Diversity, Equity and Inclusion in European Higher Education Institutions

Results from the INVITED project

Annex II: INVITED survey

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I. INTRODUCTION

The present survey aims to explore universities' strategies and approaches towards equity, diversity and inclusion. It is part of the INVITED Project jointly conducted by the European University Association (EUA) and the European Universities' Continuing Education Network (EUCEN) with support from the European Students' Union (ESU) (2018-2020). The survey is addressed to university leaders, managers and staff working on the topic at higher education institutions across Europe.

TECHNICAL EXPLANATIONS

Please note that we can only accept one response per institution. In case you need to collect information from various parts of the institution to answer the questions, you may download a pdf version of the survey from the project webpage for a better overview. Responses however, have to be submitted via the online form only: https://eua.az1.qualtrics.com/jfe/form/SV_enijxzZmfNolLet

Definitions and explanations of specific terms used in the survey become visible, when you hover over words that are underlined and written in blue. To navigate between different questions, please use the back and forward buttons which are included in the form of red arrows at the end of each section. To submit your response, please make sure to click on the submit button at the very end of the survey for your contribution to be recorded. Once you have submitted your response, you will be able to download it as pdf document for your own files.

Your response will be treated confidentially, only be processed by staff of the INVITED project consortium partners and solely be used for the purpose of the INVITED project. Further details on data protection, can be found at the end of the survey.

Should you have any further question on the survey or the project, please contact us at policy@eua.eu or look at the project webpage: https://www.eua.eu/101-projects/737-invited.html

Many thanks in advance for your responses which are extremely valuable to us!

The INVITED project partners

Diversity and inclusion are clearly becoming an important topic in mobility, including in the negotiations about the future Erasmus programme where measures to foster inclusiveness, such as higher grants for students from disadvantaged backgrounds, are under currently discussion.

II. PERSONAL DATA

Q1. Information on the person filling in the survey
◊ First name (1) _____
◊ Last name (2) _____
◊ E-mail address (3) _____
◊ Phone number (including international dialing code) (4) _____

Q2. What is your main function at your institution? Please select from the list below.
◊ Executive head (rector, president, vice-chancellor) (1)
◊ Vice-rector, vice-president or similar (2)
◊ Dean, director of a department / institute / study programme (3)
◊ Administrative staff at central level of the institution (4)
◊ Administrative staff at faculty or department level (5)
◊ Other, please specify (6) _____

Q3. Do you have a specific responsibility as regards the topics of equity, diversity and inclusion at your institution?
◊ Yes (1)
◊ No (2)

III. INSTITUTIONAL CONTEXT

Q4. Please indicate the name of your institution (in English):
_____

Q5. Please enter the website of your institution (URL) below:
_____

Q6a. In which country is your institution located? Please select the country from the drop-down menu below.
◊ Country (1)
◊ Albania (1) ... Other (50)

Q6b. If „other" is selected, please specify your country here using the English name.
_____

Q7. What is your institution's profile? Please select from the list below. To view the definition of institutional types, please hover over the word in the list and the definition will appear.
◊ University (1)
◊ University of Applied Sciences (2)
◊ Technical University (3)
◊ Specialised University (4)
◊ Music and/or Art School (5)
◊ Open University (6)
◊ Other, please specify (9) _____

Q8. How many students are enrolled at your institution? Please select the applicable range from the list below based on the 2017/2018 academic year.
◇ 1 to 14,999 students (1)
◇ 15,000 to 29,999 students (2)
◇ 30,000 to 44,999 students (3)
◇ 45,000 to 59,999 students (4)
◇ 60,000 and more students (5)

Q9. How many staff work at your institution? Please select the applicable range from the list below based on the total number academic and non-academic staff (head count) in the 2017/2018 academic year.
◇ 1 to 1,499 staff members (1)
◇ 1,500 to 2,999 staff members (3)
◇ 3,000 to 4,499 staff members (4)
◇ 4,500 to 5,999 staff members (5)
◇ 6,000 or more staff members (6)

IV. INSTITUTIONAL APPROACH & STRATEGY

Q10a. Are diversity, equity and inclusion topics that are addressed in your institution's strategy or policies? Please select the applicable option for each level at the institution.

