

Diversity, equity and inclusion at European higher education institutions

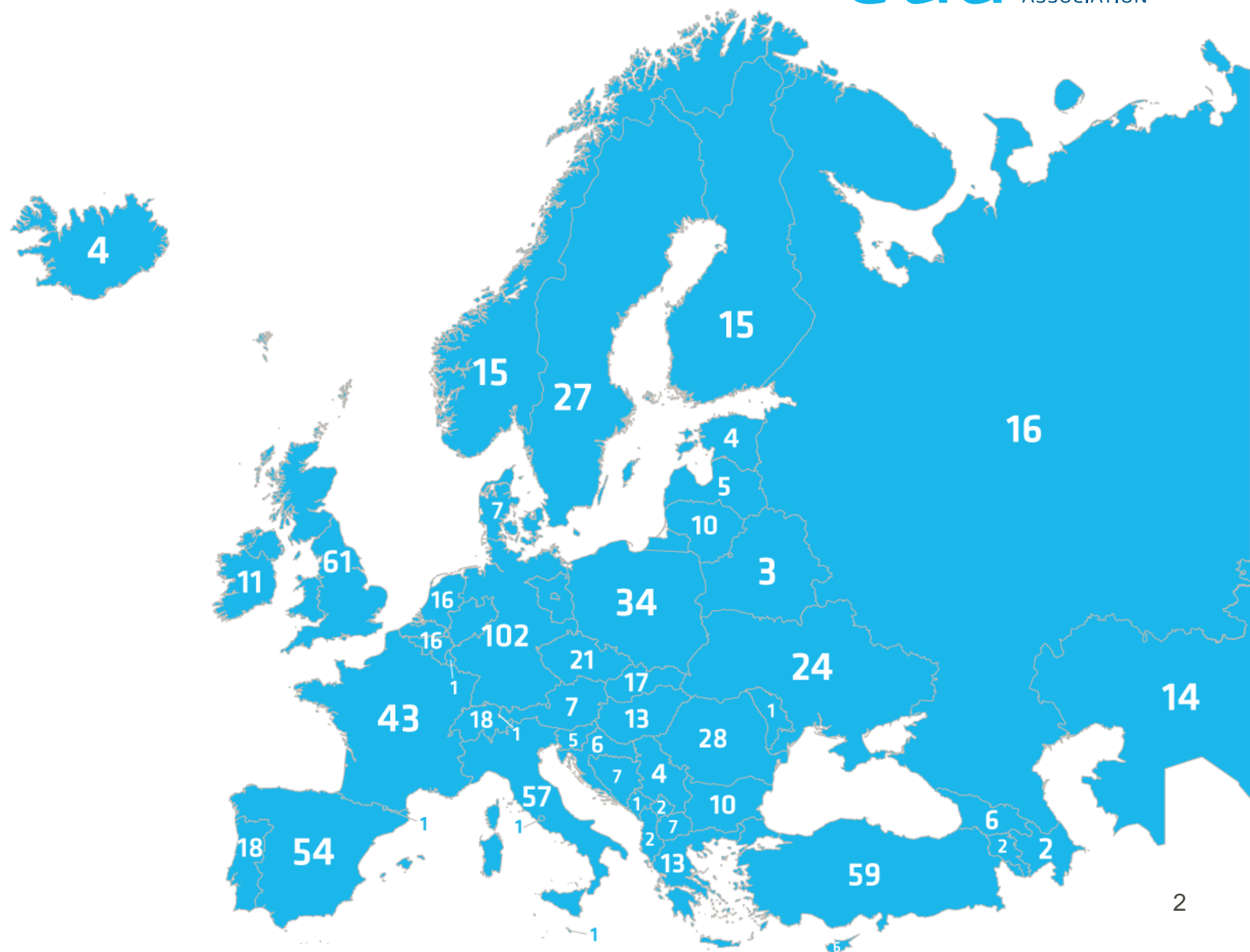
INVITED PROJECT SURVEY OUTCOMES

INVITED final conference
3 March 2020, 8.30-15.00
Brussels

Anna-Lena Claeys-Kulik
Policy Coordinator, European University Association

EUA

More than 800
member HEIs in
48 European
countries & 33
national university
associations



The INVITED Project



(advisory role)

Objectives:

