

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

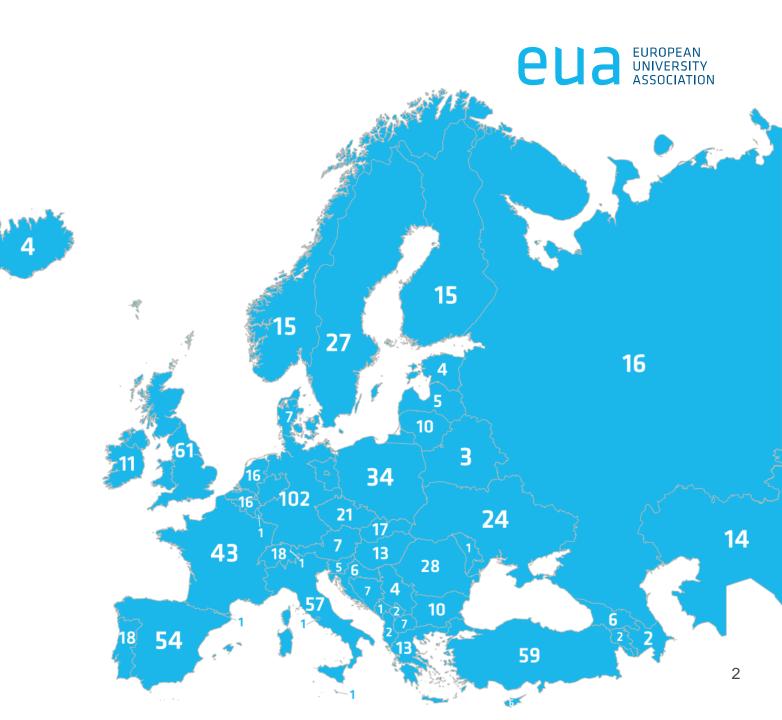
### **INVITED PROJECT SURVEY OUTCOMES**

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

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	







#### **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:**

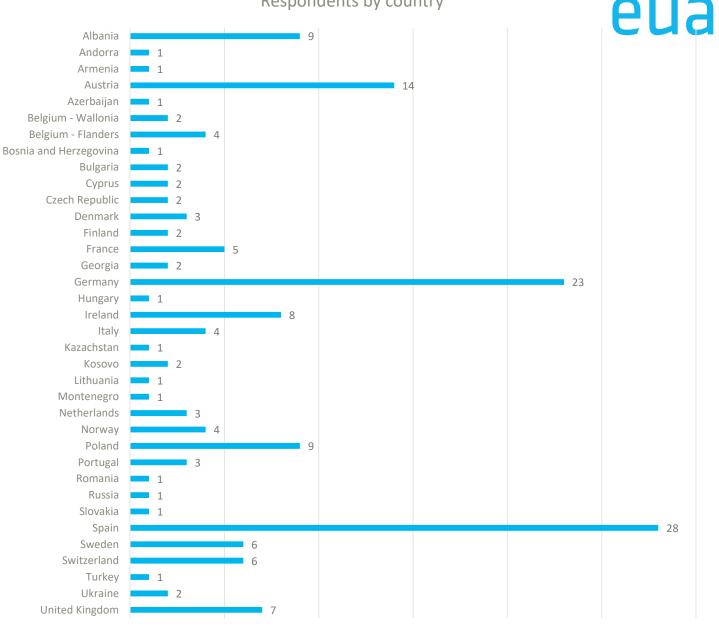
- Support higher education institutions in fulfilling their social responsibility to reflect societal diversity
- Create a knowledge base, identify and promote good practice
- Provide opportunities for peer learning & exchange between HEIs & policy levels
- Develop recommendations to institutions & policy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

