

## 2025 EUA-CDE THEMATIC WORKSHOP

# Establishing and advancing equity, diversity and inclusion in doctoral education

Hosted by University of Minho  
16-17 January 2025 | Braga – Portugal

### *Programme as of 6 January 2025*

The 2025 EUA-CDE Thematic Workshop will address the key role that equity, diversity, and inclusion (EDI) play in doctoral education, where significant progress has been made in diversifying doctoral candidate bodies and enhancing EDI in all its dimensions.

The approach towards this topic varies significantly among European universities, reflecting diverse national and institutional contexts. In some cases, doctoral schools have direct responsibility for implementing EDI-related activities, while in many institutions the overarching strategy is managed by the university. Given this complexity, the upcoming Workshop will explore how doctoral education can be instrumental in influencing and contributing to the university-wide EDI policies – notwithstanding whether a university has long-established or emerging practices on the topic. Through keynote speeches, plenary and hands-on group-work sessions, the EUA-CDE community will not only gain valuable insights into how to develop and implement EDI plans, but also explore ways to embed EDI into their doctoral programmes and curricula and foster a more inclusive culture and community within doctoral education in Europe.

Hosted by the University of Minho, this event will offer a safe space for conversations and learning, fostering meaningful discussions on the state of play and showcasing institutional strategies and current practices from EUA-CDE member universities. It will also offer concrete suggestions on the path forward to establish and advance equity, diversity and inclusion at all stages of the doctorate, from the application procedure until graduation. Over two days, participants will have the opportunity to share their own experiences, dive deep into emerging trends and key challenges and consider how to turn awareness into actionable policies and initiatives that foster a more inclusive, diverse and equitable research environment for current and future generations of doctoral candidates.

Participation in the Thematic Workshop is reserved to EUA-CDE member universities only. As EDI is a university-wide topic that concerns everyone, all members of the EUA-CDE community – including academic leaders, doctoral education managers & professionals, EDI staff, doctoral candidates and postdoctoral researchers – are invited to join the Thematic Workshop and engage in an open dialogue around this important topic.

**Wednesday 15 January 2025**

15.00 – 18.00 Meeting of the Portuguese network of doctoral schools  
WET Room 3.02

This regional roundtable will gather members of the [Portuguese network of doctoral schools](#) and other representatives active in doctoral education at Portuguese universities. The main topic of the meeting will be a discussion of completion rates and measures to increase it. Guests from the EUA-CDE community are welcome.

**Thursday 16 January 2025**

8.30 – 17.30 WET Registration desk  
Building 2, Inner hall

**09.30 – 10.15 Official opening**  
Auditorium B1

- Rui Vieira de Castro, Rector, University of Minho, Portugal
- Pirjo Nikander, EUA-CDE Steering Committee Member; Research Director of the Doctoral School, Tampere University, Finland

**10.15 – 11.15 Plenary session I**  
**Setting the scene – the big picture**  
Auditorium B1

EDI is a crucial topic in doctoral education and in university life as a whole. However, EDI also plays an important role in European society in general. This session will set the scene for the Thematic Workshop by providing insights beyond academia, diving into the key role EDI plays at universities – and offering short introductions from practitioners on what EDI means for doctoral education specifically. This session provides inspirations and insights on what we can learn from this bigger picture for doctoral education and how the latter and university level EDI policies and practices influence each other.

*Keynote I: Setting the scene - EDI at universities*

- Colin Scott, Deputy President and Vice-President for Academic Affairs, University College Dublin, Ireland

*Keynote II: Presenting the bigger picture of EDI in Europe, beyond the university sector*

- Annette Risberg, Guest Professor at Faculty of Culture and Society, Malmö University, Sweden; Professor of Organization and Management, Inland Norway University of Applied Sciences, Norway

*Short high-level-perspective panel: Introducing EDI at the doctoral level*

This panel will discuss the integration of equity, diversity, and inclusion (EDI) dimensions in doctoral education, with insights from two EUA-CDE member representatives. The panellists will provide an overview of how their institutions are addressing EDI within their doctoral education frameworks, sharing examples of strategies and policies designed to ensure inclusion, diversity, and equitable access for doctoral candidates.