- Support higher education institutions in fulfilling their social responsibility to reflect societal diversity
- Develop a holistic view on the topic looking at all university missions and issues concerning students and staff
- Create a knowledge base, identify and promote good practice
- Provide opportunities for peer learning & exchange between HEIs & policy levels
- Develop key points for institutions & policy levels

Milestones:

- Autumn 2018 – summer 2019: survey, evaluation, follow-up interviews
- 14 June 2019: peer learning seminar at UCD in Ireland
- 20 November 2019: report + webinar
- 3 March 2020: final conference in Brussels

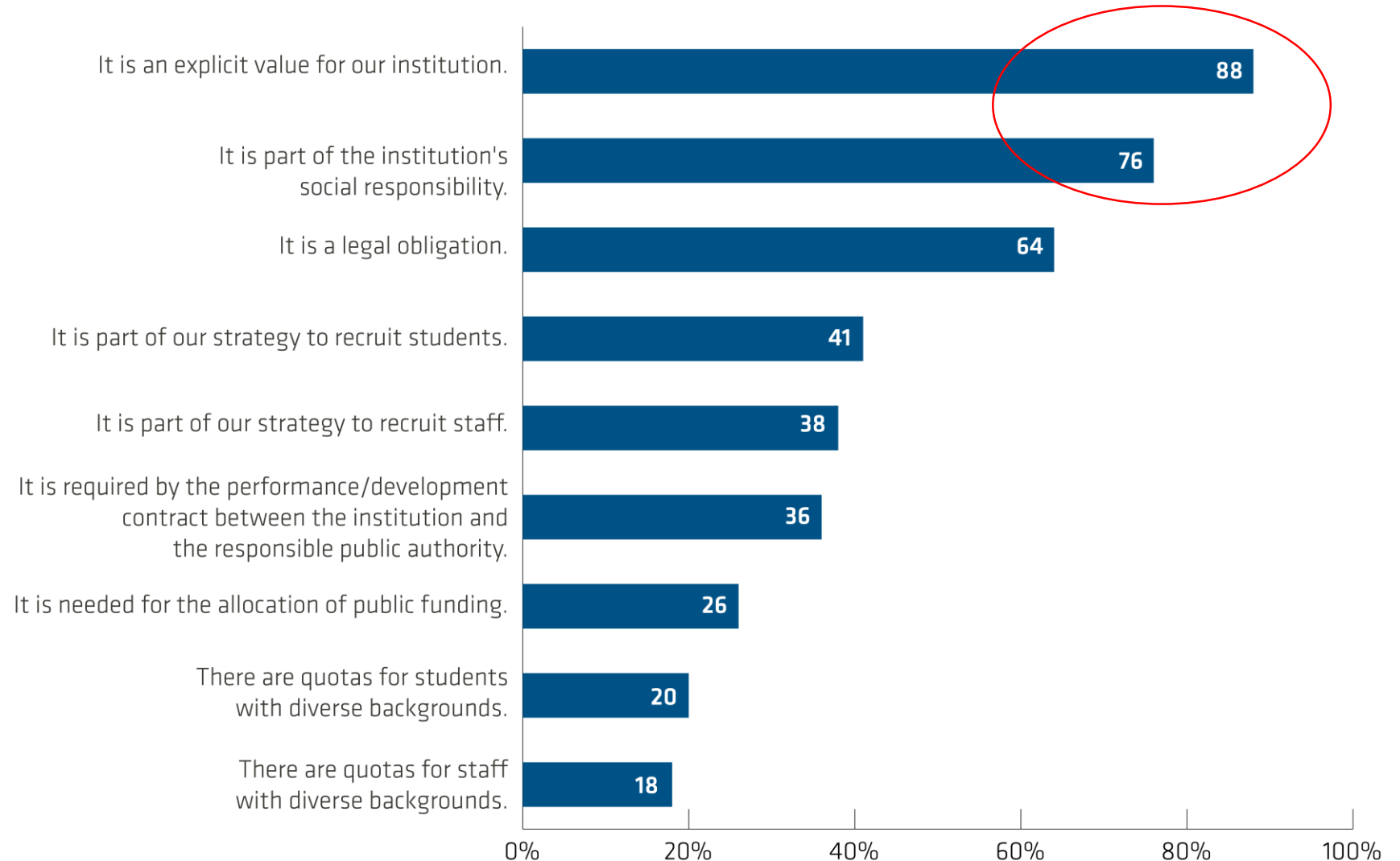
The sample

- **159 higher education institutions**
- **36 European higher education systems**
- **Sample with self-selection bias**



Drivers: why HEIs engage in the topic

Q 14. Why is the topic of equity, diversity and inclusion of importance to your institution?



