

**CHARM-EU**



**CH**allenge-driven  
**A**ccessible  
**R**esearch-based  
**M**obile  
**E**uropean  
**U**niversity

Co-funded by the  
Erasmus+ Programme  
of the European Union



# INCLUSION BY DESIGN

# MAINSTREAMING INCLUSION & DIVERSITY

**CHARM-EU GOVERNANCE  
FORUM**

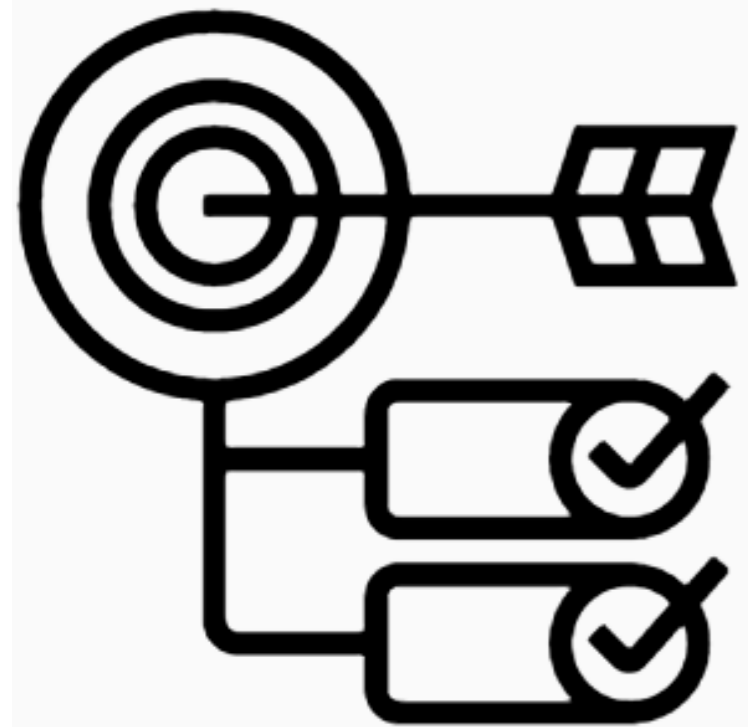
**24/3/2022**





# WARM WELCOME & WORKSHOP OVERVIEW

- CHARM-EU represents an #innovative model of 21st-century #highereducation.
- #inclusion by design means that inclusiveness is step by step strategically mainstreamed into the culture, design, delivery and monitoring of all areas of the Alliance. Having Inclusiveness expertise within our community keeps everyone on track to conduct our activities inclusively.



This interactive session showcases

- **milestone steps** how this has been achieved since 2019.
- **raises** critical and sometimes delicate **questions** and challenges the **structural barriers** of current governance structures within global higher education for the future.

Participants will be equipped with

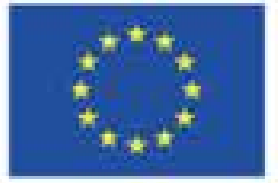
- **five concrete tips** for practice and guiding questions to start a dialogue for shaping policies and practices within their organisational settings.

We are **extremely delighted**

- **to welcome and share experiences with the colleagues from [EUTOPIA EUROPEAN UNIVERSITY](#) and find solutions together to create a more inclusive and diverse European Higher Education Area.**