- Rachel Van Krimpen, Director of Equality, Diversity, Inclusion and People in the Faculty of Science; Doctoral Training Partnership Manager, University of Nottingham, UK
- Sean Bex, Coordinator Doctoral School, Ghent University, Belgium

*Chair: Peter Hanenberg, EUA-CDE Steering Committee Member; Vice-Rector for Research and Innovation, Catholic University of Portugal, Portugal*

11.15 – 11.45

*Coffee break  
Building 2, main hall*

11.45 – 12.45

**Plenary session II**

**Deep dive: EDI current practices, new initiatives and challenges at EUA-CDE member institutions**

*Auditorium B1*

The first part of this session will present key evidence from EUA-CDE members about specific ways to promote equity, diversity and inclusion at the doctoral level and it will offer current practices, inspiring initiatives and programmes aimed at embedding EDI in doctoral education. Participants will also have the opportunity to learn about the main challenges connected with these activities and how to address them.

The second part of this plenary will introduce an interactive element by inviting the community to exchange experiences and reflections on how to better promote EDI and to play a more active role in actioning change at their institutions.

- Britta Korkowsky, Coordinator of the Goettingen Campus Institute for Dynamics of Biological Networks, University of Goettingen, Germany
- Eva Cerezo Bagdasari, Deputy Director of the Doctoral School, University of Zaragoza, Spain

*Chair: Simon Marti, Head of EUA-CDE, European University Association*

12.45 – 14.15

*Group photo and lunch  
Group photo - in front of building 2 & lunch building 2, main hall*

**14.15 – 16.00      Group work on EDI policy practices**

This core session of the 2025 EUA-CDE Thematic Workshop offers participants the possibility to share their experiences and engage in focused group discussions on the design and implementation of EDI implementation plans at their universities. They are encouraged to share their experiences on how EDI initiatives shape doctoral education at their institutions and what EDI dimensions are reflected in their respective doctoral education curricula.

Participants will be grouped based on their institution's current activities in EDI policies and practices: e.g., (1) emerging policies and practices: creating an EDI implementation plan, (2) revamping existing EDI implementation plans, (3) reflecting on and refining of established EDI policies and practices. The session will feature four parallel roundtable discussions, each moderated to foster meaningful dialogue, based on the following possible questions:

1. What are the EDI implementation plans, tools, and/or support that exist at your institution and how are these put into practice by your doctoral programmes? How could EDI implementation plans and curricula be further developed at your institution and included in doctoral programmes?
2. What are the main steps and priorities to consider when designing an EDI implementation plan?
3. Has your institution developed guidelines or specific activities in order to promote inclusive and equitable practices for the recruitment of doctoral candidates and the hiring of doctoral school staff?
4. Does your doctoral school have a committee/body exclusively dedicated to promoting EDI at the doctoral level, or is the EDI strategy managed at the university level? In the latter case, what is the role of doctoral education?
5. What activities has your university developed to ensure equity, diversity and inclusion for the staff working at doctoral schools/programmes?
6. What are the key challenges when it comes to activities towards equity, diversity and inclusion in doctoral education?
7. What are the main barriers to equity, diversity and inclusion in doctoral education at your institution?
8. What are the actions and strategies implemented at your institution to address those barriers, how is doctoral education involved in their development? What are key aspects that you think are currently missing at your university or doctoral school when it comes to EDI?
9. When thinking about initiatives that have already been established, how do you evaluate their progress?
10. What do your doctoral candidates learn and reflect about in the area of EDI during their journey?

Group 1A: Emerging policies and practices - creating an EDI implementation plan  
*Moderator: Ann MacPhail, EUA-CDE Steering Committee Member; Associate Vice-President of the Doctoral College, University of Limerick, Ireland*

*Input presenter: Rachel Van Krimpen, Doctoral Training Partnership Manager, University of Nottingham, UK*

**Room 1.09**

Group 1B: Emerging policies and practices - creating an EDI implementation plan

*Moderator: Simon Marti, Head of EUA-CDE*

*Input presenter: Colin Scott, Deputy President and Vice-President for Academic Affairs, University College Dublin, Ireland*

**Room 1.10**

Group 2: Revamping existing EDI implementation plans

*Moderator: Åse Gornitzka, EUA-CDE Steering Committee Member; Pro-Rector, University of Oslo, Norway*

