disciplinary fields...

Highlights

The Academy is humbled by the recognition of its efforts made in 2021 by cultivating its culture of quality and by creating a stimulating environment for learning with a transformative impact through the:

- **Empowering** students, professionals and partners through online courses, blended learning and training in applied ethics
- **Transforming** institutions and individuals through capacity building for ethical governance and through ethics education
- Using a **Holistic approach** in ethics education that takes into account the local and global contexts in which individuals and institutions live and work
- Promoting **Integrity** at the heart of ethics education for coherent institutional and self leadership
- Enabling individuals and institutions to build key knowledge, Competence and skills in the teaching and practice of ethics
- S Illustrating through best practices of life-long learning how ethics contributes to institutional **Sustainability** and personal development

▶ Quality at the heart of ethical education ecosystem − Globethics.net Academy

"Ethics starts with me: Globethics.net inspires continuous learning"

I loved the Ethics in Higher Education for Administrative Professionals course. The modules are very interesting: they make you think and be eager for more knowledge about the different topics. You are constantly being challenged, especially as there are some situations that are not black or white, instead falling into a grey zone where it is difficult to make up your mind and take a clear position.

The course was helpful not only in preparing us for the academic role that each one of us holds in our institution but also for every other aspect of our lives. The situations presented in the modules are similar to situations we face in real life. One thing that I found very interesting was that in the live sessions, when we shared our different experiences, regardless of our country, we are dealing with the same problems! The live sessions were my favourite part: meeting the professors, learning from them and sharing with classmates was amazing.

I learned a lot. The topic of equal opportunities really drew my attention. Regarding sustainability, it was easy to see how relevant this topic is: we need to stop thinking and start acting, because our world is in danger. The cyber-crimes module made me realize that you can fall victim to an attack just by being online. This list could go on! The course has inspired me to continue learning because ethics starts with me. If each one of us can make a difference, we will (indeed) have a better world!

Laura Ramirez Ramos Colombia



- Benchmarking of the Ethics in Higher Education for Teaching Professionals course by the Education Counselling and Credit Transfer Information Service (ECCTIS);
- Completion of the institutional accreditation process with the European Agency for Higher Education and Accreditation (EAHEA);
- Completion of the Interreligious Cooperation for Peace course development project;
- Implementation of an academic life architecture with a two-semester structure and extra-curricular events: and
- Solid growth of course participants numbers from 126 in 2020 to 444 in 2021.

Description of the year 2021

"We want to contribute to visible change in our communities," is one of the recurrent motivational statements we learn from our course participants. The Academy has therefore paid particular attention throughout the course of the year to deepening its own learning of how quality online education in applied ethics, accessible to a broad range of participants, can be meaningfully aligned with the organisation's vision and mission.

Fostering a quality assurance culture

We have learned that quality and values matter and support one another. This is exemplified by the completion of the benchmarking process for our Ethics in Higher Education for Teaching Professionals course in

New Members of the Pool of Ethics Experts in 2021



Gilles Bach Trilingual Consultant in the Data, AI, IoT space -Digital & Core Transformation - Innovation Switzerland



José Antonio David Specialist in responsible management of environmental and social risks for financial intermediation operations Argentina



Yolanda Lira Dean, College of Criminal *Justice*, Universidad de Manila President Emeritus **ALCCDA Philippines**



Richard Ondji'i Toung Lecturer at the Institute of International Relations University of Yaoundé II, Cameroon, and Vice President of CETA Cameroon

Categories

- Academic
- Capacity building

In total 34 members 20 countries

May 2021 and the achievement of our institutional accreditation status with the European Agency for Higher Education and Accreditation (EAHEA) in December 2021. An integral part of our learning experience in 2021 was seeing that these milestones did not constitute an end in themselves, but represented continuous objectives for us to persevere on our journey to foster a quality assurance culture across the organisation and our entire stakeholder community. We complemented our documentation with new policy and guideline documents, for example on the prevention of radicalisation and extremism, routinised our internal evaluation praxis and continued to enhance our skills and competencies through human resources development measures.

Developing the course contents and design

We are motivated to provide a unique learning environment to our course participants, in which they would discover meaningful opportunities to acquire competencies for change in the world. We were humbled to have been able to deliver in March, our new course on Interreligious Cooperation for Peace, developed in collaboration with Jesuit Worldwide Learning. This addition completed our course portfolio with a third concentration area. We also enjoyed a fruitful collaboration with the Milpark Business School in South Africa, with which we partnered to jointly offer our Social Responsibility and Sustainable Development course and to plan the co-publication of a volume on higher education and the Sustainable Development Goals. Important partnership agreements with STADIO South Africa and United Board assisted in welcoming participant cohorts to our course programme. In October 2021, we embarked on an incremental course revision project, supported by an experienced e-learning service provider. Our

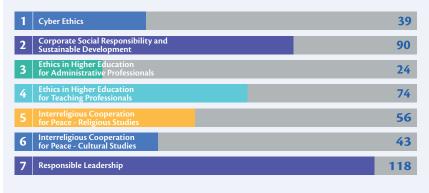
444 students

252% student increase rate

54% course completion rate*

objective was to update the contents and to create an inviting and interactive experience for our learners by integrating new imagery and graphic elements within an overall visual concept for the entire course programme. *All Academy courses are offered as basic and certification track programmes. Only successful certificate track students obtain a certificate of completion. The indicated completion rate of 54% lies significantly above the international completion rate for online course programmes ranging between 5 and 13%. This success motivates the Academy team to continue deploying appropriate qualitative retention measures in support of students' holistic learning experience from start to finish.

Course participation in 2021





"Globethics.net's added value is its respect for diversity"

I chanced upon the Academy's Responsible Leadership programme on the internet and it connected me to Globethics.net, where I have been amazed by the wide educational offer. As well as the online course, I have found the library collections, journals and Globethics.net Publications incredibly useful. Not to mention the opportunity to connect with peers from diverse backgrounds on the course and especially in the live sessions. For me, Globethics. net's added value is its respect for diversity. This is something that you feel in every aspect of the organisation.

Amongst all the important knowledge I gained in doing the Responsible Leadership course, I learned that integrity, competency and impartiality must be the basic values of professionalism and leadership. Putting this learning into practice is a priority for me. As a youth leader, I seek to translate these ethical values into my line of work and serve as a model for other young professionals, particularly from Africa.

