

# THE DG CAMBRIDGE REPORT

The DG Cambridge Report

A report on the **Ethnic Diversity** among  
German Ambassadors

2025



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# Background into global majority representation among German ambassadors

DG CAMBRIDGE

DG Cambridge serves as a platform dedicated to fostering dialogue and understanding on contemporary affairs. Through its events, research and reports, the organisation acts as a bridge between cultures, promoting cross-cultural understanding and mutual respect.

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# Introduction

The discussion surrounding diversity in leadership often focuses on private sector giants, such as FTSE 100 and DAX companies, largely due to their prominence and visibility. Reviews like the Parker Review<sup>1</sup> and reports like The DG Cambridge Report<sup>2</sup> highlight pressing issues in corporate leadership structures, yet **the civil service** deserves equal, if not greater, scrutiny especially as it is funded by taxpayers and holds an influential role in shaping political decisions.

The German Foreign Office (**Auswärtiges Amt**) employs approximately 12,000 staff. As the key arm of government it must lead by example, ensuring that its leadership reflects the diversity of the country they serve and represent.

Diplomacy has always been shaped by the social architecture of access, where influence flowed through invitation and proximity. Historically, the diplomatic service was an extension of the interactions that **monarchs** had with each other. As part of the international monarchical system, it was essential for an ambassador to be an aristocrat to gain access to court society, “he had to invite the right people and be invited by them in return, in order to represent the interests of his country” and to gather intelligence.<sup>3</sup>

In today’s pluralistic societies, especially outside historically dominant diplomatic powers, ethnic affiliation and cultural fluency can serve a similar function. Just as aristocratic lineage once granted access to court society, today, **cultural proximity** may grant entry into informal gatherings, elite networks, and relational spaces where diplomacy truly unfolds.

An ambassador who shares heritage with the host country may be more readily welcomed, seen not merely as a representative of a foreign state, but someone who understands local **nuance**. This isn’t about tokenism, it’s about strategic embeddedness. Being seen as “one of us” can unlock doors that formal credentials alone cannot. In this evolving diplomatic landscape, representation is not just symbolic, it is operational.

This shift reflects a broader transformation from economic power to symbolic capital. With chequebook diplomacy no longer viable, Western nations must seek influence through strategic representation rather than financial leverage.

## Diversity Compliance

A more diverse diplomatic service could offer richer cultural perspectives and strengthen international relations through broader representation. **Ethnic diversity** brings a variety of cultural perspectives and experiences, which aids decision-making within the foreign office.

1. [www.parkerreview.co.uk](http://www.parkerreview.co.uk)

2. [www.dgcambridge.co.uk/reports](http://www.dgcambridge.co.uk/reports)

3. Röhl, John C. G. (1994) *The Kaiser and his Court: William II and the government of Germany*, p.157 - 161

Diverse teams are better equipped to understand and respond to the needs of a **global population**, fostering more effective and culturally sensitive strategies.

Furthermore, ethnic diversity promotes social equity and reflects the multicultural nature of modern societies. By including individuals from different ethnic backgrounds, the Federal Foreign Office can demonstrate its commitment to **inclusivity** and social responsibility.

In addition to civil servants in government, the ethnic diversity of ambassadors, as the country's highest-ranking representatives to nations worldwide, is a crucial aspect of governance.

Whilst gender diversity has been a focal point in recent years, it is essential to recognise that diversity encompasses more than just gender. Ethnic diversity should be given equal importance to ensure a truly inclusive and **representative** governance structure.

By prioritising both gender and ethnic diversity, the government can create a more dynamic and resilient workforce capable of navigating the complexities of global changes.

This report aims to look beyond gender equity to include reporting on ethnic background representation.

Our research focused on German ambassadors with evident global majority heritage, Global-Majority Ambassador (GMA).

The term "Global Majority" refers to people who are of **Indigenous, African, Asian or Latin American descent**. They represent approximately 85% of the world's population.

## Focus

Our research focused on global majority representation among German ambassadors, Global Majority ambassadors (**GMA**s).

The term "**Global Majority**" refers to people who are of Indigenous, African, Asian or Latin American descent. They represent approximately 85% of the world's population.

Our focus is on **ethnic** diversity not **nationality**.

# Background

## Population

**Germany** has a population of 84 million. In 2023 one in four residents (21 million) was either an immigrant or a child of immigrant parents. Five per cent of individuals (4 million) had one immigrant parent.<sup>4</sup> Among these 25 million were 14 million foreign nationals.<sup>5</sup>

Germany's census does not specifically include questions about **ethnicity**. Instead, it focuses on nationality and migration background. The Federal Statistical Office of Germany collects data on the population's nationality and the number of people with a migration background, which includes foreigners, naturalised citizens, ethnic Germans repatriated from Eastern Europe and their children.

