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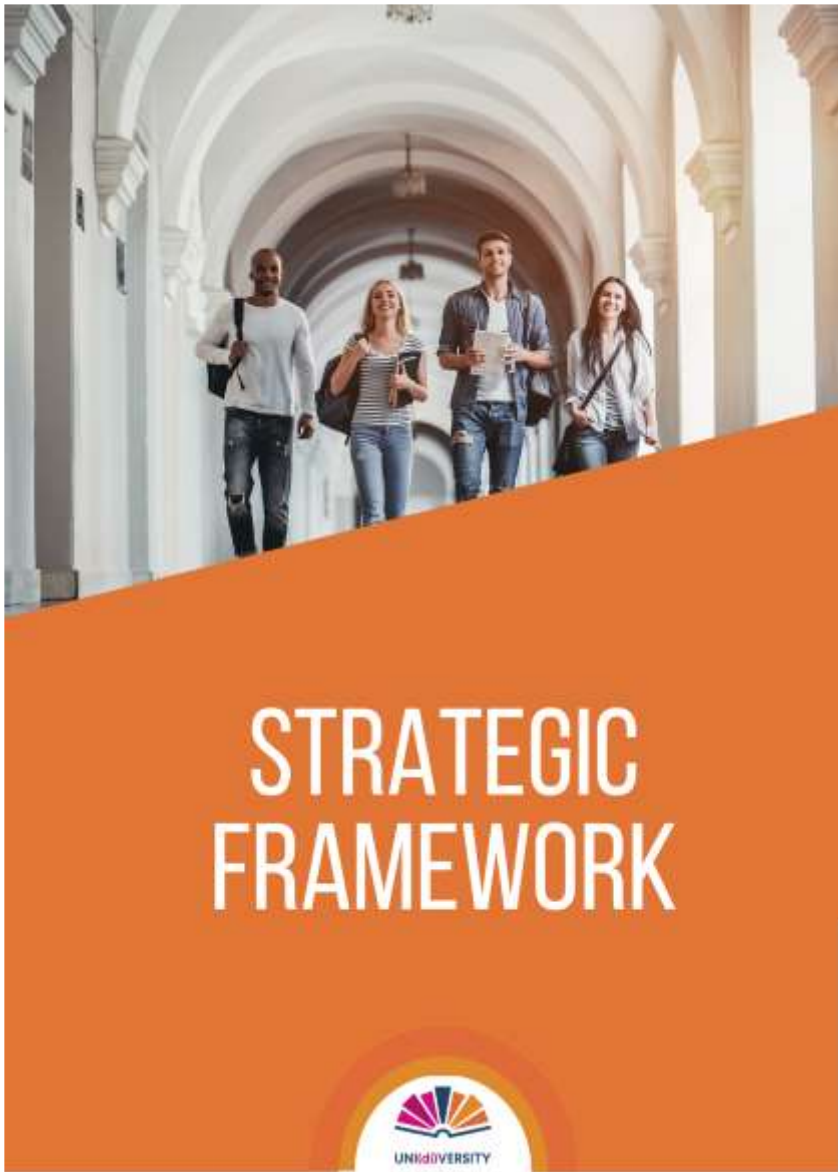


IOM
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Launch of Strategic Framework for socially responsible universities in the era of migration