Ethics in higher education is an important topic for me, not only on the basis of my leadership development as a youth advocate for climate action but also as leverage in my capacity as a Masters student.

> Josh Dotse Youth Advocate for Climate Action, Ghana

Creating an academic space of exchange on ethics

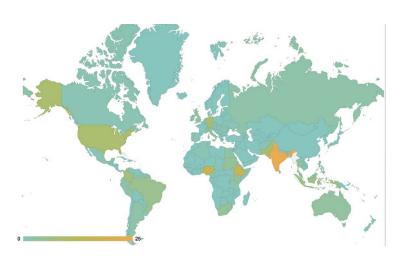
Our efforts in intentional course design were coupled with a series of new initiatives through which we endeavoured to create a space of academic collaboration and intercultural exchange on ethics. The Academy organised six major events, from information and orientation sessions, semester opening and closing ceremonies to Academic Committee meetings, to mark focal points in our academic life. Our Academy Blue Table webinar series, six high-profile conversations on ethics and the pandemic, democracy, diversity, ecology, economy and the arts, established a 'little tradition' for our course participants, instructors and our wider Globethics.net stakeholder community to benefit from inspirational dialogues on cutting-edge topics beyond the classroom. That these exchanges are vital for advancing our vision was also demonstrated by the first-time Global Pool of Experts roundtable organised by the Academy in May 2021. "We pride ourselves on belonging to the Globethics. net family, because it stands for a cause greater than ourselves," many of our internationally renowned experts expressed.

Developments for 2022

The Academy is dedicated to persevere in learning to be a learning organisation by emphasising quality as the decisive driver for growth of Globethics.net as values-driven institution. The following initiatives, inter alia, will be part of our continued journey in service of our participants:

 Diversifying the course pathway by offering blended-learning and short-term live programmes;

- Contextualising the course offer with one course in Spanish as of April 2022;
- Launching a Globethics.net Academy Alumni Network and Scholarship Programme;
- Developing a Globethics.net Academy Summer School programme for emerging educators with partner institutions;
- Investment in the enhancement of the learning management system for an ameliorated course participant support;
- Introducing a new course price structure to foster inclusion and diversity.



Individual students registration in 2021 by country

(Figures as at December 2021)

Library

Sharing knowledge and resources to teach ethics in higher education

The Globethics.net Library is a free, open online digital repository aimed at providing quality resources on applied ethics, education and religious studies from all over the world. Content in the Library is available in multiple languages and is harvested from more than 3,000 open-access repositories. The Library's thematic and institutional collections have been developed with experts and partners and documents are also uploaded by individual Globethics.net participants, making the Library a unique resource for students, researchers and all interested in using it.

- **Empowering** users of the repository through free access to knowledge resources on applied ethics and related fields
- **Transforming** lives through the sharing of and exchange on knowledge
- With a **Holistic approach**, gathering and curating content across disciplines, cultures, religious and secular world views from all over the world in different languages
- Promoting Integrity with respect for standards in research and use of intellectual property
- Enabling Competence in providing high quality information resources, tools and services to enhance learning and research
- In a **Sustainability** way using open information and communication technologies, standards, and strategies to preserve and make available knowledge resources for and to future generations

The Library has been conceived to share and promote research and reflection on ethics among scholars, especially with and from the majority world, which often faces barriers to participation in the global dialogue on ethics because of a lack of access to knowledge resources.

The Library currently holds more than 3.6 million documents, including articles, books, reference works, dissertations, conference papers, case studies, and educational resources, many in full text and via a multilingual portal accessible free of charge.

Highlights

- Implementation of Single Sign On (SSO): After the successful launch of the Globethics.net web portal, Atmire and Novalogix SA, Globethics. net IT and repository providers, implemented the SSO function in order for users to register on both the Globethics.net website and the Library repository with the same credentials. This ensures that users' and participants' credentials remain the same on both platforms.
- Virtual Launch of the new collection on Peace-Building and Conflict Resolution: On 23 June 2021, a public virtual launch of the new collection on Peace-Building and Conflict Resolution was held, with panel presentations from

"Building ethical environments by sharing learning"

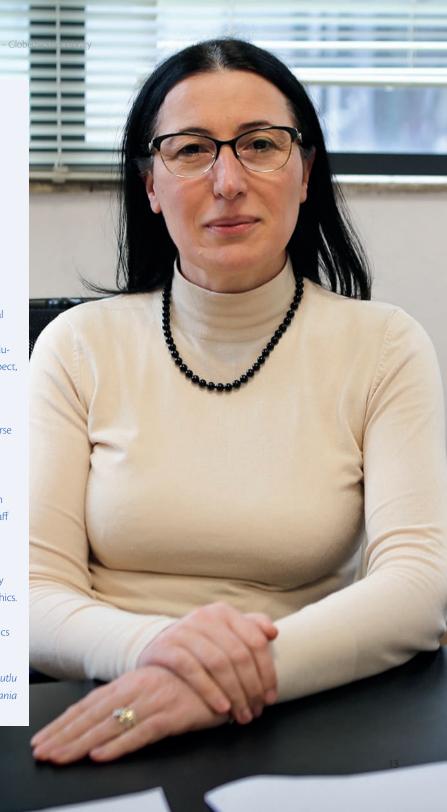
As a student of Globethics.net Academy, I learned the extent to which ethics and ethical decision making are the keys to the progress of nations and society. Every person and every organisation has a role to play in encouraging ethical behaviour and decision-making,

While all organisations have a role to play in encouraging ethical behaviour, higher education institutions are the very first place where universal ethical values should be applied and taught. Education of the mind can hardly lead to societies prevailing in respect, trust and fairness without education of the heart.

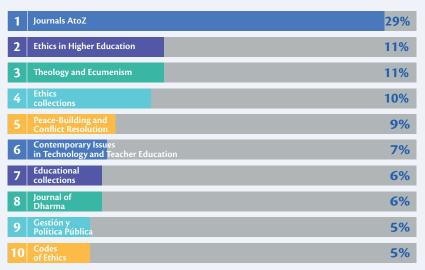
With that in mind, I am putting my learnings from Globethics. net's Ethics in Higher Education for Teaching Professionalss course into practice by sharing my experience with my colleagues and students. I try to encourage my students to always give their best contribution to building ethical environments. Inspired by this experience, I have already organised an online workshop on academic integrity and ethics in higher education with both staff and students.

