

# Strategies towards equity, diversity and inclusion at higher education institutions in Europe

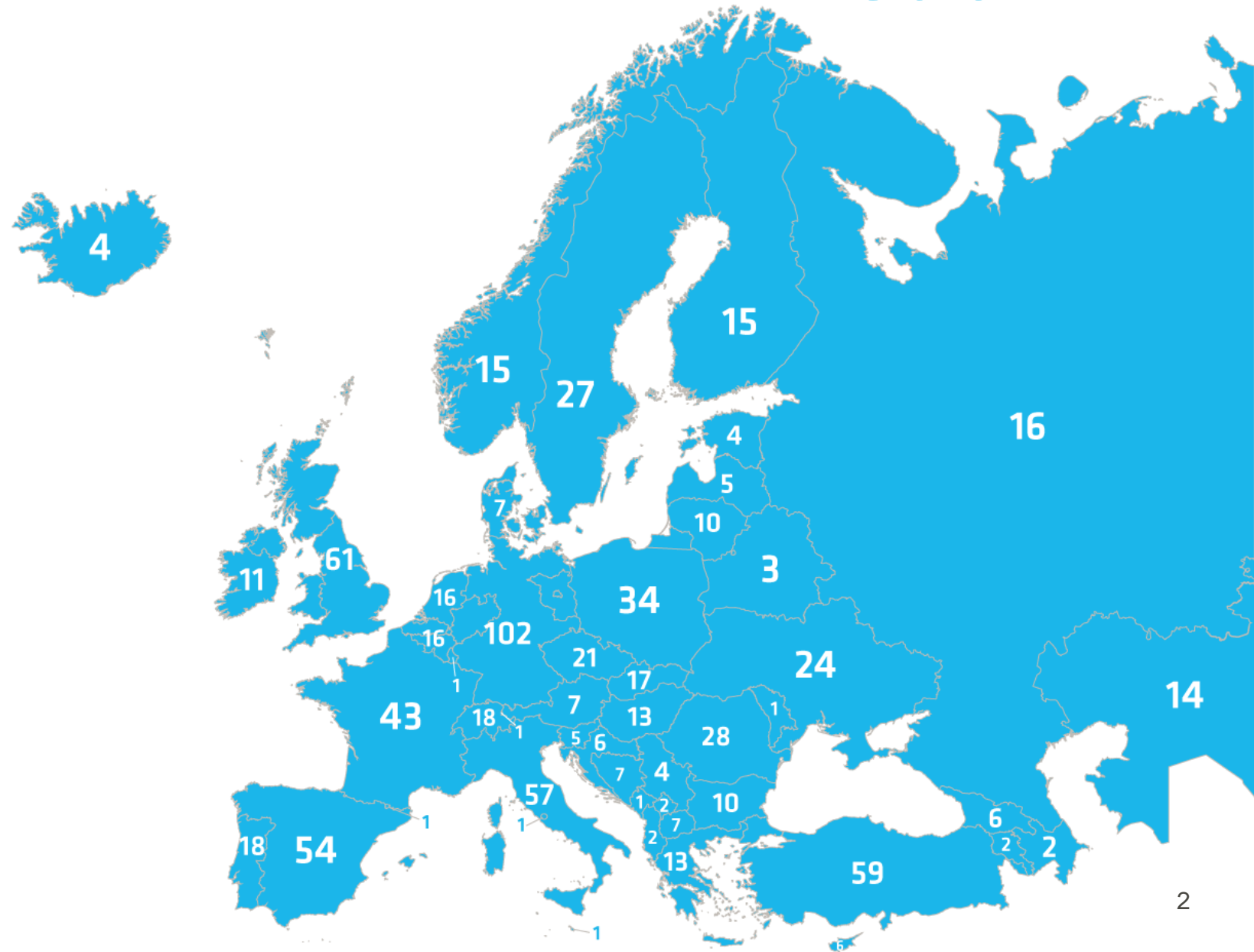
## INVITED PROJECT SURVEY OUTCOMES

INVITED Peer Learning Seminar  
Hosted by the University College Dublin  
Dublin, Ireland, 14 June 2019