# The sample

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



Respondents by country

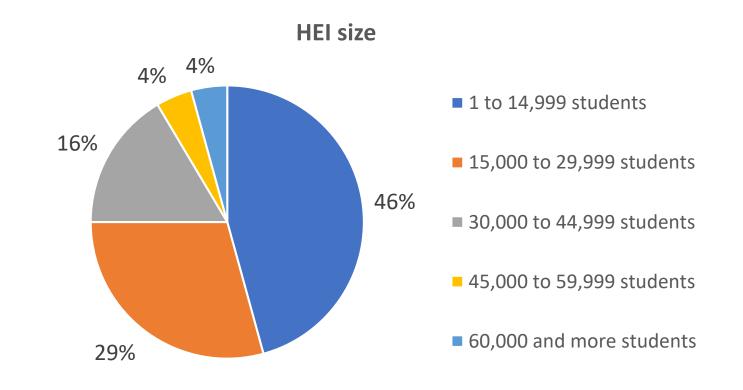
Preliminary data – report publication in autumn 2019 via eua.eu

**EUROPEAN** 



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?

institution?



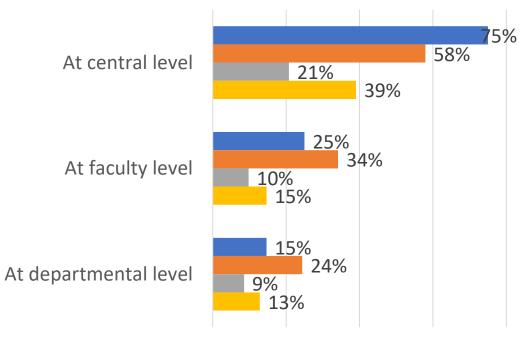
It is an explicit value for our institution. 88% Drivers: why It is part of the institution's social responsibility. 76% HEIs engage in It is a legal obligation. 64% the topic It is part of our strategy to recruit students. 41% It is part of our strategy to recruit staff. 38% It is required by the performance/development 36% contract between the institution and the... It is needed for the allocation of public funding. Q 14. Why is the topic of 26% equity, diversity and inclusion of importance to your There are quotas for students with diverse 20% backgrounds. There are quotas for staff with diverse backgrounds. 18%

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Equity, diversity and inclusion are addressed...



Main strategy

- Specific diversity/equity/inclusion strategy
- Quality manual
- Code of conduct

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## 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