# SPEAKERS

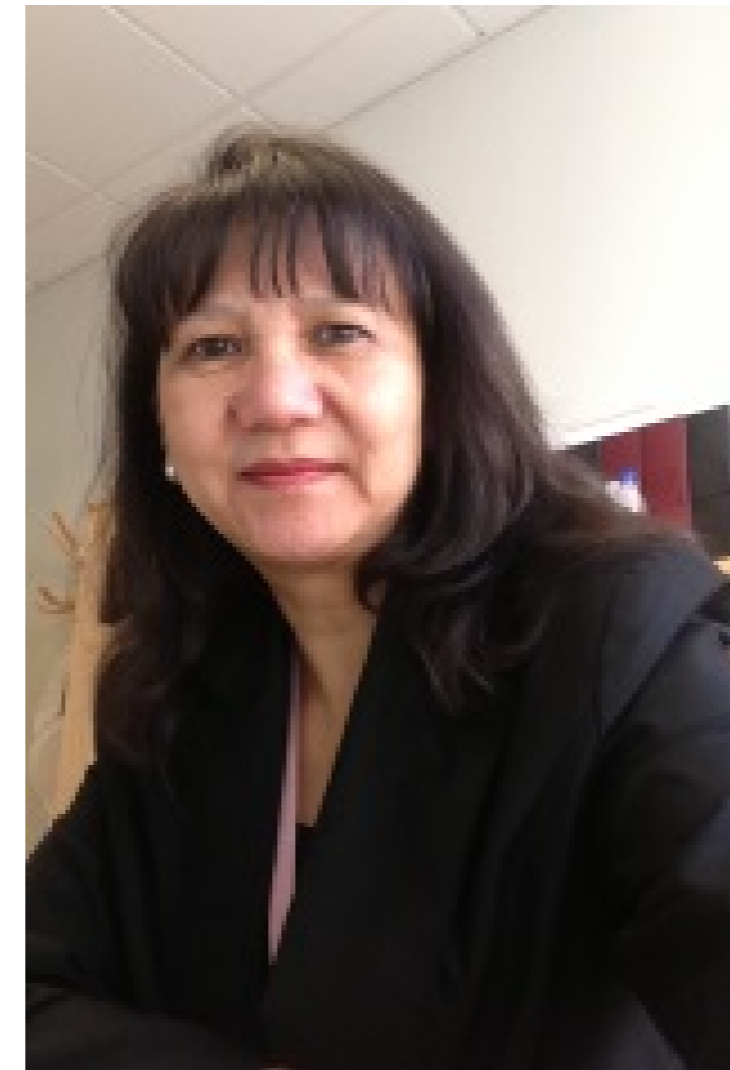


**Agnes Sarolta Fazekas, PhD,**  
Assistant Professor,  
Bárczi Gusztáv Faculty of Special  
Needs Education, Eötvös Loránd  
University

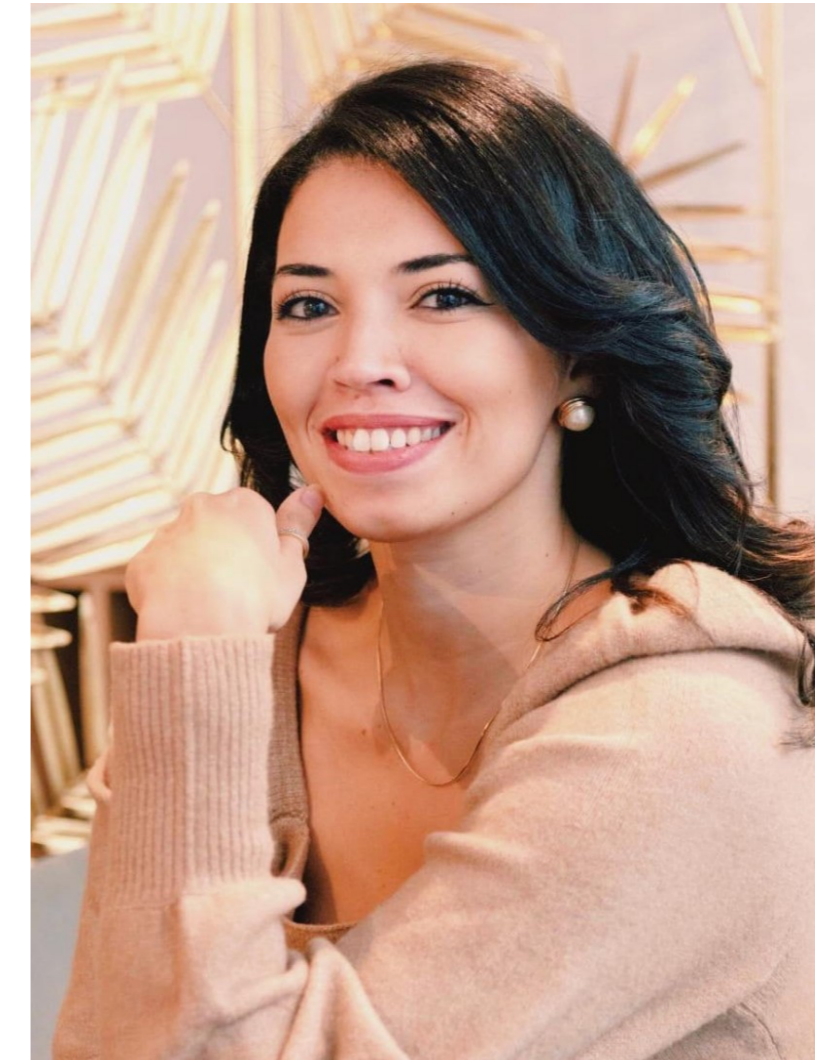
CHARM-EU WP6 Inclusiveness Leader

[fazekas.agnes.sarolta@barczi.elte.hu](mailto:fazekas.agnes.sarolta@barczi.elte.hu)