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## EUA

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



# The INVITED Project

## Background:

- economic and demographic developments, societal changes, HE as motor for social mobility
- need for a holistic view on the topic & a strategic approach at HEIs

## Objectives:

- Support higher education institutions in fulfilling their social responsibility to reflect societal diversity
- Create a knowledge base, identify and promote good practice
- Provide opportunities for peer learning & exchange between HEIs & policy levels
- Develop recommendations to institutions & policy levels

## Milestones:

- Autumn 2018 – summer 2019: survey, evaluation, follow-up interviews
- Autumn 2019: report
- Spring 2020: national/regional events + further exploitation (depending on external funding)

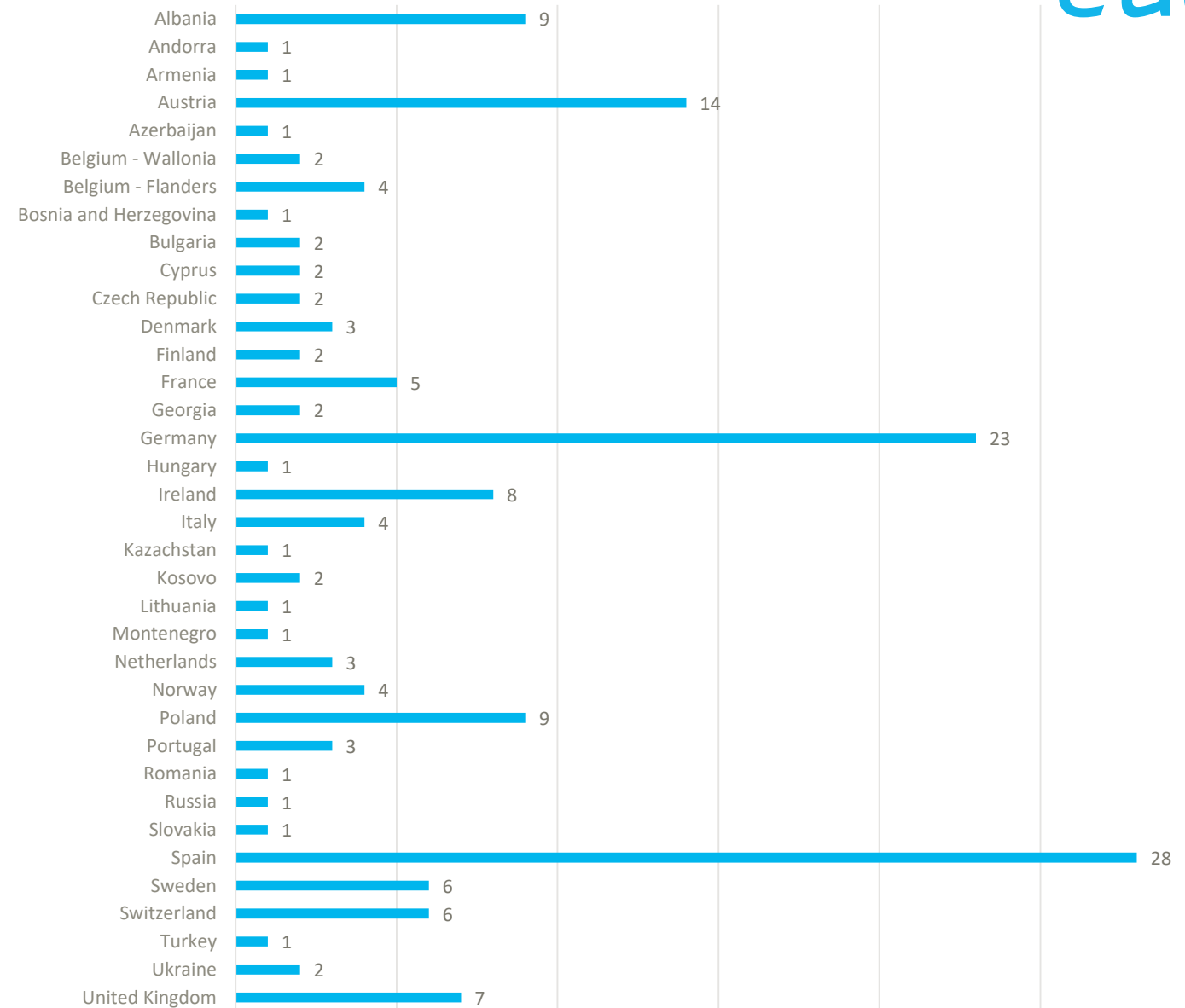


(advisory role)