We identified the proportion of Germany's population with global-majority heritage using data from national statistical websites.<sup>6</sup> The chart below shows the top eight regions of origin.

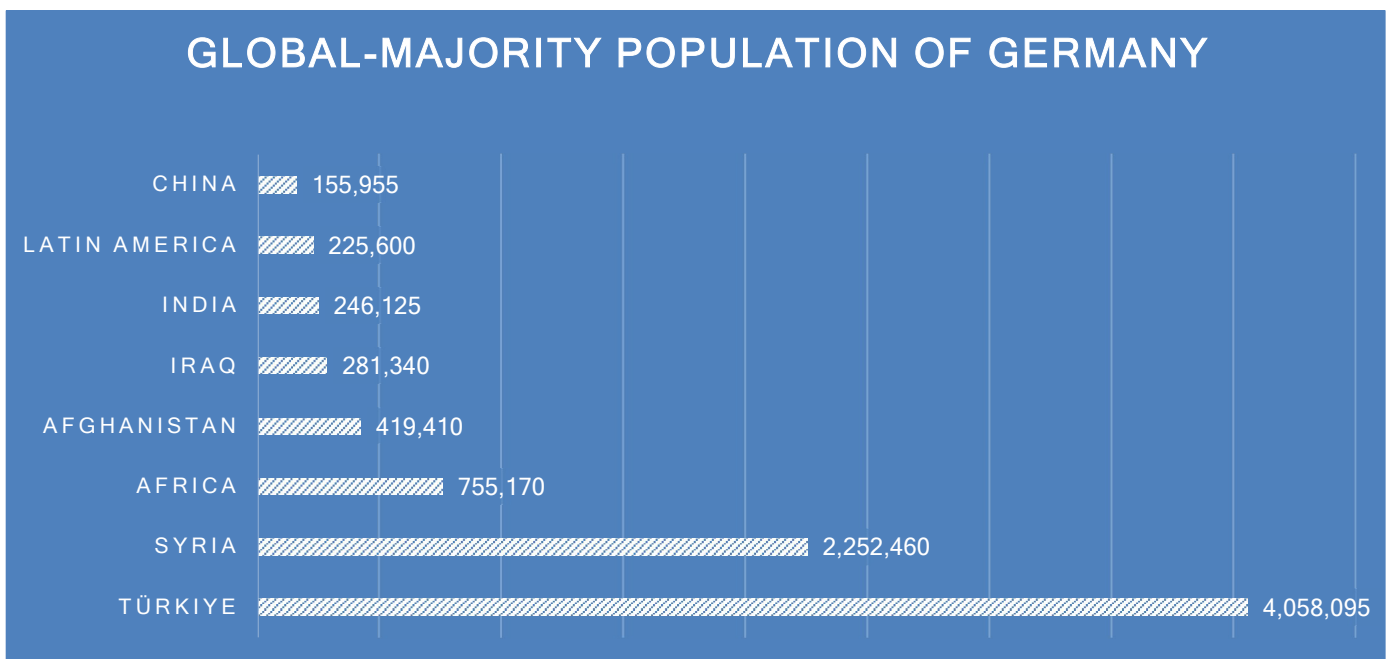


Table 1: Data taken from destatis.de and bib.bund.de and demografie-portal.de

## Target

Based on these data we **estimate** that the target for the proportion of Global Majority Ambassadors should be **10%** (8.4 million out of a total population of 84 million) if the ethnic composition of Germany's population, citizens and non-citizens, were to be reflected.

4. <https://www.demografie-portal.de/DE/Fakten/bevoelkerung-einwanderungsgeschichte.html?nn=676784>

5. <https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bevoelkerung/Migration-Integration/Tabellen/auslaendische-bevoelkerung-geschlecht.html>

6. <https://www.bib.bund.de/DE/Fakten/Fakt/B95-Bevoelkerung-mit-Migrationshintergrund-Auslaend-Bevoelkerung-Herkunftslander.html>

## Global majority

Our research focused on German ambassadors with evident global majority heritage.

The term “**Global Majority**” refers to people who are of Indigenous, African, Asian or Latin American descent. They represent approximately 85% of the world’s population.

## Evaluation

From May to **September 2025**, we accessed information on German ambassadors from the websites of the German Federal Foreign Office and German embassies across the world. We analysed markers of all German ambassadors to assess those with white European origins from photographs, names and biographies. Where there was any ambiguity, we conducted further research.

Using this methodology, we identified the proportion of those German ambassadors who had evident Global Majority heritage (**GMA**). Ideally, we would have asked every ambassador how they self-identify but that was not possible.