Institutional strategies & approaches

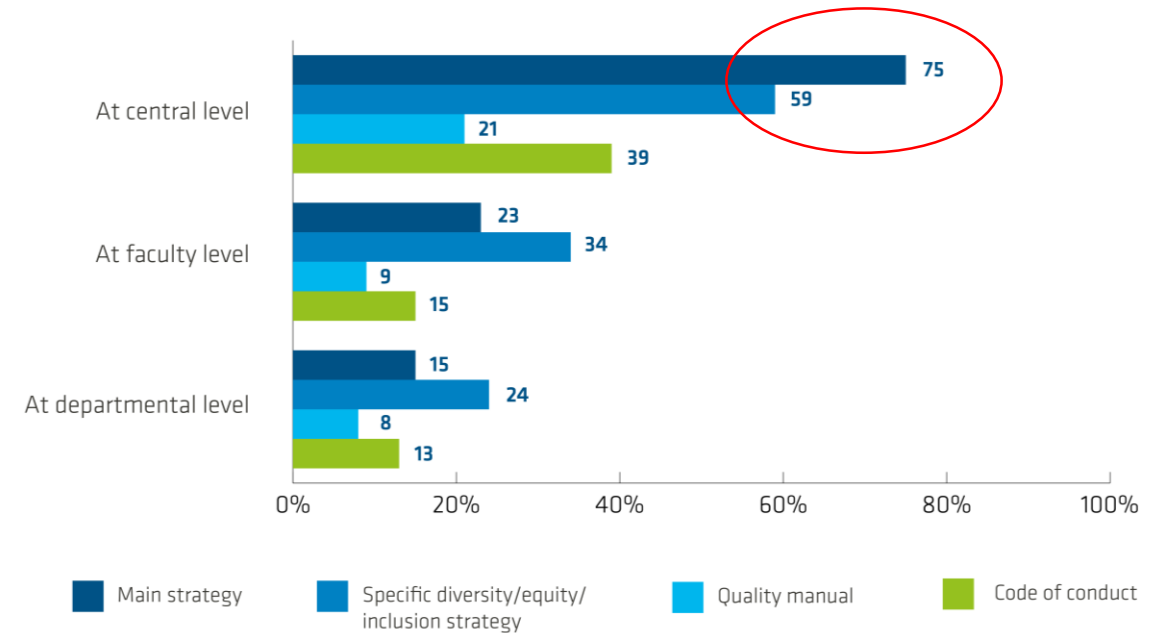
Q 10a Are diversity, equity and inclusion topics that are addressed in your institution's strategy or policies?;

Q10b Where are equity, diversity and inclusion addressed exactly?

Q11 Who is in charge of implementing your institution's activities in relation to diversity, equity and inclusion?

- 85% of HEIs have a strategy in place at central level, 13% under development
- 49% at faculty
- 41% at departmental levels

- 53% of HEIs have a specific office in charge of implementation



Diversity dimensions

*Q 12 Which dimensions
of diversity do you
address at your
institution?*

	Students	Academic staff	Non-academic staff
Disability	92%	76%	76%
Gender	82%	83%	74%
Ethnic/cultural/migration background	76%	55%	45%
Socio-economic background	71%	20%	19%
Sexual identity (including LGBT+)	65%	52%	49%
Educational background (alternative pathways, lifelong learners)	61%	31%	28%
Caring responsibilities	53%	58%	58%
Religious background/beliefs	48%	39%	36%
Age	39%	46%	45%

Top 3 measures addressing students

Outreach

Q16: How do you reach out to students (including potential students) to ensure diversity, equity and inclusion?



Access

Q17: How do you facilitate access of students to your institution in order to ensure diversity, equity and inclusion?



Retention

Q18: How do you support students during their studies to ensure diversity, equity and inclusion?