## The sample

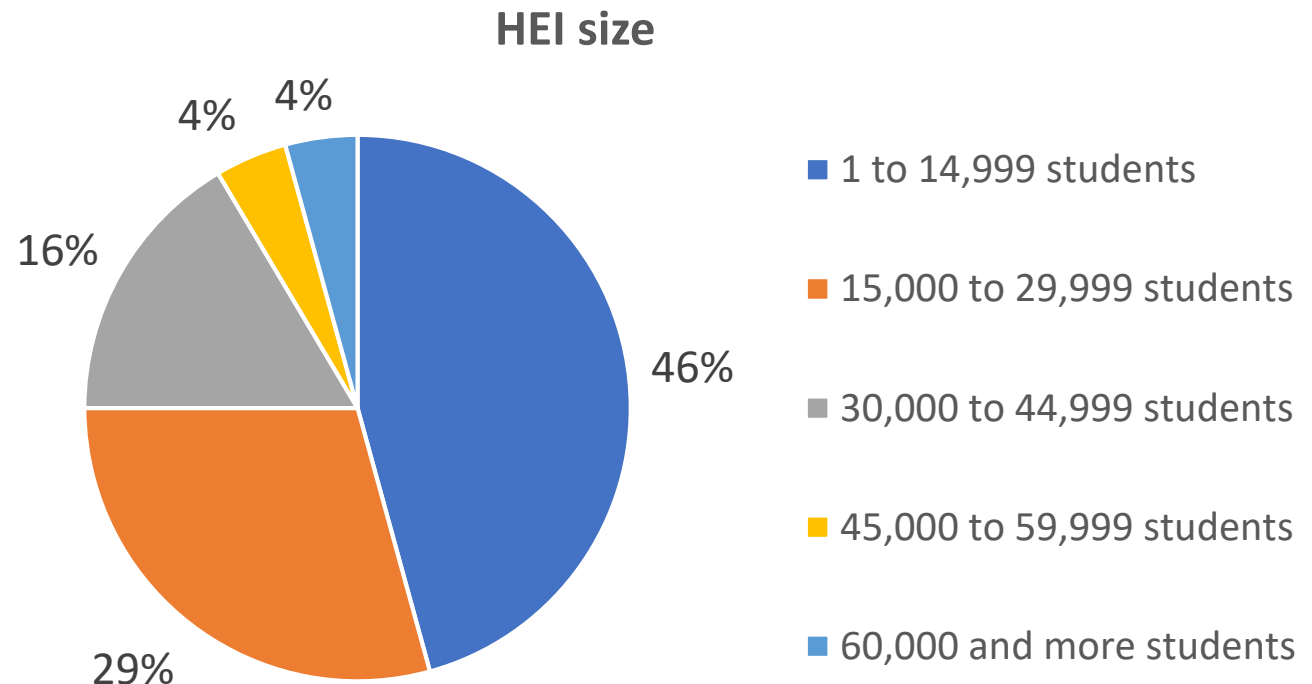
- More than 160 higher education institutions
- 36 European higher education systems

Respondents by country



## Size of responding HEIs

- Almost half of them are smaller HEIs
- 1/3 are medium-sized



*Q8 How many students  
are enrolled at your  
institution?*

## Drivers: why HEIs engage in the topic

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



Preliminary data – report publication in autumn 2019 via [eua.eu](http://eua.eu)