During our research, it became apparent that there were very few GMAs. Following feedback on the initial draft report, only one GMA remained.

Although all ambassadors spent most of their lives in Germany and they are all **German nationals**, some are of dual heritage. We decided to include one dual national GMA in this report, because he may have a similar background to Global Majority professionals in other sectors, for example, experienced racial discrimination during his upbringing or in his professional careers, or he may have different cultural perspectives and experiences.

Our intention is to highlight the importance of diversity and representation among German Ambassadors across the world. We recognise the sensitivity of identifying individuals’ ethnic backgrounds based on public information such as photographs, names, and biographies. We have taken care to conduct further research in cases of uncertainty and to handle data with respect and consideration. We acknowledge that the ideal approach would be to ask individuals directly about their heritage, but this did not prove possible. We hope that our findings contribute to a broader discussion on diversity and inclusion.

## Key Findings

Germany has **154** embassies across the world. For mainly security reasons, **five** embassies are currently operating from Germany.

At the end of September 2025, **145** diplomats were serving as German ambassadors. **Nine** German embassies had no ambassador at that time.

The majority of the 145 ambassadors are white men (71.7%). Germany has 40 white women (27.5%) ambassadors. **One man (0.6%)** of global majority heritage currently serves as German ambassador (**GMA**) and no GMA woman.

None of the political appointees, who currently serve as ambassadors, have come through the ranks of the diplomatic service. **All six are white**, five men and one woman.

All 145 German ambassadors have an undergraduate degree, 37.2% have a law degree. Only five (3.4%) studied a non-European language at university, comprising one of 105 men (**0.9%**) and four of 40 women (**10%**).

**None** of the German Ambassadors has a **science degree**. 17% of German ambassadors have an undergraduate degree from the University of **Bonn**.

Of those 104 white men serving as ambassadors, 32 hold a PhD (30.7%) compared to four of 40 women ambassadors (10%) and one of one **GMA (100%)**.

The average age of a German ambassador is 57. Twelve ambassadors had their first ambassadorial posting in their forties, comprising five of 104 white men (4.8%), six of 40 white women (15%) and one of one **GMA (100%)**.

## Key Findings

We identified **one** German Ambassador with Global Majority heritage, currently serving in the German Foreign Office.

Embassies:

- **154** Total worldwide
- **5** Operating from Germany

Ambassadors:

- **9** Countries no German ambassador
- **104** White Men
- **40** White Women
- **1** Global Majority Men (GMA)
- **0** Global Majority Women (GMA)

Titles:

- **37** PhD (Dr)
- **1** Count (Graf)

Politics:

- **6** Political appointees

## Operations and Ambassadors

Overall, there are **154 German embassies** worldwide, five are currently operating from Germany (3%). Nine embassies have no ambassador.<sup>7</sup>



Figure 1 and 2: Embassies' operations and ambassador, data taken from German Federal Foreign Office websites

## Ambassadors

There are 145 German ambassadors. 104 white men, 40 white women and **one GMA man**.<sup>7</sup>