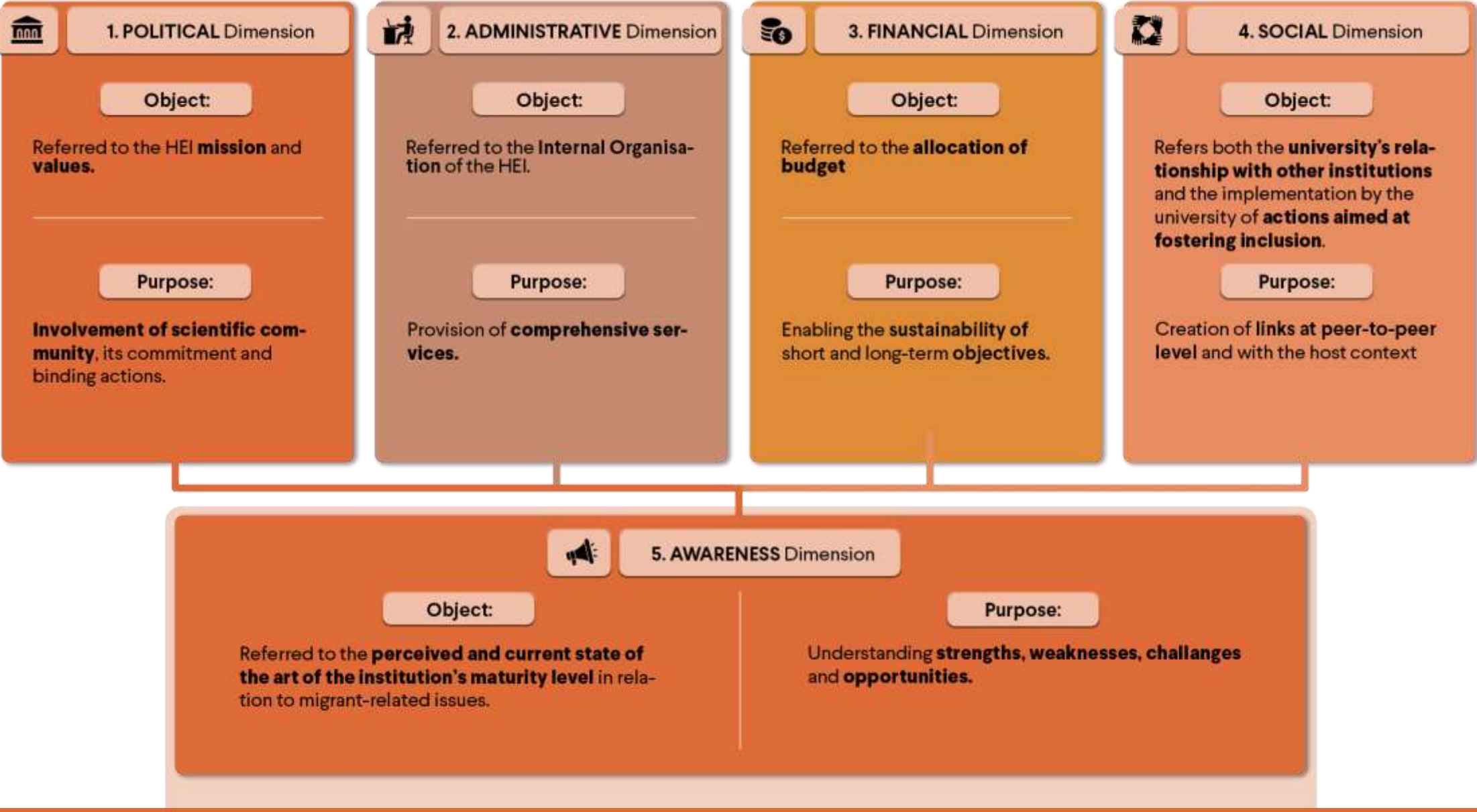


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A methodological instrument designed to support the university leaders in their effort to further develop and strengthen the strategy for inclusion of their Higher Education Institutions.

The SF addresses five key dimensions that should be embedded when setting up and implementing socially responsible policies, strategies, and initiatives in relation to the migration phenomenon.





1. POLITICAL Dimension

Object:

Referred to the HEI **mission** and **values**.

Purpose:

Involvement of scientific community, its commitment and binding actions.

Field Practices

- A** **Specific reference** to the target group of refugees, included in HEI's strategy
- B** Various central-level **documents linked to the support** of refugees

Link to Toolkit

- 1** **Institutional Maturity** on diversity and inclusion self-assessment tool (IM)
Governance
IM_G1 **IM_G4**
- 2** **Governance Diagnostic Tool (GDT)**
Framing migration and diversity in the mission and values of the organization
GDT1
- 3** **Policy Canva** identification of the mission and values of the organization.
- 4** **Interview and Focus Group Guide** how to improve diversity and inclusion.



2. ADMINISTRATIVE Dimension

Object:

Referred to the **Internal Organisation** of the HEI.

Purpose:

Provision of **comprehensive services**.

Field Practices

- A** Dedicated admissions services
- B** Diversity office
- C** Job Placement Office

Link to Toolkit

- 1** Institutional Maturity on diversity and inclusion self-assessment tool (IM)
 - Governance area
IM_G2
 - Staff area
IM_S1 **IM_S2** **IM_S3**
 - Access to the University area
IM_AU2
 - Supporting migrants/refugees during their university years area
SM5
 - supporting migrants/refugees in their access to job market
SM6
- 2** Governance Diagnostic Tool (GDT)
 - Allocation of human resources
GDT1
- 3** Interview and Focus Group Guide suggestions from stakeholders





3. FINANCIAL Dimension

Object:

Referred to the **allocation of budget**

Purpose:

Enabling the **sustainability of short and long-term objectives.**

Field Practices

- A** Study funds for asylum seekers and grants for refugees
- B** Direct and indirect **financial support**

Link to Toolkit

- 1** **Institutional Maturity** on diversity and inclusion self-assessment tool (IM)
Appropriateness of financial resources
GDT1
- 2** **Governance Diagnostic Tool (GDT)**
Allocation of financial resources
GDT7
- 3** **Interview and Focus Group Guide** suggestions from stakeholders



4. SOCIAL Dimension

Object:

Refers both the **university's relationship with other institutions** and the implementation by the university of **actions aimed at fostering inclusion.**

Purpose:

Creation of **links at peer-to-peer level** and with the host context

Field Practices

- A** Buddy, mentoring or coaching programmes
- B** Language courses for migrant and refugee(-like) students
- C** Career Booster Workshops aimed at helping refugees to understand the French job market

Link to Toolkit

- 1** Institutional Maturity on diversity and inclusion self-assessment tool (IM)
 - Improving access
IM_AU3
 - Retention actions
IM_SM1
 - Support the transition to the job market
IM_SM6
- 2** Interview and Focus Group Guide suggestions from stakeholders
- 3** Policy Canva identification of good practices and main actions to be





5. AWARENESS Dimension

Object:

Referred to the **perceived and current state of the art of the institution's maturity level** in relation to migrant-related issues.

Purpose:

Understanding **strengths, weaknesses, challenges** and **opportunities**.

Field Practices

- A** Research activities
- B** Actions aimed at **changing the narrative around forced migration and refugees**
- C** Monitoring

Link to Toolkit

- A** **Institutional maturity on diversity and inclusion self-assessment tool:** self-positioning among different scenarios
- B** **Governance Diagnostic Tool:** perception of the style of governance in terms of migration and inclusion
- C** **Interview and focus groups' guides:** identification of needs, expectations, challenges and opportunities of internal and external stakeholders
- D** **Policy canva:** analysis of the state of the art and actions





THANK YOU!

Get in touch

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