	Yes (1)	Under development (2)	No (3)	I do not know (4)
At central level (1)	o	o	o	o
At faculty level (2)	o	o	o	o
At departmental level (3)	o	o	o	o
Other, please specify (4)	o	o	o	o

Q10b. Where are equity, diversity and inclusion addressed exactly? Please tick all applicable for each level.

	Main strategy (1)	Specific diversity/ equity/inclusion strategy (2)	Quality manual (3)	Code of conduct (4)	I do not know (5)
At central level (1)	o	o	o	o	o
At faculty level (2)	o	o	o	o	o
At departmental level (3)	o	o	o	o	o
Other, please specify (4)	o	o	o	o	o

Q10c. Who is/was involved in developing the strategy and/or policies?
◊ Cabinet of the executive head (1)
◊ Institutional governing bodies (2)
◊ Students/student representative(s) (3)
◊ External stakeholders   (4)
◊ Other, please specify (5) _____
◊ I do not know. (6)

Q10d. If students/student representatives are/were involved in developing the strategy, please indicate in which way they are/have been involved.
◊ As part of the institutional governing bodies (1)
◊ Outside of the institutional governing bodies (2)
◊ I do not know. (3)

Q11. Who is in charge of implementing your institution's activities in relation to diversity, equity and inclusion? Please tick all applicable.
◊ Vice-rector with specific responsibility for diversity, equity and/or inclusion (1)
◊ Vice-rector for learning, teaching, education (8)
◊ Vice-rector for internationalisation (10)
◊ Vice-rector for research, innovation (9)
◊ Administrative staff member(s) at central level (2)
◊ Administrative staff member(s) at faculty/departmental level (3)
◊ Specific office (please indicate the number of full time equivalent (FTE) staff working in the office on that topic. (4) _____
◊ Academic teaching staff (7)
◊ Academic research staff (11)
◊ Other, please specify (5) _____
◊ No formal responsibility is allocated, all voluntary (6)
◊ I do not know. (12)

Q12. Which aspects and dimensions of diversity do you address at your institution? Please tick all applicable, distinguishing between students, academic staff and non-academic staff.

	Students (1)	Academic staff (2)	Non-academic staff (3)
Gender (1)	o	o	o
Age (2)	o	o	o
Socio-economic background (3)	o	o	o
Educational background (alternative pathways, lifelong learners) (4)	o	o	o
Disability (5)	o	o	o
Ethnic/cultural/migration background (6)	o	o	o

Religious background/ beliefs (8)	o	o	o
Sexual identity (including LGBT+) (10)	o	o	o
Caring responsibilities (13)	o	o	o
Other, please specify (11)	o	o	o
I do not know. (12)	o	o	o

Q13. Do you at your institution work with quantitative targets as regards the number/share/ percentage of students or staff from (certain) disadvantaged or less represented groups? Please tick all applicable.

	Students (1)	Academic staff (2)	Non-academic staff (3)
Gender (1)	o	o	o
Age (2)	o	o	o
Socio-economic background (3)	o	o	o
Educational background (alternative pathways, lifelong learners) (4)	o	o	o
Disability (5)	o	o	o
Ethnic/cultural/migration background (6)	o	o	o
Religious background/ beliefs (8)	o	o	o
Sexual identity (including LGBT+) (10)	o	o	o
Caring responsibilities (13)	o	o	o
Other, please specify (11)	o	o	o
No, we do not work with quantitative targets for this group. (14)	o	o	o
I do not know. (12)	o	o	o

V. DRIVERS

Q14. Why is the topic of equity, diversity and inclusion of importance to your institution? Please tick all applicable options from the list below.