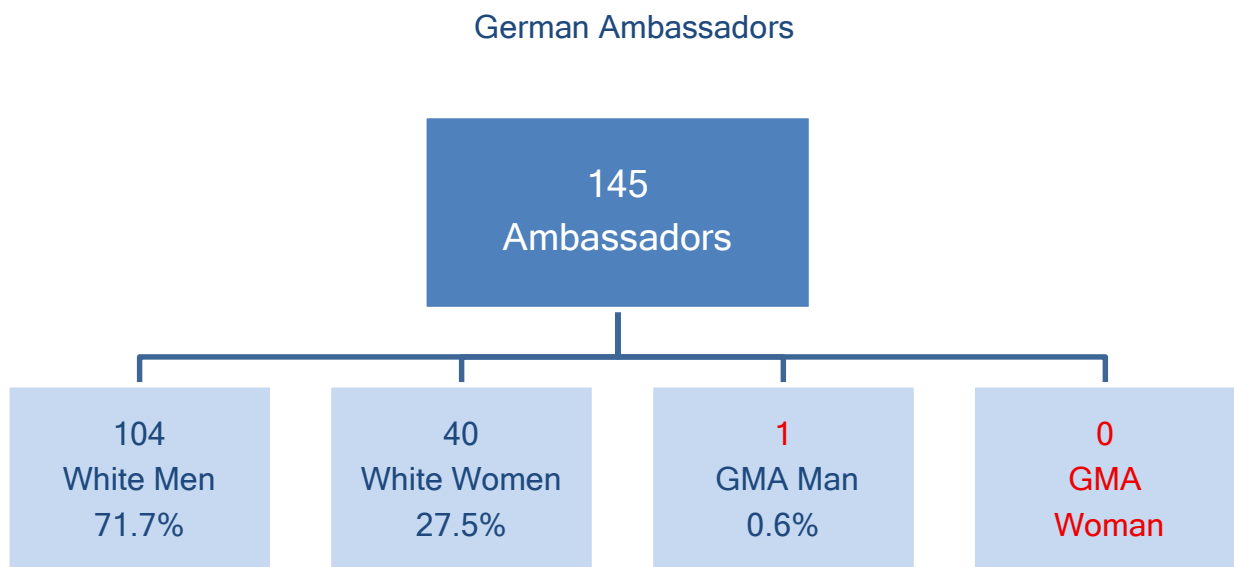


Figure 3: GMAs educational background, data taken from Federal Foreign Office websites

7. <https://www.auswaertiges-amt.de/de/service/laender>

## Educational Background

In Germany, the PhD (Doktorgrad) is the highest formal academic qualification. The title "Dr." is **legally** protected and widely used in formal contexts. Beyond the PhD there is the Habilitation, it isn't a degree per se but the highest academic qualification.

Currently, there are 145 German ambassadors serving in German embassies across the world. 37 hold a PhD, comprising 32 white men, four white women and one GMA.<sup>7</sup>

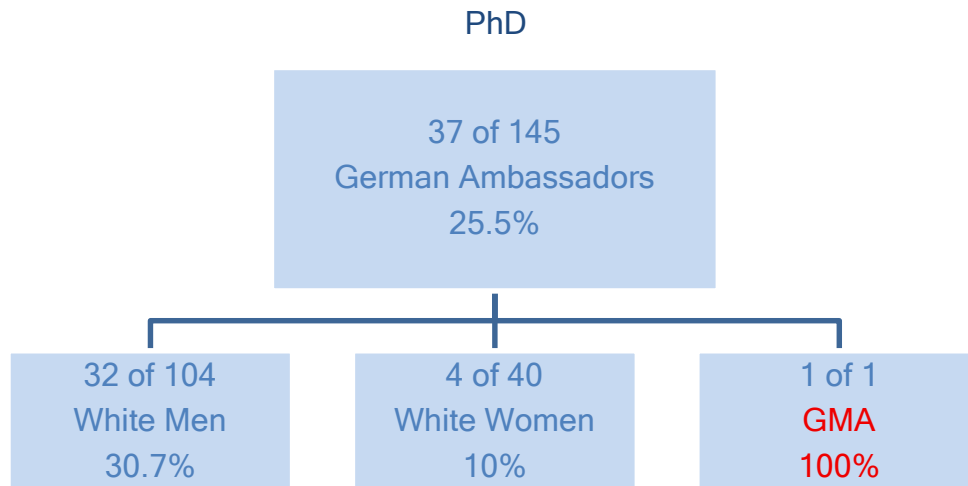


Figure 4: GMAs educational background, data taken from Federal Foreign Office websites

## Languages

Of the 145 German ambassadors worldwide, five ambassadors (3.4%) have an undergraduate degree in a non-European language, one man and four women.<sup>7</sup>

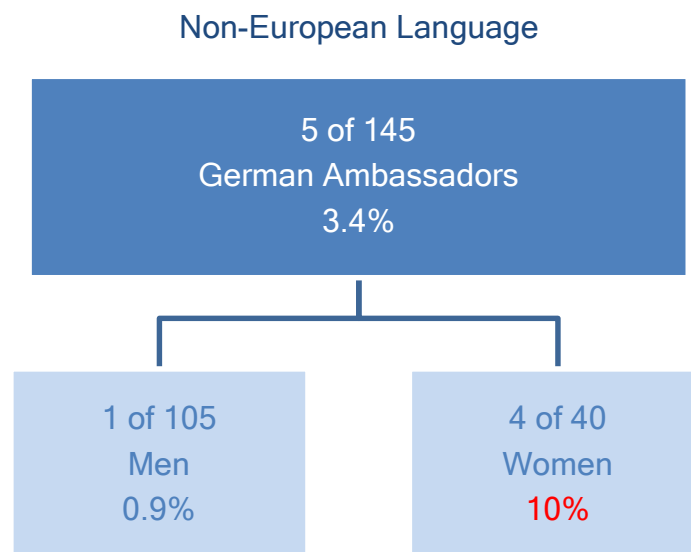


Figure 5: GMAs educational background, data taken from Federal Foreign Office websites

## Young Leaders

The average age of a German ambassador is 57. Twelve ambassadors had their first ambassadorial posting in their forties. Among those twelve, five are white men, six are white women and one is a **GMA**.<sup>7</sup>