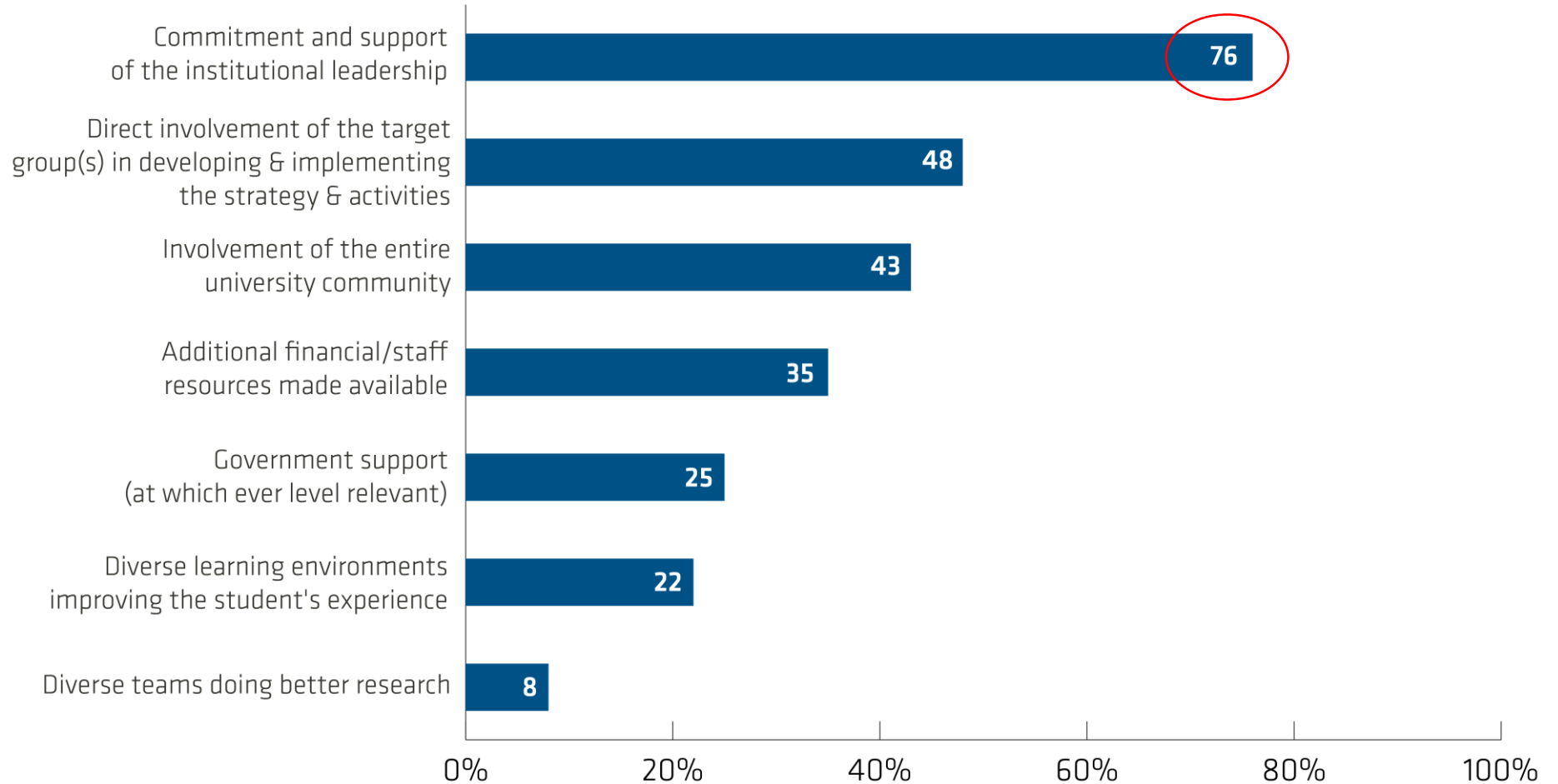
Measures addressing staff

Q19: What activities and measures do you have in place at your university to ensure diversity, equity and inclusion for university staff? Please tick all applicable from the list below for academic and non-academic staff.