Not only did I learn a lot in the online course I studied with Globethics.net Academy, but I also found the events and library collections immensely valuable. In fact, I would say that Globethics. net's true added value is the wealth of open access resources it offers to provide diverse and comprehensive knowledge of ethics and ethical values in higher education.

Enriketa Songutlu Lecturer, Albania



Top 10 Collections by Views in 2021



the Library Team.

- New collections and journals: In 2021, the Library also developed new collections on Intercultural Ethics and on Social Ethics with new open-access journals in these respective fields of studies, in order to fully align with the three concentration areas of the Academic Programmes (social ethics/environmental ethics, business ethics/ CSR, and intercultural/interreligious ethics).
- Promotional activities: The Librarians attended and actively participated in various events to promote Globethics.net services and resources, including the virtual 16th International Conference on Open Repositories 2021 on the theme "Open for all" from 7-10 June; as well as the ICDE Virtual Global Conference Week on 29 October

2021.

In addition, the Library staff took part in the Globethics.net Academy's orientation sessions and had the opportunity to present the Globethics.net Library resources to students registered on the courses, instructors and researchers participating in these sessions.

Moreover, short online promotional and updated tutorial videos on how to use the special features and resources of the Library were made available

A Library resource package was also submitted for Arigatou International's Global Symposium on "Transforming Education - Ethics Education for Learning to Live Together", which was held online on 22-23 November.

Special projects: In support of the Academic Programmes and Resources, particularly the Library's Theology and Ecumenism section, new grant applications were prepared for Evangelisches Missionswerk in Deutschland (EMW) and the Foundation for Theological Education in Southeast Asia (FTESEA). The Librarians took also part in an online consultation of ETESEA with their ecumenical partners, which includes Globethics.net, in order to foster cooperation and support of theological education in Asia and the Pacific.

Use of the Library

In 2021, the total number of users amounted to 47,319, with an average of 3,943 users per month.

Most of the items were downloaded by Library users in North America, Asia and Europe, including the United States (8,455), India (3,818), Indonesia (2,243), Germany (2,048), Netherlands (1,842), Switzerland

(1,679), United Kingdom (1,531), China (1,400), Uganda (1,400) and Nigeria (1,157).

The following publications were among the most downloaded texts in the Library:

- Globalance: Ethics Handbook for a Balanced World Post-Covid, which questions how we can transform current disruptions, polarizations and imbalances in the world into a new dynamic world order and global balances and how ethics can contribute to this transition.
- Cyber Ethics 4.0: Serving Humanity with Values, which addresses the fundamental values and virtues to apply in challenges arising from the cyber world
- Ethics in Higher Education: Values-driven
 Leaders for the Future, a collection of texts on
 the importance of suitable education in ethics,
 especially in higher education institutions.

The Ethics in Higher Education collection, the Ethics and Educational collections as well as the collection on Peace-Building and Conflict Resolution are among the most viewed and downloaded content in the Library

Developments for 2022

Content and Usage Module (CUA):

The Content and Usage module from Atmire has been purchased and implemented to improve and expand the Library statistics, which are now available for all users to view and analyse.

Moreover, the Library continues to support the Academy courses and projects with content such

100,000 new documents

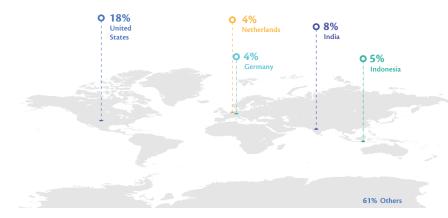
52,683 sessions

as new collections and journals as well as harvested open-access content.

User submissions to the Library are also encouraged, following the implementation of the new review system in the user submission workflow.

Library users in 2021 for the top 5 countries (39% of the total)

(Figures as at December 2021)



Network

A diverse community built on a shared vision and mission

Globethics.net was founded as a global network of teachers and institutions under the conviction to provide equal access to knowledge resources on ethics. For seventeen years, Globethics.net has used the latest open-access software to make resources on ethics available to all Globethics.net participants and the whole world through its library, publishing house, and now more recently, its courses.

However, Globethics.net is more than its resources. It is a community where people from diverse geographical, cultural, professional and academic environments and backgrounds share the vision and mission to integrate ethics in higher education.

F **Empowering** participants with online knowledge resources on applied ethics and related fields available free of charge

Transforming institutions and individuals through capacity building and opportunity for exchange on applied ethics

With a **Holistic approach** to ethics and global problems

Promoting **Integrity** through all our events

Enabling **Competence** with tools, courses, training and resources

In a **Sustainable** way for mutual benefit for the common good

The Globethics.net Network is developing to become an activity hub adapted to its different users. It offers participants the opportunity to collaborate on projects through private online workgroups and to share their work at conferences, webinars, or other events, creating the perfect environment to interact with peers.

Highlights

- Upgraded website with a new design, a new structure, and mobile optimisation to improve usability;
- New interview section on the website to introduce the Globethics.net team and stakeholders: In the Spotlight;
- Blue Table Webinar series bringing together the Globethics.net network to talk about ethics;
- A one-day Hackathon finding solutions to inclusion, equity, and diversity in Higher Education.

Latest technologies to put people first

One of Globethics.net's core values is 'quality first'. In its commitment to quality, the organisation consistently seeks to offer the latest online technology to its network. For this reason, the 2019-2022 strategy included the renovation of the Globethics.net online systems as a high priority to adapt to user needs.



"Hablar de ética es hablar de valores, acciones y de coherencia entre ambas"

Como instructor, ¿qué es lo que has aprendido tú del curso?

Al tener tanta diversidad de estudiantes, me resultó muy interesante ver las diferentes perspectivas que tiene cada participante de lo que es la responsabilidad social y el desarrollo sostenible.

¿Por qué es importante la ética en la educación superior?

La ética es necesario en todo. Gandhi tiene una frase 'conviértete en el cambio que deseas para el mundo', implica una coherencia interna respecto de los actos que uno lleva adelante.

Jose Antonio David Social Reposibility and Sustainable Developmente instructor, Argentina

"Ethics is about values, actions and the coherence between them"

As an instructor, what have you learned from the course?

Having such a diverse group of students, it was very interesting for me to see their different perspectives on social responsibility and sustainable development.