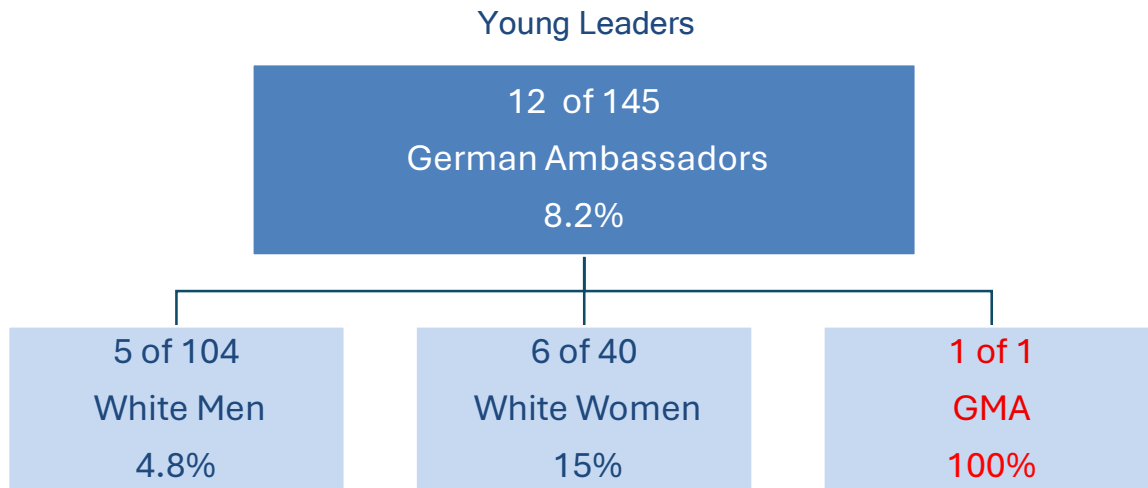


Figure 6: GMAs educational background, data taken from Federal Foreign Office websites

## Analysis

In October 2021 Germany's Federal Foreign Office published a report on diversity.<sup>8</sup>

In it, the Federal Foreign Office emphasises its extensive diversity, citing "some 6,500 staff, one in seven of whom have migrant backgrounds". However, by **its own definition** "i. e. age, disability, ethnic origins and nationality, gender, religion and belief, and sexual orientation and identity", German ambassadors are not diverse. Notably, the Federal Foreign Office also includes social background in that list of diversity definitions. Yet, even by that measure the current cohort of German ambassadors remains markedly homogeneous.

All 145 Germans currently serving as German Ambassadors have a university degree, 37 (25.5%) hold a PhD. Only one (0.6%) is of global majority heritage. If German Ambassadors are to reflect the ethnic composition of the population of Germany our estimated percentage **target** of 10% GMAs has not been met.

Furthermore, no GMA is currently representing Germany in any of the world's most important trading nations, including the US, China, Russia, India or in any country across South America. Considering Germany's sizeable population of over four million citizens of Turkish descent, the continued **absence** of a proportionate number of GMAs invites reflection on the Federal Foreign Office's commitment to institutional inclusivity, particularly considering its endorsement of the Diversity Charter in 2014.

7. <https://www.auswaertiges-amt.de/de/service/laender>

8. <https://www.auswaertiges-amt.de/resource/blob/2532138/f4d3cc380a8b29e934ba3127396ada36/diversitaetsstrategie-data.pdf>

# Discussion

## German GMAs

Germany's Federal Foreign Office currently appoints 145 ambassadors, of whom only one (0.6%) is of Global Majority heritage. This striking **underrepresentation** suggests that Germany has yet to harness the full spectrum of talent within its increasingly diverse population. Individuals from Global Majority backgrounds often possess exceptional linguistic proficiency, nuanced cultural insight, particularly in the arts and traditions, shaped by lived experience in other nations. These attributes are not unimportant in diplomacy, in fact they are essential to its success. Global Majority diplomats are uniquely equipped to foster intercultural understanding, bridge diplomatic divides and strengthen Germany's global engagement.

## Representation

Germany's population includes millions of people with roots in Türkiye, the Middle East, Africa, Asia, and Latin America. Yet this diversity is scarcely reflected in its diplomatic service. The symbolic power of ambassadors, as both emissaries and embodiments of **national identity**, makes their lack of diversity particularly glaring. It sends a message, intentionally or not, about who is considered "representative" of Germany abroad.

Germany has made strides in other sectors, politics, media, academia, but the foreign service remains one of the more resistant bastions of monocultural leadership. The question, then, is not just why this persists, but what mechanisms could be introduced to change it, targeted recruitment, mentorship programmes, public accountability, and perhaps a reimagining of what it means to "**represent**" a nation in the 21st century.