	Academic staff	Non-academic staff
Awareness raising among university community	81%	73%
Accessible infrastructure	75%	70%
Training for teaching staff on inclusive teaching methods and tools	68%	22%
Code of conduct/non-discrimination policy	68%	66%
Language courses	58%	52%
Measures for staff with caring responsibilities	51%	48%
Intercultural communication training	43%	35%
Tailored support/personal coaching	40%	34%
Positive action	39%	28%
Anti-bias training	35%	30%
Positive discrimination	27%	19%
Other	4%	3%

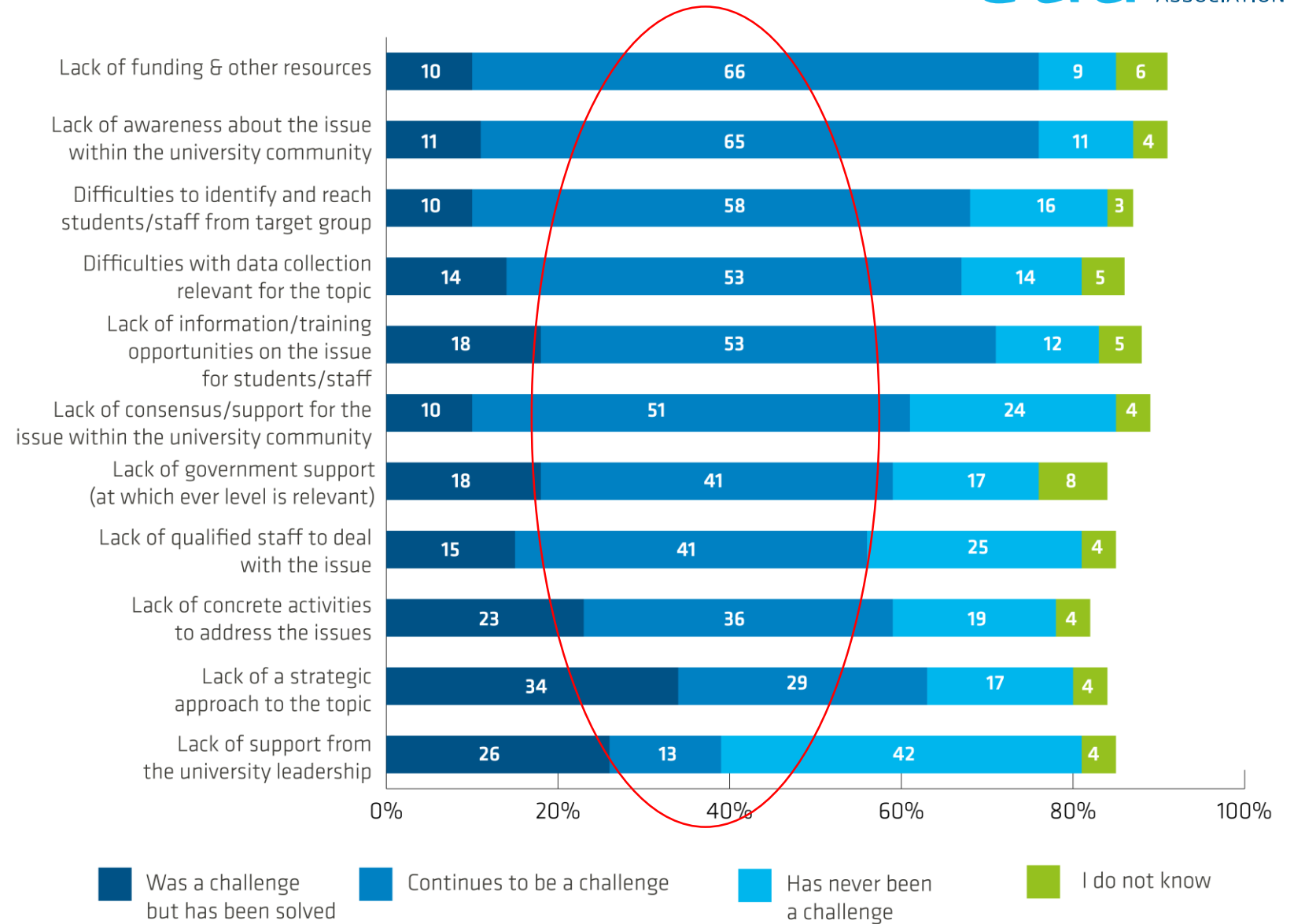
Success factors

Q27 What are the top three success factors of your activities towards diversity, equity and inclusion?