Why do you believe ethics in higher education is important?

Ethics is essential in everything. Gandhi said 'be the change you want to see in the world'. This requires coherence between our internal thoughts and the actions we carry out.

José Antonio David Social Reposibility and Sustainable Developmente course instructor, Argentina



Book launch event on 28 October 2021 on Whispers from the Land of Snows: Culture-based Violence in Tibet

Panelists (left to right): Prof. Patrice Meyer-Bisch (Director of the Observatoire de la diversité et des droits culturels). Fanny Iona Morel (author), Thomas Büchli (President of Society of Swiss-Tibetan Friendship), Tenzin Wangmo (co-responsible of the Francophone section of the Society of Swiss-Tibetan Friendship in French)

The renovation process began in 2019 with the successful migration of the online library repository. When, in 2020, the COVID-19 pandemic shook the world and forced everyone to shift priorities, Globethics.net took the opportunity to focus on developing its offer of online events and invited its community to connect through and participate in these events.

This year, 2021, in terms of developing platforms, Globethics.net has been focused on improving its main website (www.globethics.net). At the end of August 2021, Globethics.net launched the first milestone of this project, a completely renewed website with some fantastic features for users:

Single Sign-On: allows Globethics.net users to log in once, with one set of credentials, on one of its platforms (website, repository, or learning platform) and to navigate through the others without having to log in again.

- Mobile device optimisation: the new website has been optimised for mobile devices: its content has been adapted to the screen size, making it easier and more accessible to phones.
- Improved user experience: the website has been analysed and restructured to facilitate user navigation and interaction. The improved user experience makes it easier for participants to work within the workgroups, update their profiles and talk on the forums.

A diverse network

One of the strengths of Globethics.net is the diversity of its network. Open to everyone, Globethics. net welcomes participants from all over the world and from every background.

This year, Globethics.net exceeded 200,000 registered participants on its website and 2,000 followers on one of its social platforms: Twitter. As reported in 2020, the top five countries in which Globethics.net participants reside remain constant: India, Indonesia, Pakistan, Nigeria, and China. With that said, the top country changed between 2020 and 2021. In 2020, Indonesia was the country where most of the participants came from, with 25,248 registered participants. This year, 2021, India is the country in which most participants originate, with 25,773 registered participants.

This diversity in country representation is supported by the Globethics.net Regional/National Offices, which work locally in these countries to organise events, workshops, and meetings with partners to promote ethics in higher education. The increase in the number of registered participants in India relates to the rise in online events in 2021 organised in collaboration with Indian institutions for their students and staff.

Bringing Ethics in Higher Education to the centre

As part of its commitment to integrating ethics in higher education into the global agenda and to the sharing of knowledge, in 2021 Globethics.net developed new sections of the website to make space for conversations in support of this mission.

- Blogs: experts contribute their diverse perspectives to contextualise and give an ethical approach to current events, themes and learnings from Globethics.net courses, including cyberethics, sustainability, racism, and diversity, amongst others.
- In the Spotlight: via this interview series, Globethics.net participants can get to know more about the lives, roles and motivations of the many different professionals who work as part of the

Academy, Library, Publications, and Regional Programmes teams, etc., and to discover their approach to ethics.

In 2021, students were invited to contribute to the website by expressing what they learned in their Globethics.net Academy courses through a blog. Thanks to the positive reaction and impact generated by this initiative, there are plans to capture and share all of these synergies.

Events

One of Globethics.net's core activities has always been promoting and raising awareness of the organisation, its vision and mission through events. This year we organised more than 60 events. Most of them, approximately 42, have been online events, following last year's initiative to open our events to the entire Globethics.net network, inviting all participants to join and making the events accessible and inclusive. With that said, in 2021, in-person events became increasingly possible. To that end, we have run several workshops such as the African Church Asset Programme IV in Kenya and Ethiopia, the Higher



Participants
by gender
(Figures as at April 2021)

Education Ethics Model of Excellence Tool (EMET) in Ghana, and several conferences in India.

In addition to raising awareness, our events aim to create synergies by bringing together and presenting the different Globethics.net services and resources, such as the Library, Publications and Academy, to Globethics.net participants, and especially to students. Therefore, this year's events have included mixed book launches where the Library has taken a significant role and information sessions for new students that inform them of the wealth of resources Globethics.net offers to help them make the most of the course. These interactions have also been tailored to participants around the world, with our Regional Programmes inviting individuals from their regions to participate as keynote speakers in their events.

While we are a global network, we act locally through our regional representatives. Of all the events that took place throughout 2021, 10 were organised in East Africa, 20 in India, and 14 in Latin America, col-

Diversity is part of humanity. Inclusion in higher education is a question of rights."

> Delia Maria Lozano. Speaker at the BNBT 2021, Argentina

laborating with other regional partners. Strengthening our presence through our regional representatives has positively impacted the participant registrations, increasing the number of registered participants in the countries where events took place, especially in India, the country with the most registered participants for 2021.

Blue Table Webinars: Let's talk about ethics

A new project to host a series of webinars across the year came to life in 2021. Led by the academic team,

African Church Asset Programme (ACAP VI) National Workshop in Nairobi, Kenya on 21-22 October 2021

> Participants discussing at the workshop



Globethics.net organised six webinars encouraging participants to engage with ethical issues applied to various subjects and contexts. The events are open to all; however, they are focused on the Globethics. net students as an extracurricular activity to stimulate conversation around critical ethical issues.

This first series of Blue Table Webinars kicked off by addressing ethical issues in the context of topical themes such as the pandemic, democracy, ecology, and arts. Following the success of last year's webinars, with a total of 298 participants, the second edition of the Blue Table Webinars starts in 2022 and questions what it means to be human with a focus on key human behaviours like thinking, eating and loving.

Building New Bridges Together - Inclusion, Equity, and Diversity in Higher Education

This year's Building New Bridges Together International Conference (BNBT) took place at the end of the year on 9 and 10 November and 10 December 2021.

Throughout the BNBT events, which included a Hackathon in November and a Webinar in December, the participants focused on challenges and solutions to address inclusion, equity, and diversity (DEI) in higher education.

66 events

+155 hours of online discussions

"Being a human is much more important than race, ethnicity, and gender."

John Rohan Mazu, Speaker at the BNBT 2021, India

Our Building New Bridges Together conferences have gone from strength to strength, starting in 2020 and reaching a high point this year with over 140 participants.