# Institutional strategies & approaches

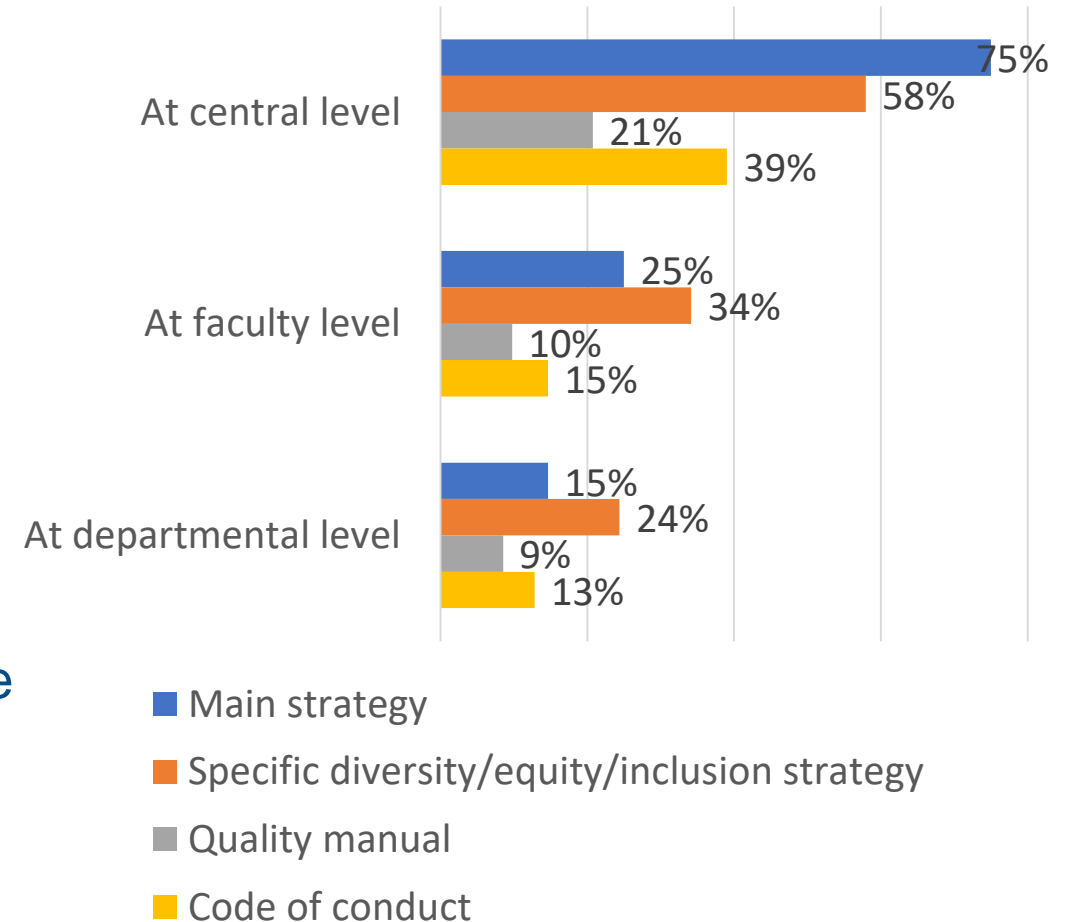
*Q 10a Are diversity, equity and inclusion topics that are addressed in your institution's strategy or policies?;*

