

CHARM-EU



CHallenge-driven
Accessible
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INCLUSION IN THE DNA OF CHARM-EU

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Education and Innovation Summit

SESSION (2.3.): Diversity and inclusion as drivers for innovation

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HELLO EVERYONE! IT'S NICE TO MEET YOU! 😊



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CHARM-EU (**C**hallenge-driven, **A**ccessible, **R**esearch-based, **M**obile **E**uropean **U**niversity)

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#CHARMEU #ACCESS #INCLUSION, #DIVERSITY #HIGHERED



DRIVERS & INNOVATIONS

SHAPING TOMORROW'S HIGHER EDUCATION

Diversity as a driver and not a burden

Innovation and diversity are no longer just “nice to have.” Diversity provides different points of view to promote creative, innovative breakthroughs. When shaping organisational structures and working together to solve problems and global challenges, it is essential to bring together people with different perspectives own-lived experiences (including those at risk of exclusion) various forms of knowledge, expertise

Shared vision & proactiveness

Not only welcoming but being responsive to diversity with committed leadership. To proactively work on creating dialogue and conditions (i.e. space and time) of the environments (both top-down and bottom-up) in which individuals are willing to work and learn collaboratively is critical. Such entities can gain key competitive advantages for developing innovative solutions.

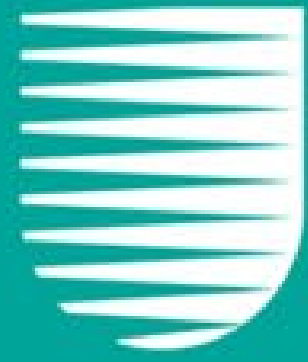


Co-creation, empowerment, narratives

Approach change how we conduct activities: FOR → WITH individuals, creating opportunities applying nothing about us without us, Individuals are engaged in their higher education experience and learning

Taking new, diverse approaches by changing the mode

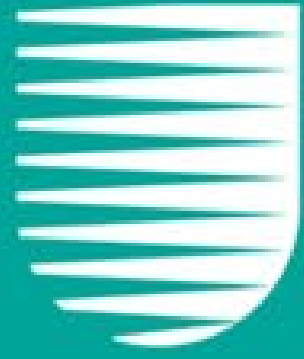
Bringing the wealth of knowledge and practices from our institutions, but not being afraid to go beyond that and exploring and applying new ways more appropriate for CHARM-EU.



ONE OF THE CORE VALUES OF CHARM-EU: INCLUSIVENESS

- **OUR APPROACH to inclusion & diversity**
 - ❖ a holistic, intersectional and human rights-based approach
 - ❖ Inclusive Design from the beginning vs Retrospective Approach
 - ❖ Understanding structural barriers - interaction between the environment & individuals
- We strongly believe in the **power of diversity** to enrich the learning experience, an academic debate, and knowledge creation and production.
- We see it as our social responsibility to foster an open, welcoming, and safe environment grounded in inclusivity, compassion and mutual respect, where individuals from all backgrounds, lived experiences, circumstances, and access needs can collaboratively learn, work, and serve.
- We are committed to creating excellence in teaching and learning by providing the appropriate structures and services that **remove barriers** to success and support student and staff access and participation needs.





INCLUSIVE DESIGN – DESIGN FOR ALL

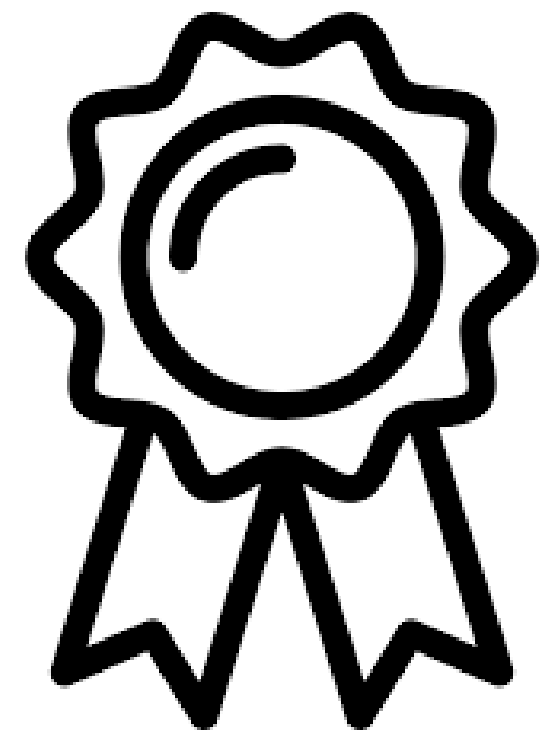
- Work Package 6 – Inclusiveness – is an organisational structure of the CHARM-EU initiative focusing on inclusivity. We act as an **interim CHARM-EU Diversity Equality and Inclusion Office & an expert group**.
- Having inclusion profoundly and systematically interwoven into the core strategic and governance structures of CHARM-EU supports CHARM-EU's reputation as an innovative and pioneering university model and a role model for social inclusion in the framework of diverse and complex societies.
- **Inclusion by design:** Designing the teaching and learning environment from the beginning to the greatest extent of users (preventive) rather than a retrospective approach (fixing the environment afterwards).
- CHARM-EU's work on inclusion was recognised by [COFACE Families Europe | CHARM-EU](#).

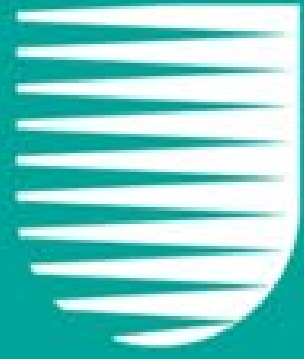




TRANSFORMING CHARM-EU'S ORGANISATION & MASTER'S PROGRAMME

- Inclusiveness in the CHARM-EU Governance Model.
- Co-creating and advising teams and organisational units - keeping everyone on track to conduct our activities inclusively.
- Co-creation with & meaningful involvement of students.
- Inclusiveness measures as part of Master's Admission Process [An inclusive program | CHARM-EU](#).
- CHARM-EU Grant – to minimise financial barriers [Grants | CHARM-EU](#).
- Inclusivity tips for CHARM-EU educators to support academic staff in creating an inclusive teaching and learning environment [Inclusivity tips | CHARM-EU](#).
- Creating an inclusive and warm welcome in your CHARM-EU module [Access sample text for welcome | CHARM-EU](#).

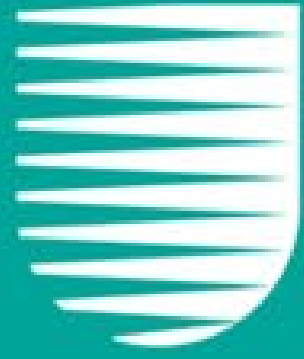




CONVERSATION STARTER QUESTIONS



1. What are the barriers that hinder or prevent access to & participation in your universities by *,non-majority'** groups? (*note: I have deliberately used this word)
2. Why do institutions see the demands for DEI (diversity, equity and inclusion) as a **burden**?
3. What outside factors are pushing universities to embrace DEI?
4. Does Diversity Equity, and Inclusion plays a role in your universities' overall strategic planning?
5. Are your universities taking steps to meet SGD goals 4, 10, and 16 specifically with regards to underrepresented groups and do you know what they are?
6. How do your universities approach excellence and inclusion?
(Connecting research and projects, i.e.: Williams, D. A., Berger, J. B., & McClendon, S. A. (2005). Toward a model of inclusive excellence and change in postsecondary institutions. Washington, DC: Association of American Colleges and Universities.



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GO RAIBH MAITH AGAT
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