The Hackathon was divided into three parts. Day one saw representatives from Globethics.net and guest speakers from around the world introduce and frame the conference in the context of ethics and DEI challenges in education. In partnership with Digi Edu Hack, on day two Globethics.net ran a Hackathon. Participants from across the globe worked together in search of solutions to the aforementioned challenges.

The webinar held in December, as well as being inspired by keynote speakers and vibrant discussions, served to celebrate the Hackathon winners, who presented their winning solutions for inclusion, equity and diversity in education.

The whole event was designed to contribute to the production of a Future Learning Toolkit to help shape the future of education.

Publications

Transforming ethical ideas into practice through books

In 2021, the Publications department continued its mission to make knowledge of theological, philosophical and applied ethics accessible to a broad audience, paving the way for these ethical ideas to become practise in society. New titles and series have marked the expansion of Globethics.net Publications not only in terms of content, but in the strong relationships and partnerships developed with authors and co-publishers.

Our commitment to quality, accessibility and inclusivity has remained at the forefront of our work this year. The department welcomed a new Assistant Editor to

the team in 2021, facilitating an increased capacity for precise and thorough quality control of our publications. Most volumes are available as free downloads and, in 2021, the majority of our publications represented authors and subject matter from the Global South, reflecting our engagement to promote and empower ethical reflections from these regions.

Highlights

- 24 new titles were released
- 2 new series were launched: the Pilgrimage for Justice and Peace: PJP Series and Research Ethics Series
- We worked with a total of 25 new volume authors/editors, as well continuing our working relationship with 10 others
- New team member: we welcomed Jakob William Bühlmann Quero as Assistant Editor

Twenty-four new books; two brand new series

Amongst the 24 new titles published this year, we reached our 10th Education Ethics Series book on Amazon and added 5 new titles to the African Law series, realised with legal experts from the African continent.

- **Empowering** authors and researchers by making their work available to the public and empowering readers with knowledge
- **Transforming** thought and practice through the sharing of learning and knowledge on applied ethics
- With a **Holistic approach** in the publication of texts from around the world in different languages on a range of topics
- Promoting **Integrity** in research and publishing with respect for authors
- Enabling **Competence** through research across disciplines
- In a **Sustainable** way for authors and readers using print on demand soft copies of publications available to download for free

"An unbiased scholarly platform: Globethics.net gave me a voice"

"Being asked to contribute to a multiple-authored book volume by Globethics.net following the Building New Bridges Together International Conference was a gratifying experience. My contribution to Walking with the Earth reflected that Nigerian traditional culture from an indigenous perspective can truly be considered as contributing to a wiser proximity with mother earth.

Often, research is limited to the interests of funders or publishers which denies researchers the freedom to write. But in Globethics. net, I have found an open and unbiased platform that welcomes and encourages all to publish issues across scholarly dimensions.

Globethics.net is a collaborative platform where I can make my ideas visible as I pursue concerns of sustainability from an indigenous and cultural perspective, working on best development practices and human welfare solutions. I am confident in being welcome at any time to write, share and publish. It's a click away at Globethics.net and I enjoy the fun it brings.

I will end with an Igbo proverb: "Okuko anaghi echefu onye foro ya odu n'udummiri" - "the chicken does not forget who plucked its feathers during the rainy season". I have enjoyed and am immensely grateful for this amazing opportunity from the Globethics.net platform and team. I encourage all to benefit from this benevolent team and platform."

Chukwudi Johnpaul Okolo Nigeria/ Germany



We also launched two brand new series. The Pilgrimage for Justice and Peace (PJP) Series, a collaboration with the World Council of Churches (WCC), reflects the WCC's eponymous ongoing journey of faith, which calls for concrete steps toward transforming

injustices and violence. PJP 1, "The Africa We Pray For", is a collection of selected essays sharing the dreams and aspirations of young people towards Agenda 2063.

The second series, a collaboration with the Institute of Research and Action on Fraud and Plagiarism in Academia (IRAFPA), aims to highlight integrity, honesty and responsible ways of doing research across all disciplines. The first release, "Academic Plagiarism: Understanding it to Take Responsible Action" proposes a concrete methodology for addressing plagiarism.

Human rights and conflict resolution in dialogue

Throughout 2021, Globethics.net Publications celebrated the launch of several titles by joining dialogues on human rights, conflict resolution and peace.

Conflict transformation was an important point of focus in 2021 with two projects around peace on the African continent. On the 4 May 2021, we attended the book launch of "Règlement judiciaire des conflits électoraux, Précis de droit comparé africain". Held simultaneously online and at the Catholic University of Congo in Kinshasa with author Prof. Ambroise Bulombo, the event focused on comparative law, applied ethics and conflict resolution. Globethics.net joined the panel to present the Library collection on Peacebuilding and Conflict Resolution.

Globethics.net also organized a Zoom conference around the work of Prof. Bosco Muchukiwa Rukakiza (DR Congo) on resilience, conflict transformation and peace ethics with a panel of experts from the Great Lakes region. We addressed the issue of the relevance and limits of pacifism in conflict management in a failed state with Prof. Kitoka Isaac Moke, followed by

Yearly increase in Publications





a presentation by the author of his work, including questions and answers from M. Déo Musafiri Esongo (Project Officer at the International Alert for the Province of Ituri and South Kivu), Prof. Jacques Usungu (DR Congo) and the journalist Prince Mugisho Mukengere. The rich comments on the situation in the region were complemented during this book launch by a second presentation of the Library collection on Peacebuilding and Conflict Resolution.

On 14 May 2021, Prof. Pascal Mukonde Musulay's "Droits, libertés et devoirs de la personne et des peoples en droit international africain" was launched in Kinshasa. The two-volume book, numbers 6-7 of our African Law Series, is a research work in international law of over 600 pages.

Globethics.net Publications cares for China Ethics and for the rights of the Tibetan people, and recognises the competency of human rights expert Fanny Morel. Human rights-based approaches can also be put in dialogue with historical and economical ways of describing Chinese values, which may be seen as competing with more Western set of democratic and liberal values. To allow a balanced weight to both

approaches, within a short space of time, we released two books, setting a place for a future and utopian bridge across the differences, in a symbolically transversal utopic space between China and Tibet. Book covers of some of the publications published on 2021

255 publications

2,129,068 total downloads

25 new authors/editors

Partnerships

At the heart of Globethics.net's identity and mission

It is through partnership that the network has grown, that the library, publications and courses have been built, that events and projects are conducted and through all these efforts – that the vision and mission for ethics in higher education has been expanded and deepened all over the world.