*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?*

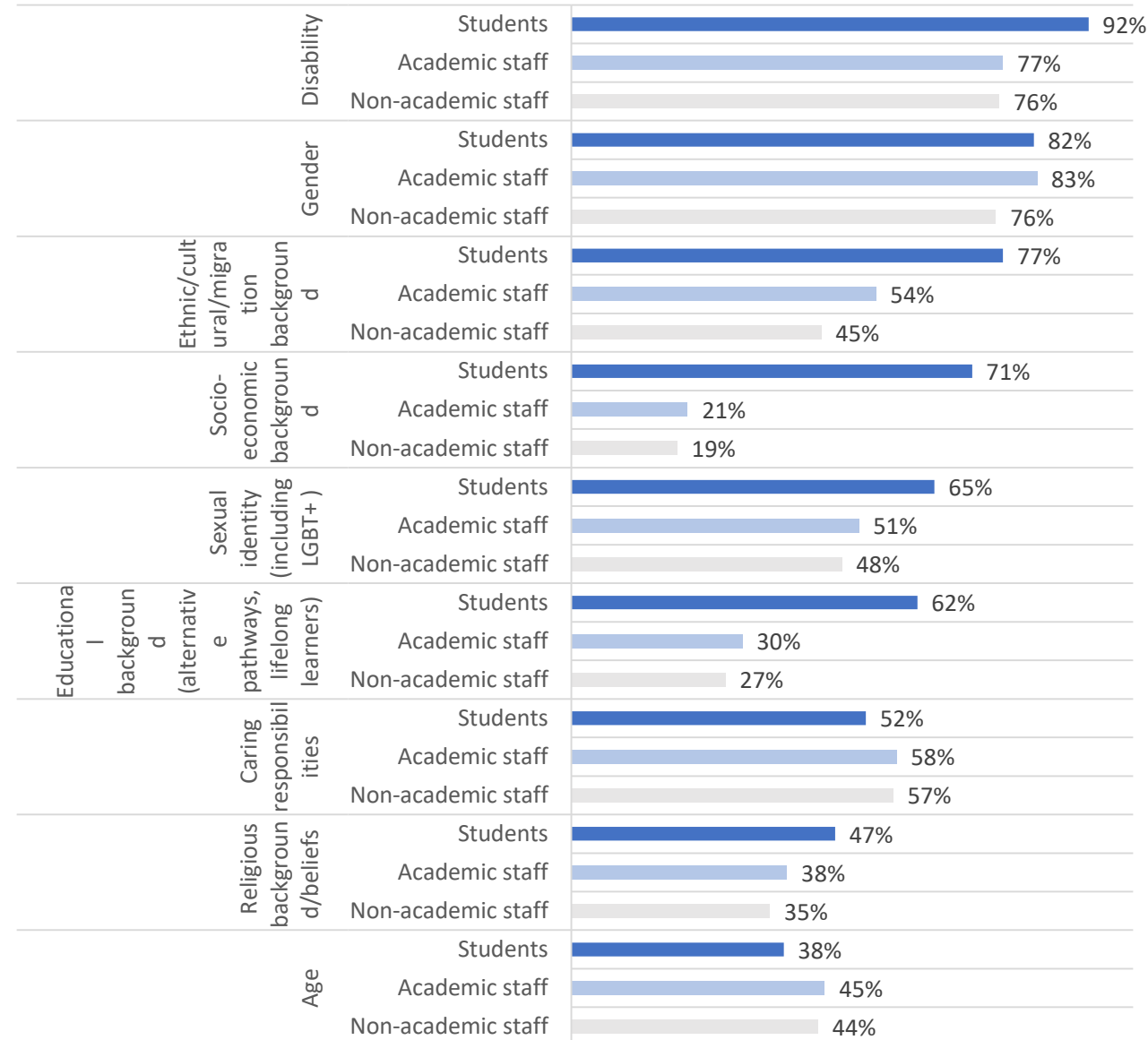
- 85% of HEIs have a strategy in place at central level, 13% under development
- 49% at faculty
- 41% at departmental levels
- 53% of HEIs have a specific office in charge of implementation

Equity, diversity and inclusion are addressed...



