THE UNI(DI)VERSITY "ATLAS OF INCLUSION"

Higher education diversity strategies for migrant and refugee inclusion

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Background (I) refugee integration

- 26 million refugees worldwide (2019), 10% in Europe

- "[...] education and training is the foundation for successful participation in society and one of the most powerful tools for building more inclusive societies" (European Commission, 2020)

- since 2015 - university support initiatives for refugees and migrants in a refugee(-like) situation
  - Ad-hoc, Bottom-up, Funded by core budgets, and/or (EU) projects

inHERE project (2018):

- few with links to strategies and core mission (values, third mission, role as an actor in society at large)

- crucial for ensuring long-term sustainability

- Diversity and inclusion high on HEIs agendas,

- 70%+ try to specifically target students based on ethinc/migrant background (INVITED project 2019)

Sources:

https://www.inhereproject.eu/;

Diversity, equity and inclusion in European higher education institutions: results from the INVITED project (EUA 2019)

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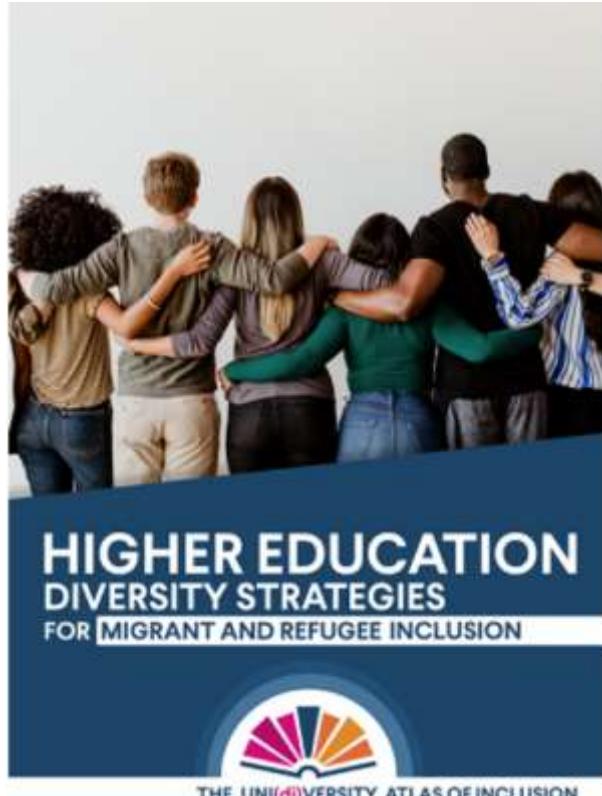
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Methodology

- Project/datasert review: HEI with inclusion strategy + refugee support activities
  - ✓ EUA Refugees Welcome Map
  - ✓ TandEM - Towards Empowered Migrant Youth in Southern Europe
  - ✓ INVITED - Strategies towards Equity, Diversity and Inclusion at Universities
  - ✓ Inspireurope – Initiative to Support, Promote and Integrate Researchers at Risk in Europe

- Survey & collection of diversity startegy documents (69 HEI)

- Interviews with 13 HEI

https://www.eua.eu/resources/publications/988:higher-education-diversity-strategies-for-migrant-and-refugee-inclusion.html

http://www.unidiversity.eu/outputs/atlas/

STRATEGY OR POLICY
Strategy or policy on diversity, equality and inclusion

- <u>ALL</u> diversity strategies describe the institution's actions in the field of diversity, equity, non-discrimination and inclusion in terms of **institutional values**

- values are expressed differently
  - broad, "catch-all" strategy (8)
  - non-discrimination focus (2)
  - equity focus (6)

EXPLICIT LINK TO REFUGEE(-LIKE)
Diversity, equality and/or inclusion strategy with explicit link to migrants in refugee(-like) situation.

- Mostly indirectly - dimension of religion and/or ethnic background

- explicit reference to the target group of refugees, or migrants in a refugee(-like) situation (2)

> >Defintion challenge - strategies:

- Strategic level - legal barriers, cannot target refugees explicitly

- Programme level – mostly full refugee or asylum seeker status required

Implementation

- Linked to leadership portfolios (6):
  - vice-rector for academic policy and career management, vice-rector for equality and diversity, vice-rector for teaching, learning and equal opportunities, vice-chancellor for global engagement, rector …

- Coordination points:
  - diversity office (7)
  - internal task forces, working groups and committees (5)
  - refugee help desk (4)
  - admissions office (2)
  - international office (2)
  - student social services (1)
  - human resources office (1)
  - working group of all higher education institutions in the region (1)
  - + various actors across the institutions e.g. language centres, social services, psychological support services, student residence centres, as well as study and tuition services, staff and students of specific faculties, such as psychology or law

Examples of support measures

Direct support to migrants with a refugee(-like) background, e.g.:

- Language courses (11)
- Adapted procedures and services for admissions and/or recognition of prior learning (8)
- Fee waivers, scholarships and other direct financial support (8)
- Consultation and counselling (7)

Changing the narrative around migration itself

- Research, courses, or degree programmes on migration (7)
- Collaboration and exchange with national or local government and local NGOs (7)
- Cultural exchange, sport events and other integration activities (6)
- Cooperation with international organisations (3)

Challenges & recommendations from the interviewees

Barriers	Enablers
Limited funding, high reliance on volunteers	Diversity, inclusion and equity core to the university's organisational culture
Lack of monitoring the impact of strategies/initiatives for migrants with a refugee(-like) background	Engagement of actors across the institution
Legal obstacles in working with asylum seekers	Enhanced national support and collaboration
Identification of migrants with a refugee(-like) background for support	Revision of administrative structures and admission criteria
Lack of collaboration with local or national government	Collaboration and dialogue with other higher education institutions
Lack of leadership support	Monitor and adapt support offer

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Conclusion

✓ Institutional strategies or other central level steering documents for diversity, equity and inclusion are crucial for the success of their support activities for migrants with a refugee(-like) background.

✓ Linking support for migrants with a refugee(-like) background to institutional strategies – even if only in principle – enables a more systematic, integrated approach to supporting the target group.

✓ A move away from project-based activities towards strategic approaches strengthens the overall coordination across actors, and usually also secures some additional staff and financial resources.

✓ Inter-institutional networks are a means to enable peer learning and pooling of resources, and provide a way to offer joint support.

✓ **A change of narrative is recommended, acknowledging that diversity and inclusion are not merely a matter of the institutions' third mission, but can contribute to the overall quality of higher education.**