Developing and activating partnerships is the primary focus for the Partnership and Promotion Department. Over the past couple of years the regional staff has

been fully integrated into the Partnership and Promotion team and much fruit has been borne of this intensified local/global approach to the work.

Unified and contextually committed

Through the process of working together as a team and with our partners, we have grown in our goal of unity in diversity and diversity in unity. Put another way, Globethics.net is a network of partners with a common conviction that there is an urgent need to

Selection of Globethics.net partners

For a complete list of partners see <u>www.globethics.</u> net/network/partners and www.globethics.net/consortium-ethics-higher-education/already-members



















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emphasise ethics in our rapidly changing world and that what can be is greater than what is. At the same time, and equally important, is a commitment to acknowledging, learning from and engaging the differing contextual experiences and ideas about what this means and how it is best applied.

Highlights of the year were the events and trainings that we implemented with partners. These include:

Events. The team made the best of the lockdown and implemented several online eventsthis gave the opportunity to do more events than usual and to include more people in them. The Hackathon held as part of this year Building New Bridges Together International Conference was a new approach and allowed us to experiment with this interactive, solution-oriented approach. There were several region-initiated conferences, some of which became international with speakers and participants.

Ethics Model of Excellence Tool (EMET). Globethics.net has innovated a new tool designed to allow higher education institutions to evaluate themselves regarding the embedding of ethics throughout the institution. An in-person pilot training was implemented with partners in Ghana under the leadership of the Globethics. net National Contact there. After another year of pilot testing and development, this will be ready for world-wide roll out.

Globethics.net and Plateau State University (Nigeria) consoritum agreement on 8 November 2021

Left to right:
Christoph Stückelberger
(Globethics.net Founder and
President), Obiora Ike (Globethics.
net Executive Director), Yohana
Izam (Plateau State Univeristy
Vice-Chancellor), Lucy Howe
López (Globethics.net Deputy
Executive Director), Andrew Danjuma (Plateau State University
Director of Partnerships and
External Relations)

African Church Assets Programme IV (ACAP). Globethics.net has been running a project for African church leaders around ethically managing and investing their assets over several years and was able to implement its fourth workshop in Kenya with the partnership of the All African Conference of Churches. This is a project of applied ethics for church professionals that is due to continue in 2022.

Looking forward

Regional team members. One priority for Globethics. net in the coming year is to expand the number of regional offices and staff as well as national contacts appointed as Globethics.net representatives; in this way, there will be more people on the ground working contextually, and as part of the global team, to expand and deepen partnership with institutions and individuals in their respective countries all around the world

Another major project in 2022 is to inaugurate the first 2 or 3 Competence Centres in the regions. These are institutions who wish to share their expertise and enter into partnership with Globethics.net as a centre of study and activity around the embedding of ethics in higher education.

Events, conferencing and training are core activities that we continue and we will move into a combination of in-person, online and hybrid events. Now that it is possible to meet in person, there are plans underway to re-commence in-person conferences and trainings. Notably, the Training-of-Trainers orients whole university communities to ethics in higher education and EMET (Excellence Model of Excellence Tool) offers those same communities to assess

themselves and with more knowledge develop their strategies and plans.

The Consortium is a professional membership of individuals and institutions who wish to be at the centre of the strategic work throughout the network. The goal forward is to increase the members and increase the connections between members of this community.

Globethics.net has hundreds of partners in the network from every corner of the world. The focus for partnership development in 2021 was in India, Latin America and East Africa. New, official, partners in 2021, include:

Argentine Association of Ethics and Compliance; San Buenaventura University, Colombia; Red para la Formación Ética y Ciudadana (REDÉTICA); Graphic Era Hill University, Bhimtal Campus, Uttarkhand, India; St. Jude's College, Thoothor, Tamil Nadu, India; Women's Christian College, Nagercoil, India; Velammal College of Engineering and Technology, India; St. Joseph's College of Commerce, Bangalore, India; Acharya Bangalore B School, Bangalore, India; University of Manila, Philippines, and Beder University College, Albania.

Plateau State University is the newest member of the Consortium for Ethics in Higher Education.

Globethics.net also joined two notable groups, the United Nations Sustainable Development Goals Publishers Compact and the Organisation of Educational Cooperation (OEC) and looks forward to working in and through these networks as well.

Supporters

Heartfelt thanks

We are deeply grateful for all of the supporters who contributed so generously in 2021 to carrying out the Globethics.net vision and mission, giving of their time, resources and talents.

Our activities would not have been possible without the accompaniment, investment and contributions of the U.W. Linsi Foundation and of their team. We are indebted to them.

Projects were implemented thanks to grants in 2021, including the fourth phase of the African Church Assets Programme (ACAP), supported by Bread for the World – Protestant Agency for Diakonie and Development, from August 2020 until April 2022. The pilot phase of the Ethics Model of Excellence Tool, designed for higher education institutions to conduct self-assessments of ethics-related standards and performance, was funded by the Porticus Foundation and concluded in 2021 in Ghana.

Thanks are due to the members of the Globethics.net Consortium on Ethics in Higher Education who contributed to activities through their membership fees and to course participants whose course fees helped meet the costs of teachers and of the academic team.

Globethics.net is grateful for the support of Evangelisches Missionswerk in Deutschland (EMW), the Swiss Catholic Lenten Fund/Fastenopfer and the

Foundation for Theological Education in South East Asia (FTESEA) for the grants made towards maintaining and growing the digital repository and special library collections in 2021.

Globethics.net recognises and is appreciative of the important in-kind (hosting and infrastructure) and co-funding support offered by local partners and donors to the national and regional offices in 2021.

U.W.LINSI-STIFTUNG



PORTICUS



Gratitude is offered to the Board, management and team members who gave of their time and expertise and donated honorarium received for speaking en-

gagements back to the organisation during the year.