The underrepresentation of GMAs can undermine Germany's credibility when advocating for inclusive governance, anti-racism, or equitable development on the global stage. It may also limit diplomatic **effectiveness**, especially in countries where shared heritage or cultural fluency could foster deeper trust and understanding.

## Culture

Despite Germany's stated commitment to diversity in foreign policy, the visual and rhetorical cues across the Federal Foreign Office's brochures, websites<sup>9</sup>, and public-facing materials<sup>10</sup> often reflect a narrow conception of who **belongs** in diplomacy.

The predominance of white individuals, frequently styled in a way that evokes legal or bureaucratic training, suggests a preference for a particular **archetype**, formal, rational, and institutionally groomed. While these traits have their place, they do not inherently foster

9. <https://www.auswaertiges-amt.de/de/newsroom/110114-bewerbertage-240576>

10. <https://www.auswaertiges-amt.de/de/karriere/diplomat-gehobener-dienst/akademie/onlinetagebuch/gehobenerdienst/214824-214824>

emotional intelligence, cultural fluency, or adaptive communication<sup>11</sup> qualities that are indispensable in today's global diplomatic landscape.

## Institutional Messaging

Imagery is not neutral, it conveys who is seen, who is **valued**, and who is imagined as the face of the nation abroad. The absence of Global Majority individuals across the Federal Foreign Office's websites<sup>9,10</sup> subtly reinforces the idea that diversity is peripheral, not central, to Germany's diplomatic identity. This visual homogeneity can alienate talented candidates who don't see themselves reflected in the institution's public image.

While legal training offers analytical rigor, diplomacy demands empathy, cultural literacy, and narrative dexterity, skills often cultivated through lived experience, multilingualism, and cross-cultural **engagement**. Individuals from Global Majority backgrounds frequently embody these competencies, yet they remain underrepresented both in personnel and in the symbolic language of the institution.

In an era of shifting geopolitical alliances and rising multipolarity, Germany's credibility as a global actor depends not just on policy but on who **delivers** it and how they are perceived. A more inclusive visual and rhetorical strategy would not only reflect Germany's internal diversity but also strengthen its external legitimacy.

## Chequebook Diplomacy

Germany's post-war diplomatic strength was long anchored in economic leverage, its **Wirtschaftswunder** enabled financial influence across global negotiations. Today, amid fiscal constraints and shifting geopolitical norms, Germany must explore alternative forms of soft power.

One promising avenue is the strategic deployment of ethnically diverse ambassadors whose heritage aligns with host nations. **Heritage**-linked appointments can strengthen bilateral ties, especially in post-colonial or diasporic contexts. A German ambassador of Afro-European descent, for example, posted to West Africa could embody reconciliation and mutual respect more powerfully than any policy memo.

Ethnically diverse ambassador could enjoy immediate symbolic credibility, fostering trust and cultural **resonance** before formal dialogue begins. This advantage draws on psychological theories of thin-slicing and first impressions<sup>12</sup> where perceived warmth and familiarity shape outcomes. Ethnic affiliation can serve as relational capital, opening doors that material incentives no longer can.

9. <https://www.auswaertiges-amt.de/de/newsroom/110114-bewerbertage-240576>

10. <https://www.auswaertiges-amt.de/de/karriere/diplomat-gehobener-dienst/akademie/onlinetagebuch/gehobenerdienst/214824-214824>

11. <https://www.jstor.org/stable/44218264>

12. <https://psycnet.apa.org/doiLanding?doi=10.1037%2F0033-2909.111.2.256>

However, success depends on authenticity, institutional support, and the ambassador's legitimacy within both cultures. In a post-material diplomatic landscape, Germany's ability to project pluralism through representation may become a **vital asset**, transforming identity from a passive trait into an active tool of influence.

## Narrative Diplomacy

Narrative diplomacy<sup>13</sup> involves shaping global perceptions through storytelling, about national values, institutional evolution, and **individual** journeys. It's not just about what Germany does, but how it frames its actions.

Germany's diplomatic narratives often emphasise technical competence and institutional stability, but they lack personal resonance or emotional depth, especially around diversity. Highlighting the life stories of diverse diplomats, how they navigated identity, overcame barriers and now represent Germany, can humanise foreign policy and foster trust.

Narrative diplomacy also offers a way to acknowledge past exclusions and articulate a vision of shared belonging, especially in post-colonial or migration-sensitive contexts.

If this opportunity is overlooked, Germany's **soft** power may stagnate, relying on legacy prestige rather than adaptive relevance. Other nations (e.g. Canada, UK, South Africa) may outpace Germany in projecting inclusive leadership.