◊ It is an explicit value for our institution. (1)

◊ It is a legal obligation. Please name the law and/or insert the weblink to the relevant document: (2) _____

◊ There are quotas for students with diverse backgrounds. (3)

◊ There are quotas for staff with diverse backgrounds. (4)

◊ It is part of the institution's social responsibility. (11)

◊ It is required by the performance/development contract between the institution and the responsible public authority. (5)

◊ It is needed for the allocation of public funding. (6)

◊ It is part of our strategy to recruit students. (7)

◊ It is part of our strategy to recruit staff. (8)

◊ Other, please specify (9) _____

◊ I do not know. (12)

Q15. Since when is the topic of diversity, equity and inclusion important for your institution?
Since the establishment of the institution (1)

◊ For more than 10 years (2)

◊ For 5 to 10 years (3)

◊ Since very recently (4)

◊ I do not know (5)

VI. MEASURES ADDRESSING STUDENTS

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

◊ Collaboration with schools/other educational institutions (1)

◊ Open days, summer courses (2)

◊ Collaborations with student organisations (3)

◊ Collaboration with NGOs/youth organisations (4)

◊ Collaboration with business & employer organisations, chamber of commerce or similar (5)

◊ Media, including social media (6)

◊ Other, please specify (7) _____

◊ No specific outreach activities (8)

◊ I do not know (10)

Q17. How do you facilitate access of students to your institution in order to ensure diversity, equity and inclusion?
◊ Assurance about non-discrimination (1)
◊ Recognition of prior learning (alternative pathways) (2)
◊ Part-time study options, flexible courses (3)
◊ Childcare on campus (16)
◊ Guidance, counseling, mentoring (4)
◊ Positive action   (5)
◊ Positive discrimination   (12)
◊ Quotas for students from certain background/groups (13)
◊ Financial support (6)
◊ Housing support (7)
◊ Preparatory courses (8)
◊ Accessible buildings/activities (9)
◊ Other, please specify (10) _____
◊ No specific activities to facilitate access (11)
◊ I do not know (15)

Q18. How do you support students during their studies to ensure diversity, equity and inclusion?
◊ Guidance, counseling, mentoring (1)
◊ Positive action   (10)
◊ Financial support (2)
◊ Housing support (3)
◊ Part-time study options, flexible courses (14)
◊ Childcare on campus (13)
◊ Remediation courses/bridging courses (4)
◊ Accessible buildings and activities (5)
◊ Inclusive learning and teaching methods and tools (11)
◊ Psychological support (6)
◊ Language courses (8)
◊ Other, please specify (7) _____
◊ No specific activities to ensure retention (9)
◊ I do not know. (12)

VII. 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 (2)	Non-academic staff (3)
Awareness raising among university community	o	o
Training for teaching staff on inclusive teaching methods and tools	o	o
Anti-bias training	o	o
Intercultural communication training	o	o
Positive discrimination	o	o
Positive action	o	o
Tailored support/personal coaching	o	o
Accessible infrastructure	o	o
Measures to support staff with caring responsibilities	o	o
Language courses	o	o
Code of conduct/non-discrimination policy	o	o
Other, please specify	o	o
No specific measures or activities in place.	o	o

VIII. DATA COLLECTION & MONITORING

Q20a. What data do you collect about your students and staff that is of relevance to diversity, equity and inclusion? Please tick all applicable below.

	Students (1)	Academic staff (2)	Non-academic staff (3)
Gender (1)	o	o	o
Age (2)	o	o	o
Socio-economic background (3)	o	o	o
Educational background (4)	o	o	o
Disability (5)	o	o	o
Ethnic/cultural background (6)	o	o	o
Migration background (7)	o	o	o
Religious background/ beliefs (8)	o	o	o

Sexual identity (including LGBT+) (10)	o	o	o
Caring responsibilities (14)	o	o	o
We do not collect any of these data in a systematic way (12)	o	o	o
I do not know. (13)	o	o	o

Q20b. Why do you not collect (certain of) these data in a systematic way? Please tick all applicable.
   ◊ Legal restrictions/prohibition (1)
   ◊ Lack of appropriate date management tools (2)
   ◊ Lack of qualified staff for data collection (3)
   ◊ Issues with data quality (4)
   ◊ No need to collect this data. (5)
   ◊ Other, please specify (6) _____
   ◊ I do not know. (7)

Q21. How do you use these data in the framework of your diversity, equity and inclusion activities?
Please tick all applicable for each group.