Special thanks are expressed to all those who support us and who make living the Globethics.net vision and mission possible. Globethics.net has a transparent policy on funding and its finances. For more information about our donors, or for practical information about donations, please visit our website

Accounts

Financial Year 2021*

Auditor's Statement

*All figures shown in

Swiss francs (CHF)

"Based on our limited statutory examination, nothing has come to our attention that causes us to believe that the financial statements and the proposed appropriation of available earnings do not comply with Swiss law and the company's articles of incorporation and Swiss GAAP RPC 21, based on core Swiss GAAP RPC."

Geneva, 9 March 2021 BfB Société Fiduciaire, Bourquin frères et Béran SA





Balance Sheet

Assets		
Petty cash	6,562.56	
Cash in bank	1,524,054.48	
Prepaid expenses	3,169.12	
Accounts receivable	4,710.96	
Long-term investments / deposits	100,015.60	
Total assests	1,638,512.72	
Liabilities and Fund Balances		
Liabilities		
Accrued expenses	18,798.53	
Other liabilities	23,619.26	
Total liabilities	42,417.79	
Fund balances		
Special funds		
Founder fund	1,079.12	
Cassam fund	1,000.00	
Sustainability fund and foundation capital	1,176,491.02	
Total	1,178,570.14	
Funds for general operations		
Beginning balance, January 1	380,103.48	
Add: Surplus or (loss) during the period	37,421.31	
Balance end December 31	417.524.79	
Total fund balances end	117,521.77	
December 31	1,596,094.93	
Total liabilities and fund balances	1,638,512.72	

Income

Unrestricted income		
Private foundations	2,020,000.00	
Other income	13,377.29	
Subtotal	2,033,377.29	
Restricted income — Services and projects		
Academy	171,383.25	
Library	76,195.76	
Network	104,936.71	
Publications	34,480.55	
Subtotal — Services and projects	386,996.27	
Total income	2.420.373.56	

Expenses

Academy	808,780.75
Ethics in Higher Education, Consortium Projects	163,499.66
Africa Asset Management Project	167,138.79
Staff costs and share in management and administration costs	478,142.30
Library	514,850.80
Library software adaptation and maintenance	141,183.53
Licenced content	1,120.57
Server fees	23,076.85
Online marketing	1,379.21
Staff costs and share in management and administration costs	348,090.64

Network	601,406.00
Website maintenance	52,988.40
Regional Programmes	159,271.64
Annual report, brochures, translations, promotions, launches etc.	10,336.89
Staff costs and share in management and administration costs	378,809.07
Publications	123,258.42
Publications production costs	22,921.86
Staff costs and share in management and administration costs	100,336.56
Fundraising	164,640.81
Fundraising expenses	860.74
Fundraising expenses Staff costs and share in management and administration costs	860.74 163,780.07
Staff costs and share in management	
Staff costs and share in management and administration costs	163,780.07
Staff costs and share in management and administration costs Bad debts written off	163,780.07 20,015.47
Staff costs and share in management and administration costs Bad debts written off Total expenses	163,780.07 20,015.47 2,232,952.25

*All figures shown in Swiss francs (CHF)

Leadership

Board of Foundation* and Organisation

* As of April 2022

The International Board of Foundation is the highest decision-making body of the organisation. Members meet at least twice a year in Board meetings, also serve on Board Committees and play an important advisory role in their respective fields of expertise.



Dr Pavan Duggal (India)

Advocate, Supreme Court of India, President, Cyberlaws.net, Chairman, International Commission on Cyber Security Law



Ms Rita Astfalck (Switzerland)

Former General Manager of the U.W. Linsi Foundation



Dr Dicky Sofjan (Indonesia)

Graduate School, UGM, Yogyakarta



Ms Isabelle Sommer (Switzerland)

Project Management, Member of the Executive Board UW Linsi Foundation



Dr Christoph Stückelberger (Switzerland)

President, Founder and former
Executive Director of
Globerhics per, Professor of Ethics



Dr Divya Singh (South Africa)

Chief Academic Officer, Stadio Holdings Ltd; Former Vice Principal: Advisory and Assurance Services, University of South Africa



Dr Rudolf von Sinner (Switzerland/Brazil)

Professor of Systematic Theology, Ecumenism and Interreligious Dialogue; Moderator of the World Council of Churches Ecumenical Education and Formation Commission



Prof. Asha Singh Kanwar (India/Canada)

President and Chief Executive Officer of the Commonwealth of Learning (COL)



Globethics.net Board Committees

Academic Committee

The Academic Committee of the Board has the responsibility, inter alia, to appoint members of the global Pool of Ethics Experts, verify the academic quality of course programmes, advise on academic partnerships and accompany the institutional and course programme accreditation processes and activities of the Globethics.net Academy.

 Members: Rudolf von Sinner (Chair), Divya Singh, Christoph Stückelberger, Pavan Duggal, Heidi Hadsell, Dorcas Gordon and Obiora Ike and Amélé Ekué ex officio.

Ethics and Compliance Committee

The Committee oversees and safeguards the Code of Ethics and related policies of the organisation and investigates and advises on potential and actual conflicts of interest and allegations of wrong-doing.

 Members: Divya Singh (Chair), Christoph Stückelberger, Jean-Pierre Méan and Obiora Ike and Lucy Howe López ex officio.

Finance Committee

The role of the Committee is to advise on and support the fundraising efforts of the organisation with the objective to ensure its financial stability and sustainability in the long-term.

Members: Christoph Stückelberger (Chair),
 Dicky Sofjan, Isabelle Sommer and Obiora Ike
 and Lucy Howe López ex officio.

Recruitment Committee (ad hoc)

The Committee is formed when needed to conduct the search for and selection of new members of the Board of Foundation and of the Executive Committee to recommend to the Board for appointment.

Note that Globethics.net reports to the Swiss Federal supervisory authority as a Foundation registered in Switzerland in accordance with the Swiss Civil Code Art 80 et seq..

Members of the Board of Foundation and of the Executive Committee present at the April 2022 Board meeting in Geneva, Switzerland.