## Celebrity Diplomacy

Celebrity diplomacy<sup>14</sup> has emerged as a powerful adjunct to traditional statecraft. Their involvement in diplomatic efforts reflects a shift toward more **personalised**, emotionally resonant diplomacy. This democratisation of diplomacy allows for broader participation in global discourse, often bypassing bureaucratic inertia and connecting with audiences that traditional diplomacy struggles to reach.

While celebrities can serve as compelling messengers, their political stances, media personas, and lack of formal training may complicate their role in sensitive diplomatic contexts. Nonetheless, when carefully framed and strategically deployed, celebrity diplomacy<sup>15</sup> can **complement** official channels. As diplomacy evolves the integration of symbolic figures may prove essential in expanding the reach of international engagement.

## Dual-Track Embassy

In a world increasingly shaped by narrative and visibility, the traditional structure of embassies, led by a single ambassador, risks becoming **outdated**. The ambassadorial role could be more effective if split into two distinct functions: a non-executive figurehead and an

13. <https://thediplomaticinsight.com/art-of-narrative-diplomacy-bridging-cultures-through-storytelling-and-literature/>

14. <https://www.diplomacy.edu/topics/celebrity-diplomacy/>

15. [https://uscpublicdiplomacy.org/research\\_project/the\\_public\\_diplomacy\\_role\\_of\\_celebrity\\_diplomats](https://uscpublicdiplomacy.org/research_project/the_public_diplomacy_role_of_celebrity_diplomats)

executive lead. The former would serve as the symbolic face of the nation, while the latter, would manage operations, as Chief Diplomatic Officer.

By **decoupling** symbolic representation from executive function, this model not only preserves diplomatic neutrality but actively expands the field of who can represent a nation. It opens the door to individuals from underrepresented backgrounds, artists, athletes, cultural leaders, whose lived experiences and public resonance reflect forms of diversity that traditional diplomatic pipelines often overlook.

## Ethnic Diversity Diplomacy

Germany's economic strength historically enabled it to navigate diplomacy through material incentives and institutional reliability. Diversity was not a priority, because the system, unchallenged, delivered results. The issue is not deliberate **stagnation**, but structural complacency. In today's post-material diplomatic landscape, where economic leverage alone no longer guarantees influence, Germany must recalibrate its soft power strategy.

The German Foreign Office may be internally active, drafting diversity strategies and reform plans, but in diplomacy, **perception** is reality. Other nations don't see policy memos, they see envoys. Germany's envoys remain professionally narrow and culturally homogenous, projecting an image of continuity rather than adaptability.

This is not the result of deliberate exclusion, but of a system that never needed to change, until now. Without visible diversity, Germany risks undermining trust, **limiting** influence and eroding Germany's international reputation. To remain competitive, it must evolve not just in policy, but in presence.

The disconnect between internal reform and external representation is becoming costly, to mitigate it, strategically matching ambassadors to postings and embracing narrative diplomacy could offer a pragmatic path forward.

In summary, the lack of diversity among German ambassadors is not merely a representational gap, it is a **strategic liability**. In a multipolar world shaped by pluralism, emotional resonance, and symbolic capital, appointing Global Majority Ambassadors is essential for fostering innovation, inclusion, and trust across borders. Diversity in leadership enhances Germany's capacity for cross-cultural engagement and strengthens its reputation as a forward-looking, equitable global actor.

To meet the demands of contemporary diplomacy, Germany must go beyond demographic adjustments and reimagine the symbolic architecture of its institutions. This includes integrating narrative diplomacy and embracing post-material forms of influence. Whether through celebrity envoys or dual-track embassy models, those who represent Germany abroad must reflect the richness, complexity and evolving identity of the nation at home.