	Students (1)	Academic staff (2)	Non-academic staff (3)
To identify disadvantaged/less represented people (1)	o	o	o
To identify different needs of diverse groups (2)	o	o	o
To raise awareness about specific activities/support (3)	o	o	o
To monitor study progress/careers of specific groups (4)	o	o	o
To measure performance and impact of our activities towards diversity, equity and inclusion (8)	o	o	o
For transparency, accountability and external reporting purposes (7)	o	o	o
Other, please specify (5)	o	o	o
We do not use these data in a systematic way for our diversity, equity and inclusion activities. (6)	o	o	o
I do not know. (9)	o	o	o

Q21b. Why do you not use (certain of) these data in the framework of your diversity, equity and inclusion activities? Please tick all applicable.

◊ Legal restrictions/prohibition (1)
◊ Lack of appropriate data management tools (2)
◊ Lack of qualified staff for appropriate data management and use (3)
◊ Issues with data quality (4)
◊ No specific need to use such data (5)
◊ Other, please specify (6) _____
◊ I do not know. (7)

Q22a. How do you measure the impact of your activities on diversity, equity and inclusion? Please tick all applicable options.

◊ Number/share of students enrolled from less represented/disadvantaged backgrounds (1)
◊ Number/share of staff from less represented/disadvantaged groups (2)
◊ Graduation rate of students from underrepresented/disadvantaged backgrounds (3)
◊ Success stories/role models (4)
◊ Other, please specify (5) _____
◊ No measurement (6)
◊ I do not know. (7)

Q22b. With which frequency do you measure the impact of your activities on diversity, equity and inclusions for students, non-academic and academic staff? Please tick all applicable.

	Students (1)	Academic staff (2)	Non-academic staff (3)
Every academic year (1)	o	o	o
Every 5 years (2)	o	o	o
Irregularly (3)	o	o	o
Other, please specify (4)	o	o	o
I do not know. (5)	o	o	o

VI. BARRIERS

Q23. What are the barriers to diversity, equity and inclusion that you face at your institution? Please look at each of the barriers and indicate whether it is or was a challenge.

	Was a challenge, but has been solved (1)	Continues to be a challenge (2)	Has never been a challenge (3)	I do not know (4)
Lack of awareness about the issue within the university community (1)	o	o	o	o
Lack of consensus/ support for the issue within the university community (2)	o	o	o	o
Lack of information/ training opportunities on the issue for students/ staff (3)	o	o	o	o
Lack of funding & other resources (4)	o	o	o	o
Lack of qualified staff to deal with the issue (12)	o	o	o	o
Lack of concrete activities to address the issues (5)	o	o	o	o
Lack of government support (at which ever level is relevant) (6)	o	o	o	o
Difficulties with data collection relevant for the topic (7)	o	o	o	o
Difficulties to identify and reach students/staff from target group (8)	o	o	o	o
Lack of a strategic approach to the topic (9)	o	o	o	o
Lack of support from the university leadership (10)	o	o	o	o
Other, please specify (11)	o	o	o	o

Q24. What are you doing to address those barriers? Please select all applicable.

◊ Fundraising (1)
◊ Staff training (2)
◊ Research on the topic of diversity, equity & inclusion and related issues (3)
◊ Awareness raising (4)
◊ Specific project (5)
◊ Collaboration with stakeholders (6)
◊ Collaboration with other education institutions (7)
◊ Exchange of experiences & good practices with other higher education institutions (8)
◊ Development of a code of conduct (9)
◊ Anti-discrimination policy & complaint procedure (10)
◊ Other, please specify (11) _____
◊ No specific activities (12)
◊ I do not know. (13)

X. EXTERNAL SUPPORT

Q25. What type of external support does your institution receive to develop and implement strategies and/or activities towards diversity, equity and inclusion? Please select all applicable.

◊ Additional public funding related to diversity, equity and inclusion (1)
◊ External project funding (2)
◊ Special grants for students from underrepresented/disadvantaged groups (3)
◊ Staff training opportunities (4)
◊ Professional consultancy, specific expertise on a certain aspect (5)
◊ Peer learning and good practice exchange through professional networks (6)
◊ Other, please specify (7) _____
◊ No specific external support (8)
◊ I do not know. (9)

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? Please tick all applicable.