of implementation

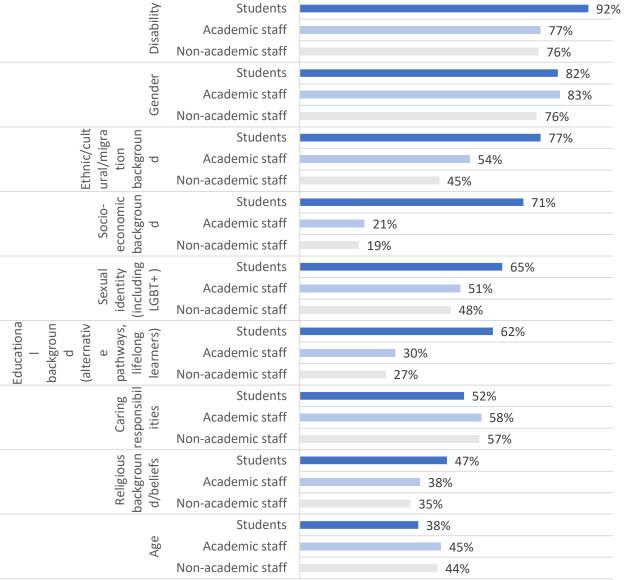
specific office in charge

#### Dimensions of diversity addressed



# Diversity dimensions

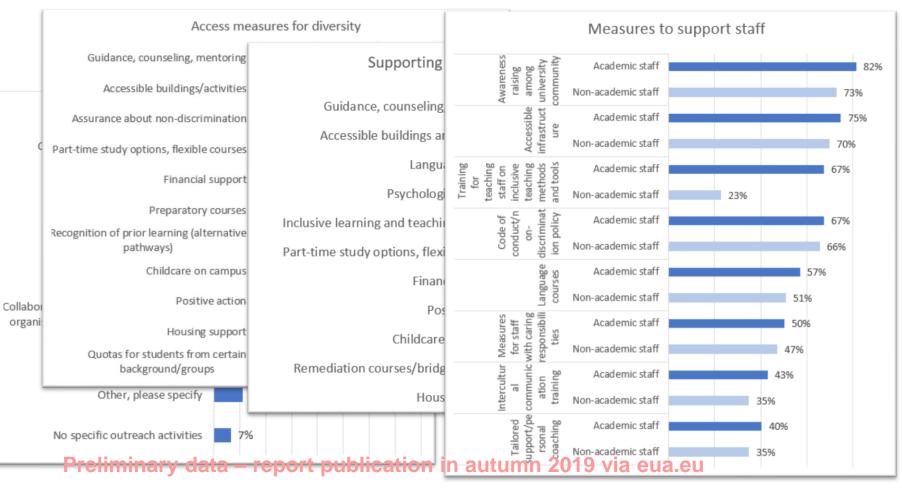
Q 12 Which dimensions of diversity do you address at your institution?





# A multitude of institutional measures

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



#### european UNIVERSITY ASSOCIATION

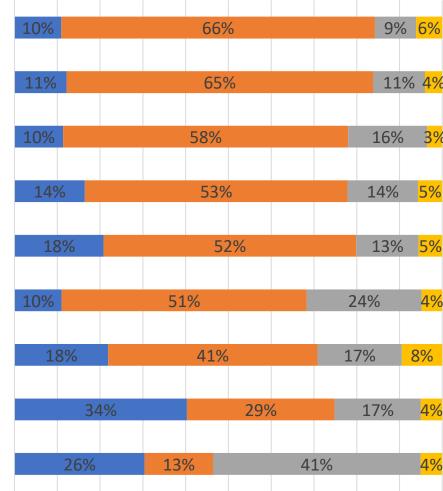
Commitment and support of the institutional leadership	76%
Direct involvement of the target group(s) in developing & implementing the strategy & activities	48%
Involvement of the entire university community	43%
Additional financial/staff resources made available	34%
Government support (at which ever level relevant)	25%
Diverse learning environments improving the student's experience	22%
Diverse teams doing better research	8%

# Success factors

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

**Barriers** 

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Lack of funding & other resources

Lack of awareness about the issue within the university community Difficulties to identify and reach students/staff from target group Difficulties with data collection relevant for the topic Lack of information/training opportunities on the issue for students/staff Lack of consensus/support for the issue within the university community Lack of government support (at which ever level is relevant)

Lack of a strategic approach to the topic

Lack of support from the university leadership

■ Was a challenge, but has been solved ■ Continues to be a challenge

Has never been a challenge

I do not know

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

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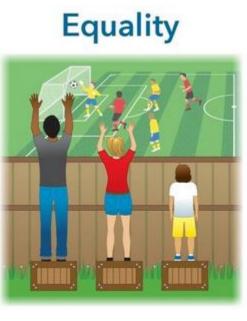
Further	Additional public funding for diversity, equity and inclusion efforts				69%
external	Staff training opportunities			5	8%
support required	Special grants for students from disadvantaged/less represented groups			55	%
	External project funding			52%	
	Professional consultancy, specific expertise on a certain aspect			42%	
	Peer learning and good practice exchange through professional networks			41%	
Q26 What type of (additional) external support do you think would be needed to further the	Regulatory changes (please specify)		18%		
development and implementation of your institution's strategy and/or	No further external support needed.	1%			
activities towards diversity, equity and inclusion?	Preliminary data – report publica	ation in au	itumn 20	19 via eua.eu	1

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/stakheolders** is needed as the basis for new policies.



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



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





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.

Source: mobilize green



# Thank you for your attention

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

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