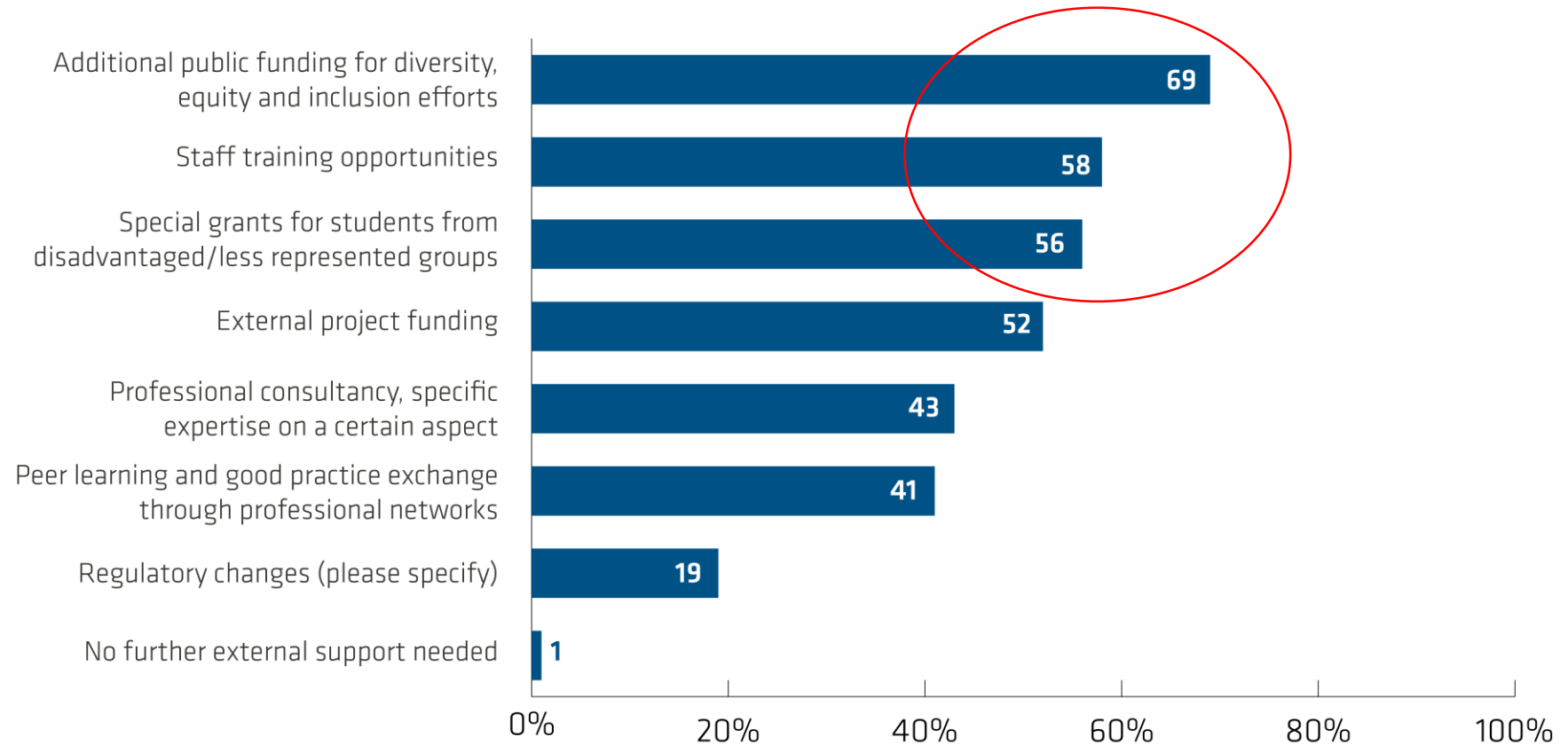
Barriers

Q23 What are the barriers to diversity, equity and inclusion that you face at your institution?