*Input presenter: Sean Bex, Coordinator Doctoral School, Ghent University, Belgium*

**Room 1.11**

Group 3: Reflecting on and refining of established EDI policies and practices

*Moderator: Irma Grzelidze, EUA-CDE Steering Committee Member; Associate Professor, Ivane Javakhishvili Tbilisi State University, Georgia*

*Input presenter: Britta Korkowsky, Coordinator of the Goettingen Campus Institute for Dynamics of Biological Networks, University of Goettingen, Germany*

**Room 1.12**

16.00 – 16.30

*Coffee break*

*Building 2, main hall*

16.30 – 17.15

**Reporting from group work and discussion**

*Auditorium B1*

- Ann MacPhail, EUA-CDE Steering Committee Member
- Simon Marti, Head of EUA-CDE
- Åse Gornitzka, EUA-CDE Steering Committee Member
- Irma Grzelidze, EUA-CDE Steering Committee Member

19.30 – 22.00

*Reception & gala dinner ( Vila Galé Collection Braga, Largo Carlos Amarante 150, Braga)*

**Friday 17 January 2025**

8.30 – 13.30

Registration desk

*Building 2, Inner hall*

09.00 – 10.15

**Breakout sessions**

These breakout sessions will focus on four selected topics, identified based on the outcomes of the group work session organised the previous day. During the reporting

discussion on Thursday, participants will have the opportunity to select one of the proposed topics according to their preference and expertise, ensuring a more personalised and enriching experience in these breakout sessions.

Group 1: **Room 1.15**

*Moderator: Pirjo Nikander, EUA-CDE Steering Committee Member; Research Director of the Doctoral School, Tampere University, Finland*

Group 2: **Room 1.09**

*Moderator: Ann MacPhail, EUA-CDE Steering Committee Member; Associate Vice-President of the Doctoral College, University of Limerick, Ireland*

Group 3: **Room 1.11**

*Moderator: Maurizio Tira, Professor of Town and Regional Planning and former Rector, University of Brescia, Italy; ex-officio EUA Board Member*

Group 4: **Room 1.12**

*Moderator: Massimiliano Zattin, EUA-CDE Steering Committee Member; Vice-Rector for Postgraduate and Doctoral Programmes, University of Padova, Italy*

10.15 – 10.45

*Coffee break*

*Building 2, main hall*

10.45 – 12.00

**Interactive session**

**Bringing your doctoral education forward with EDI**

What are the emerging issues and persistent challenges when it comes to EDI in doctoral education? Should we reconsider and refresh our approaches, and what steps are needed to make progress and identify new lines of action in this area?

In this last session, participants will be encouraged to engage in a collective discussion about how to shape the future of EDI in doctoral education by thinking about the current state of play in Europe and reflecting on what is missing to foster a more inclusive, diverse and supportive research environment. Based on backcasting methodologies, participants of the workshop will explore different possible scenarios to enhance EDI practices and exchange with their peers, charting a forward path towards greater diversity and inclusion in doctoral education.

Group 1: **Room 1.12**

*Moderator: Irma Grdzeldze, EUA-CDE Steering Committee Member; Associate Professor, Ivane Javakhishvili Tbilisi State University, Georgia*

Group 2: **Room 1.09**

*Moderator: Massimiliano Zattin, EUA-CDE Steering Committee Member; Vice-Rector for Postgraduate and Doctoral Programmes, University of Padova, Italy*

Group 3: **Room 1.11**

*Moderator: Peter Hanenberg, EUA-CDE Steering Committee Member; Vice-Rector for Research and Innovation, Catholic University of Portugal, Portugal*

**12.00 – 12.30**

**Reporting of the outcomes of the interactive session and discussion**

**12.30 – 13.00**

**Closing session**

*Auditorium B1*

- Maurizio Tira, Professor of Town and Regional Planning and former Rector, University of Brescia, Italy; ex-officio EUA Board Member
- Antonio Vicente, Director of the Doctoral College, University of Minho, Portugal

**13.00 – 14.00**

*Lunch*

*Building 2, main hall*

**15.30**

*Social programme ( Guided visit to Braga Cathedral)*