# Diversity dimensions

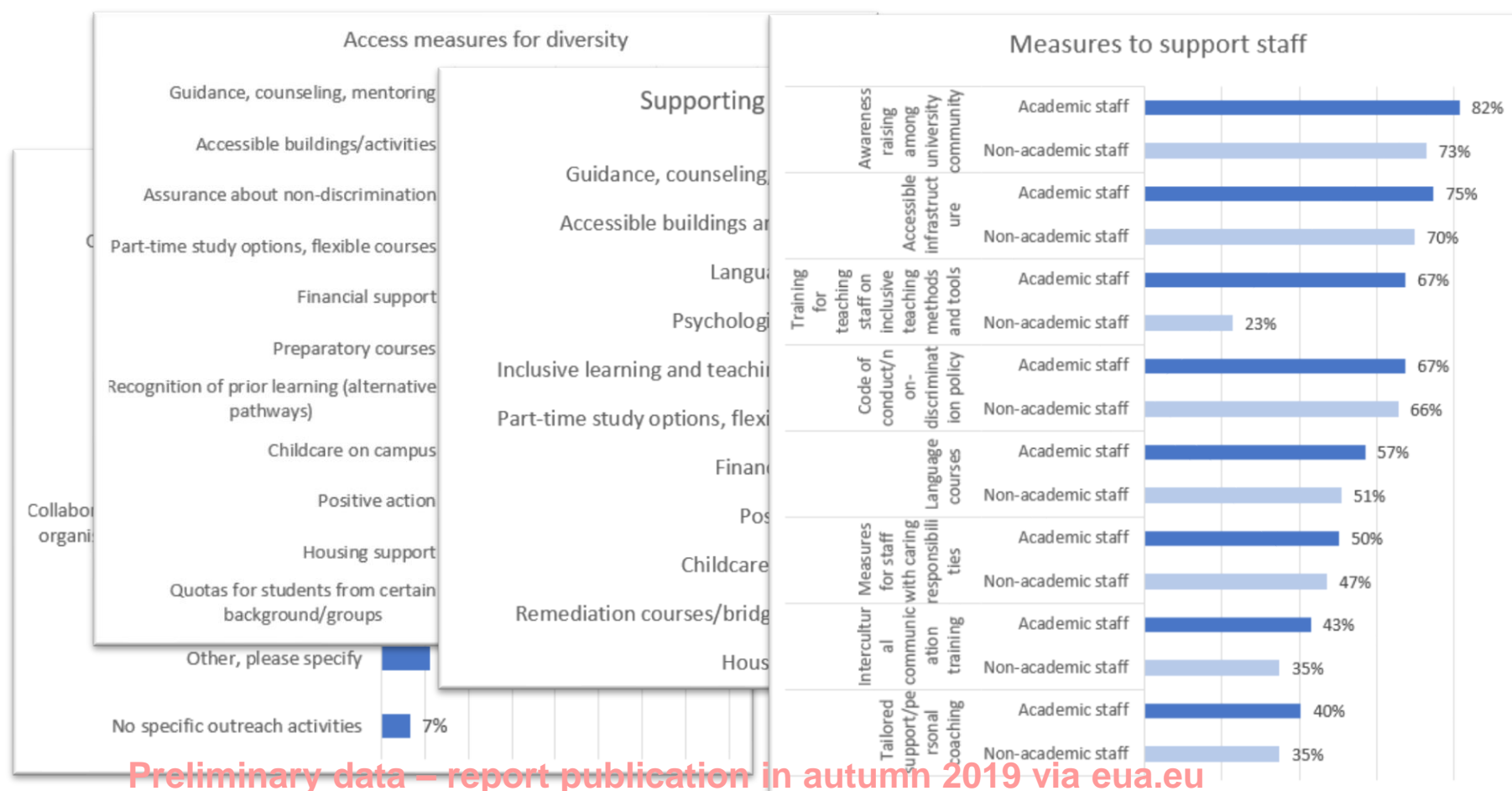
*Q 12 Which dimensions of diversity do you address at your institution?*





## A multitude of institutional measures

Higher education institutions provide a diverse range of measures and activities for diversity, equity and inclusion of students & staff.