Further external support required

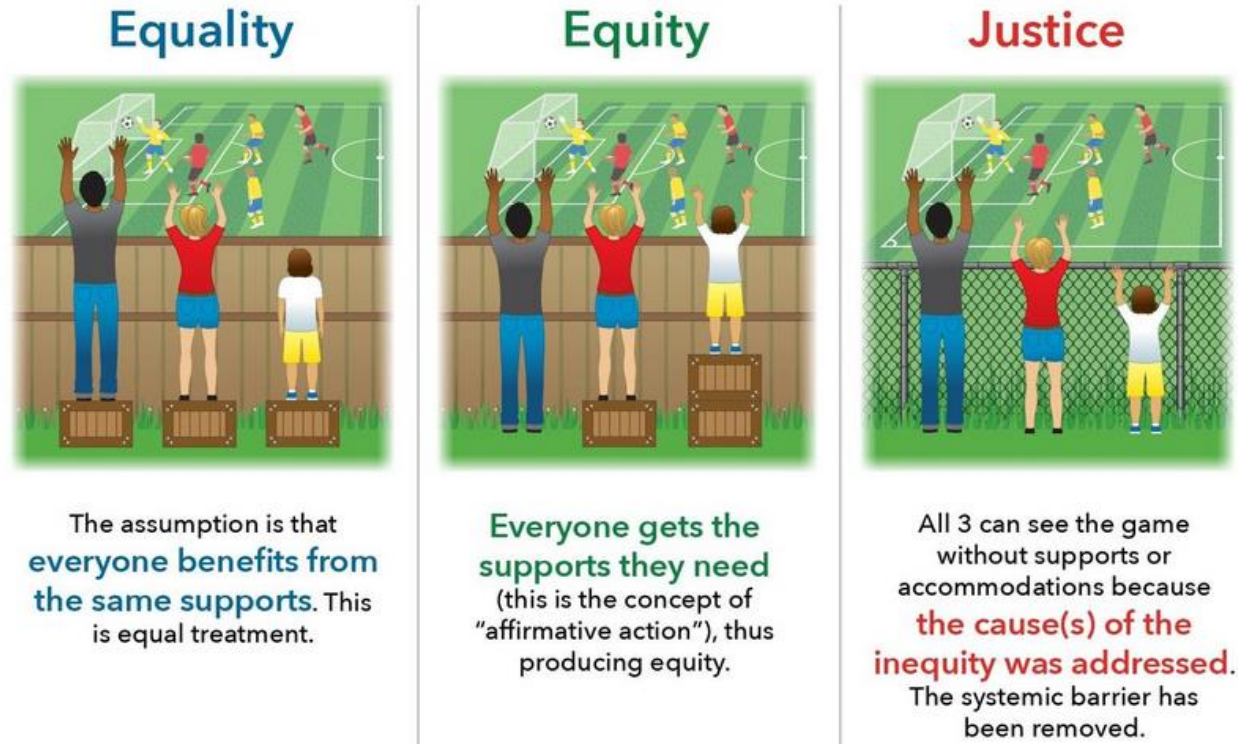
Q26 What type of (additional) external support do you think would be needed to further the development and implementation of your institution's strategy and/or activities towards diversity, equity and inclusion?



Key points

- **Changing discourse:** diversity, equity & inclusion as **mission values** & part of **social responsibility, drivers for excellence**
- **Strategies: in place in most cases**, also in the absence of legal or performance based requirements.
- **Role of leadership: driving strategy development** at central level; **leadership commitment key** for successful implementation
- **Stakeholder involvement:** successful measures are **multi-stakeholder oriented**, involve the entire community, incl. the target groups.
- **Persistent challenges: lack of resources, awareness & knowledge;** collection & use of data, identification & outreach to target groups...
- **Need for support: additional resources, staff training** for all, targeted financial **student support** ...
- **Holistic approach:** need to **connect different areas & levels** within HEIs and outside with other actors and educational levels

Dialogue as
basis for new
policies – jointly
define goals,
identify
obstacles,
develop
solutions



Source: mobilize green



Basis for policy development at European (EHEA and ERA), national and institutional levels

Thank you for your attention

Anna-Lena Claeys-Kulik

Policy Coordinator
European University Association (EUA)
Avenue de l'Yser, 24 | 1040 Brussels | Belgium
Tel: +32 2 743 11 48
[Linkedin](#) | [@AnnaLenaKulik](#) | [EUA profile](#)



INVITED project:
<https://eua.eu/101-projects/737-invited.html>