Left to right: Dr Amélé Ekué, Dr Dicky Sofjan, Ms Rita Astfalck, Dr Christoph Stückelberger, Prof. Asha Singh Kanwar, Dr Rudolf von Sinner, Ms Isabelle Sommer, Dr Obiora Ike, Ms Lucy Howe López

Former Board Members and Senior Advisors



Dr Siti Syamsiyatun (Indonesia)

2015-2020



Mr Walter Linsi (Switzerland)

2016-2020



Dr Cui Wantian (China)

2013-2019



Ms Joan Dubinsky (USA)

2015-2018



Ms Ouyporn Khuankaew (Thailand)

2017-2018



Ms Ndidi Okonkwo Nwuneli (Nigeria)

2017-2018



Dr Guido Sacco (RIP 2021, Switzerland)

2011-2018



Dr Pablo Gentili (Argentina)

2017-2018



Mr Jean -Claude Bastos de Morais (Angola/ Swizterland)

2014-2018



HE Mr Walter Fust (Switzerland)

2008-2016



Ms Jill Cousins (Netherlands)

2008-2016



Prof Dr Heidi Hadsell (USA)

2008-2016



Dr Samuel Kobia (Kenya/Switzerland)

2008-2016



Prof. Dr Parichart Suwanbubbha (RIP 2016,Thailand)

2008-2016



Prof Dr. Muhammad Machasin (Indonesia)

2009-2014



Prof Dr Clotilde Fonseca (Costa Rica)

2009-2012



Mr S.D. Shibulal (India)

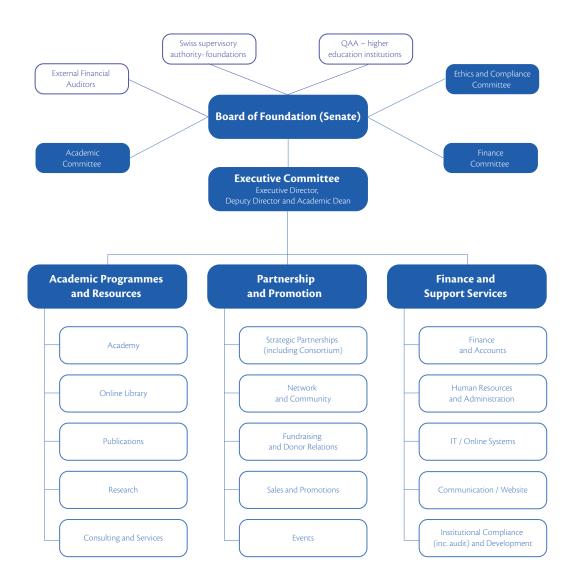
2009-2014



Mr Juan Somavia (Chile)

2009-2010

Globethics.net Organisational Chart





Globethcs.net Team and President at the team retreat on 6 April 2022

Globethics.net Team (status April 2022)

The Globethics.net Head Office is located in Geneva, Switzerland close to the United Nations agencies, diplomatic missions and other international non-governmental organisations. The work of the organisation is carried out and supported by the Board, including the Board Committees, the Head Office team, volunteers, freelance consultants, mandate holders, the pool of ethics experts and regional and national representatives around the world (see pgs 36-37).

20 staff members

13 nationalities

Globethics.net has a pool of experts. The experts are selected to bring their expertise as teachers and consultants to the Globethics.net vision of embedding ethics in higher education. There are three categories of experts - academic, capacity building and team. For more information see www.globethics.net/pool-of-experts.

Globethics.net also counts on the practical guidance and advice of the former Board members who have accepted the invitation to become *Senior Advisors*. Likewise some former team members contribute as *Senior Associates*, including Nadia Balgobin (training, management and procurement expert), Stephen Brown (communication and media), Amélie Vallotton Preisig (library), Deon Rossouw (business ethics), and Teodorina Lessidrenska (sustainability).

The work of Globethics.net is organised in three departments headed by the Executive Committee. Oversight is assured by the Board of Foundation.

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Executive Committee



Obiora Ike
(Germany and
Nigeria)
Executive Director



Lucy Howe López (UK)
Deputy Director



Amélé Ekué (Germany and Togo) Academic Dean

Academic Programmes and Resources Department



Amélé EkuéDepartamental Head



Anja Andriamasy (Madagascar)

Library and Academy



Jakob Bühlmann Quero (Spain/Switzerland)

Publications



Ignace Haaz (Switzerland)

Library and Publications



Lidia Sloutskovski (Russia)

Academy



Andreas Waldvogel (Switzerland)

Library

Finance and Support Services Department



Lucy Howe López

Departmental Head



Manasa Britto (India)

Human Resources



Alexandra Dziggel (USA)

Online systems



Josephine Hough (UK)

Communications



Dorothy Kwelu (Kenya)

Finance



Victoria Moyano Luna (Spain)

Communications

Partnerships and Promotion Department



Obiora Ike

Departamental Head



Susan Ackrah (Ghana)

Ghana region



M. Eugenia Barroso (Argentina)

Latin America region



Veronica Estrada (Argentina)

Latin America region



Sohini Jana (India)

India region



Christine Housel (USA)

Patners and Donors



Herbet Makinda (Kenya)

East Africa region



Rajula V. (India)

India region





Vision, Mission and Values

The Globethics.net Foundation

The Globethics.net Foundation has its legal domicile in Geneva, Switzerland. Since 2004, Globethics.net has built up resources and partnerships and repositioned itself with this Vision, Mission and Values approved by the Board of Foundation on 4 July 2019.

Vision

"Ethics in Higher Education"

Mission

- Empowerment: developing talents Transformation: placing common good before
- self-interest
- Holistic approach: understanding of in-depth correlations
- Integrity: making values-based decisions and behaviours
- Competence: focusing on innovative and collective proficiency
- Sustainability: standing up for one world

Values

- Responsibility: responsible decisions and actions in private, professional and public life
- Quality first: our priority is to serve our target groups with excellence in all of our activities
- Teamwork: we combine talents and resources for best solutions and operational excellency
- Respect: we respect the dignity of every person
- Trust: is the basis for cooperation with our partners
- Contextualisation: we translate the vision, mission and values into the cultural context
- Inclusion/Fairness: we work to overcome exclusion and to recognise equality, justice and fairness for all.

Our Mission in Action

- We empower teachers in higher education through teacher training, research, course development and collaborative projects
- We support institutions in their efforts to introduce ethical behaviour in higher education institutions and support the integration of relevant and contextual standards and structures
- We provide professions with educational materials adapted to their profession to grow a deeper understanding of ethics in their context (for them to use to practice ethics)
- We encourage students to behave ethically, showing them best practices of individuals, companies and organisations that have become successful by following ethical standards and principles
- We contribute to achieving the United Nations Sustainable Development Goals.



Globethics.net

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