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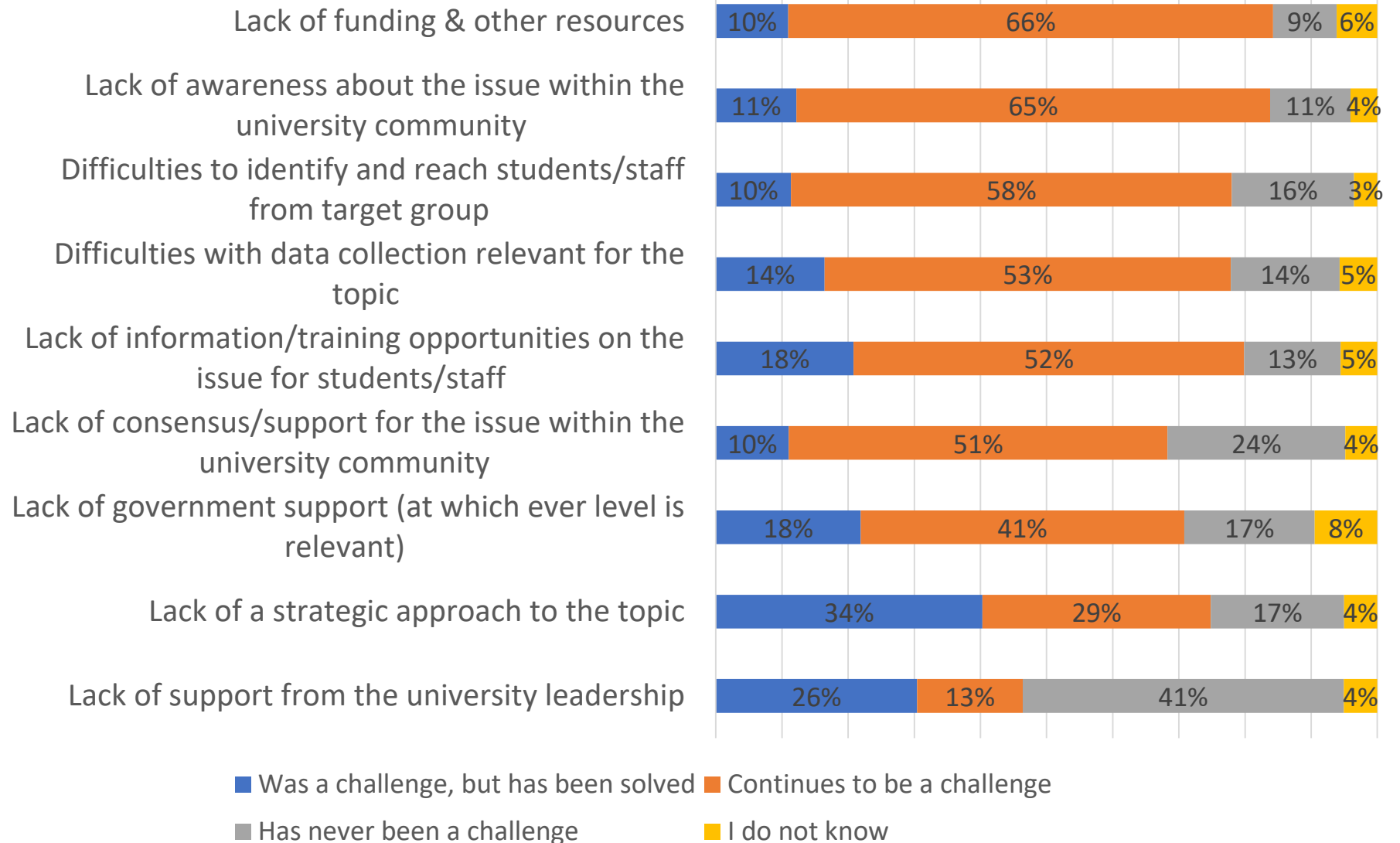
# Success factors