◊ Additional public funding for diversity, equity and inclusion efforts (1)
◊ External project funding (2)
◊ Special grants for students from disadvantaged/less represented groups (3)
◊ Staff training opportunities (4)
◊ Professional consultancy, specific expertise on a certain aspect (5)
◊ Peer learning and good practice exchange through professional networks (6)
◊ Regulatory changes (please specify) (7) _____
◊ Other, please specify (10) _____
◊ No further external support needed. (8)
◊ I do not know. (9)

XI. SUCCESS FACTORS

Q27. What are the top three success factors of your activities towards diversity, equity and inclusion?
Please select the three most important ones from the list below.
◊ Direct involvement of the target group(s) in developing & implementing the strategy & activities (1)
◊ Commitment and support of the institutional leadership (2)
◊ Government support (at which ever level relevant) (3)
◊ Additional financial/staff resources made available (4)
◊ Involvement of the entire university community (5)
◊ Diverse learning environments improving the student's experience (6)
◊ Diverse teams doing better research (7)
◊ Other, please specify (8) _____
◊ I do not know. (9)

XII. FURTHER COMMENTS & FOLLOW UP

Q28. Further comments: Please feel free to add any further comment as regards your institution's strategy and approach towards diversity, equity and inclusion in the field below. If you can think of an important element that is not covered by the questionnaire, please let us know as well.

_____

_____

_____

Q29a. Would you or one of your colleagues be available to answer any follow-up questions to this survey ?
◊ Yes, please contact me for future queries (1)
◊ Yes, please contact my colleague for future queries (2)
◊ No (3)

Q29b. Please provide your colleague's contact details.
◊ First name: (1) _____
◊ Last name: (2) _____
◊ Position: (3) _____
◊ E-mail: (4) _____
◊ Phone number (including country code) (5) _____

Q30. Would you like your institution to be listed as a contributor to this survey in related publications?
◊ Yes (1)
◊ No (2)

XIII. END OF QUESTIONNAIRE

General Data Protection Rules

By answering this questionnaire, you acknowledge, and where necessary agree, that EUA, collects and processes certain personal data related to you, in compliance with the applicable data protection legislation. Such personal data could include your surname and first name, e-mail, telephone number, institution, position and recorded answers to the questionnaire. It will be used for the sole purpose of performing, implementing, executing and completing the work on universities' strategies and approaches towards diversity, equity and inclusion. EUA will treat all personal data as confidential and will not process it for other purposes than those mentioned above. Your personal data may be communicated to the INVITED project consortium partners but will not be transferred to any other third party. Steps will be taken to ensure that your personal data is accurate, kept up to date and not kept for longer than is necessary. Measures will also be taken to safeguard personal data against unauthorised or unlawful processing and accidental loss or destruction or damage to the data. You may access your personal data, as collected and processed by EUA, and request the modification or suppression of your personal data if it is incorrect or unnecessary. To exercise these rights, please send a written and signed request to the European University Association (EUA), c/o Anna-Lena Claeys-Kulik, Policy Coordinator, Avenue de l'Yser 24, 1040 Brussels, Belgium or to anna.lena.kulik@eua.eu, together with a copy of your ID card or other identification document. EUA general privacy policy is available on the EUA website.

Submission

Many thanks for taking the time to answer to this survey. We may contact you in the coming month for clarifications or a follow-up interview. Should you have any question in the meantime, please write an email to **policy@eua.eu.**

To submit your responses to the questionnaire, please click on the **submit button i**n the lower right corner. Your responses will then be recorded in the system and you can download them as a pdf file for your own records.

The European University Association (EUA) is the representative organisation of universities and national rectors' conferences in 48 European countries. EUA plays a crucial role in the Bologna Process and in influencing EU policies on higher education, research and innovation. Thanks to its interaction with a range of other European and international organisations, EUA ensures that the voice of European universities is heard wherever decisions are being taken that will impact their activities.

The Association provides a unique expertise in higher education and research as well as a forum for exchange of ideas and good practice among universities. The results of EUA's work are made available to members and stakeholders through conferences, seminars, websites and publications.