## Global majority representation among German ambassadors

Country	WM	WF	GMA	T	P	Country	WM	WF	GMA	T	P	Country	WM	WF	GMA	T	P	
Afghanistan (G.a.i.)	1		0			Jordania	1			Dr		Togo	1			Dr		
Albania	1					Kazakhstan		1				Trinidad and Tobago	1			Dr		
Algeria	1			Dr		Kenia	1					Tunesia		1				
Angola	1			Dr		Kirgizstan (vacant)						Türkiye		1				
Argentina	1					North Korea (vacant)						Turkmenistan	1					
Armenia		1				Korea South	1					Uganda	1					
Austria	1				1	Kosovo	1					Ukraine	1					
Azerbaijan	1					Kuwait	1					United Arab Emirates	1					
Australia		1				Laos	1					United Kingdom		1				
Bahrain	1					Latvia		1				United States	1					
Bangladesh	1			Dr		Lebanon	1					Uruguay	1					
Belarus (G.a.i.)		1				Liberia	1			Dr		Usbekistan	1					
Belgium	1					Libya			1	Dr		Vatican	1			Dr	1	
Benin	1			Dr		Lithuania	1			Dr		Venezuela	1			Dr		
Bolivia	1			Dr		Luxemburg		1		Dr		Vietnam		1				
Boznia and Herzegovina	1					Madagascar	1					Yemen	1					
Botswana		1				Malawi		1				Zambia	1					
Brazil		1				Malaysia		1				Zimbabwe	1					
Brunei (vacant)						Mali (vacant)						<b>Total</b>	<b>154</b>	<b>104</b>	<b>40</b>	<b>1</b>	<b>38</b>	<b>6</b>
Bulgaria		1				Malta		1										
Burkina Faso	1					Morocco	1											
Burundi	1					Mauretania	1											
Cambodia	1					Mexico	1			Dr								
Cameroon	1					Moldovia	1											
Canada	1					Mongolia	1											
Chad	1			Dr		Montenegro	1											
Chile		1				Mozambique	1											
China		1		Dr		Myanmar (G.a.i.)	1											
Columbia		1				Namibia	1			Dr								
DR Congo	1					Nepal	1											
Costa Rica	1					New Zealand		1			1							
Croatia	1					Nicaragua	1											
Cuba	1			Dr		Netherlands	1			Dr								
Cyprus	1			Dr		Niger	1			Dr								
Czech Republic	1			Dr		Nigeria		1										
Denmark		1				North-Macedonia		1										
Djibouti		1		Dr		Norway		1										
Dominican Republic		1				Oman	1											
Ecuador	1					Pakistan		1										
Egypt	1					Panama	1				1							
El Salvador	1					Paraguay	1			Dr								
Eritrea (G.a.i.)	1					Peru		1										
Estonia	1					Philippines	1			Dr								
Ethiopia (vacant)						Poland			1									
Fiji	1			Dr		Portugal		1										
Finland	1					Qatar	1											
France	1					Ruanda		1										
Gabon	1			Dr		Romania		1										
Gambia	1					Russia	1			Count								
Georgia	1					Saudi Arabia	1											
Ghana	1				1	Sweden	1											
Greece	1					Switzerland	1											
Guatemala	1			Dr		Senegal	1											
Guinea		1				Serbia		1										
Haiti (vacant)						Sierra Leon	1			Dr								
Honduras		1				Singapore		1		Dr								
Hungary		1				Slovakia	1			Dr								
Iceland		1				Slovenia		1										
India	1			Dr		Spain		1										
Indonesia (vacant)						Sri Lanka	1			Dr								
Iraq	1					South Africa	1											
Iran (vacant)						Sudan	1											
Ireland	1				1	South Sudan (vacant)												
Israel	1				1	Syria (G.a.i.)	1											
Italy	1			Dr		Tajikistan	1											
Ivory Coast	1					Taiwan	1											
Jamaika	1					Tanzania	1											
Japan		1				Thailand			1	Dr								

**DG Cambridge** is a platform that promotes dialogue and understanding of current affairs. The society's events, research and reports serve as a bridge between different cultures, facilitating cross-cultural understanding and mutual respect.

DG Cambridge was founded in 2011 and until 2014 its main objective was to create social occasions for members to converse in German, DG (Deutschsprachige Gesellschaft).



**Tania Oram** is Chairman of DG Cambridge, where she brings together academic rigour, strategic leadership, and cross-sector experience.

Dr Oram graduated from Humboldt University Berlin and holds a doctorate from the University of Giessen. Her academic career includes appointments at leading UK institutions, notably King's College London, before transitioning into the private sector, co-founding a financial services firm in Cambridge.

Born in Germany to a German mother and Iranian father, and married to a British husband, Dr Oram draws on a tri-cultural heritage that informs her approach to institutional development, intercultural dialogue and reputational strategy.



**Achim Doerfer** is a lawyer specialising in business and corporate law. He has been active in German politics for three decades; his focus is immigration and intercultural and interreligious dialogue.

Dr Doerfer studied law and philosophy at the Universities of Göttingen and Freiburg, was a visiting research scholar at Cornell Law School and received a doctoral degree in legal philosophy from the University of Göttingen. He holds a master's degree in management of social institutions and interculturality. He was lecturer of applied legal philosophy at the University of Hamburg, Germany.

Achim Doerfer serves as deputy chairman of the liberal Jewish congregation in the State of Lower Saxony.

The report aims to be complete, but the society is not liable for the accuracy of the information. We tried to evaluate the data as meticulously as possible.