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



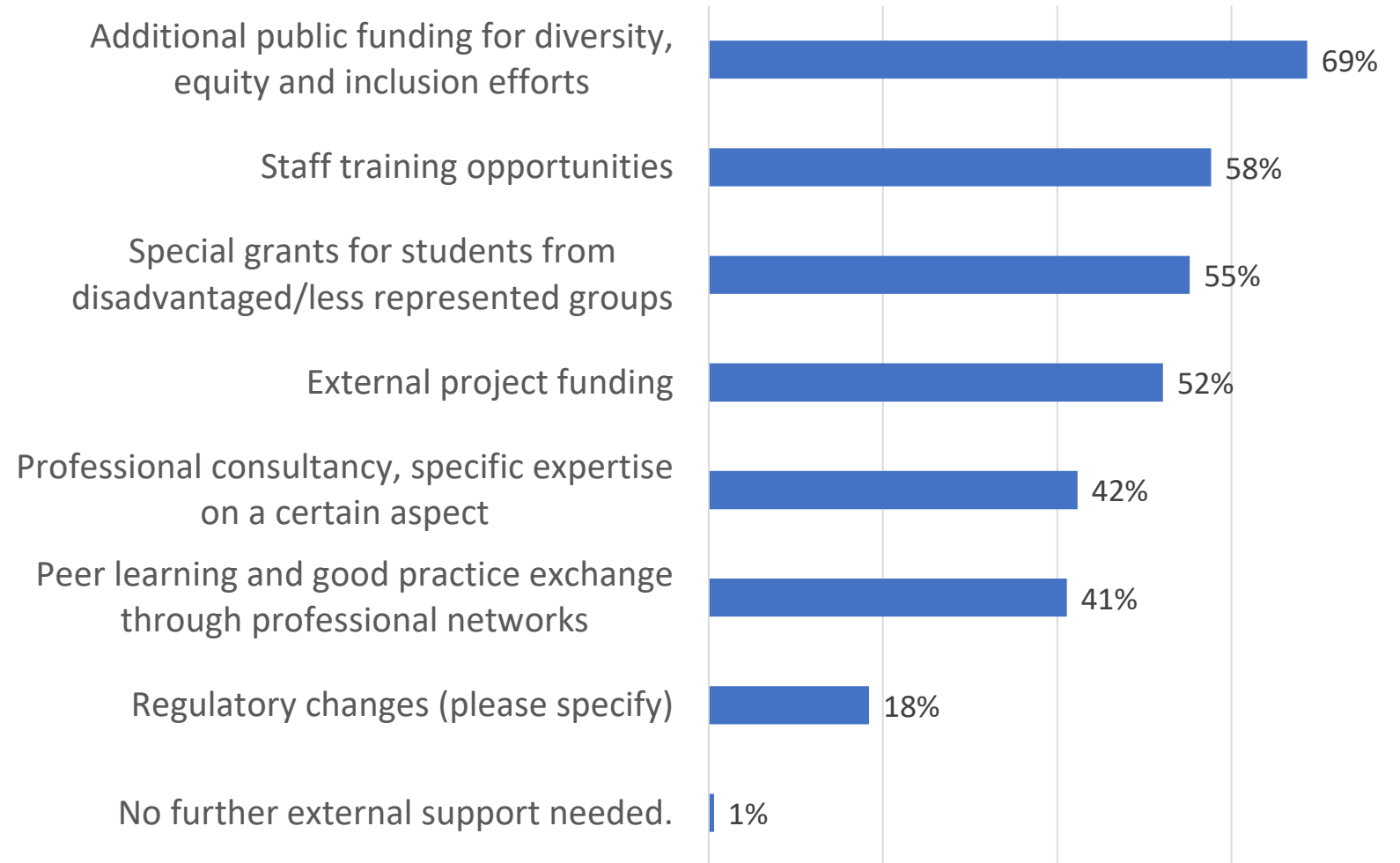
# Barriers

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?*



## Preliminary conclusions

- Most HEI present in the sample have strategies and measures for diversity & inclusion, often as part of **their social responsibility** and as a reflection of their **intrinsic values**.
- Responding HEI have such strategies and measures in place **also in the absence of legal or performance based requirements**.
- Most respondents feature inclusion in their **main strategy**, more than half have (additional) **diversity strategies** in place and **specific diversity offices** to implement them.
- Successful HEI measures are **multi-stakeholder oriented**, involve the entire community, incl. the target groups themselves.
- More than half of the institutions point to persistent challenges, e.g. **lack of awareness in the university community**, as well as broader **outreach and monitoring issues**.
- **Additional funding** is needed to enhance diversity & inclusion, esp. in the areas of **targeted financial student support**, **project funding** to develop institutional measures and to run **staff training**.
- **HEI leadership support** is seen as crucial success factor.
- 41% of institutions would wish for **more government support**.
- **Dialogue between all actors/stakeholders** is needed as the basis for new policies.

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

### Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

### Equity



**Everyone gets the supports they need** (this is the concept of "affirmative action"), thus producing equity.

### Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

# Thank you for your attention

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INVITED project:

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