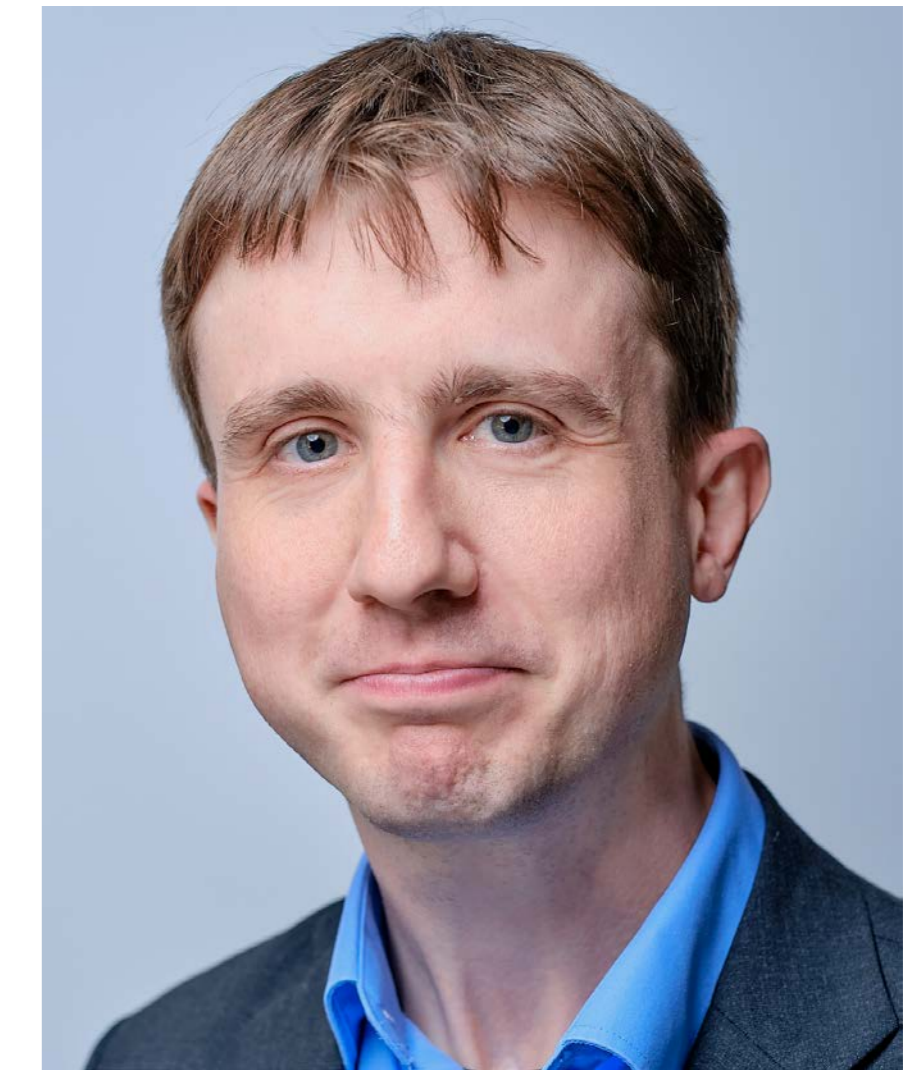
[charmeuwp6@elte.hu](mailto:charmeuwp6@elte.hu)



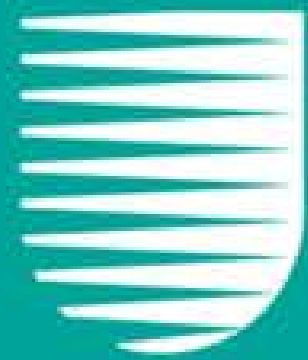
**Catherine Gillo Nilsson,**  
University of Gothenburg,  
Project coordinator of  
EUTOPIA WP on Inclusion



**Cheyma Al Mehray,**  
University of Brussel,  
Project Lead Diversity &  
Inclusion EUTOPIA



**Lewis Beer,**  
International Partnerships  
Officer, University  
of Warwick  
EUTOPIA



# WORKSHOP STRUCTURE

## 24/3/2022 14:30-16:00 PM CET

1. Warm welcome

2. Conversation Starter Questions – interaction with the audience



PART 1

20 minutes

3. CHARM-EU WP6 Inclusiveness Input



PART 2

40 minutes

4. EUTOPIA Inclusiveness Input



5. Questions & answer

6. Wrap-up of the workshop



PART 3

30 minutes



# TECHNICAL INFORMATION FOR THE HYBRID WORKSHOP



In the meeting controls, click the microphone to mute/unmute.



In meeting controls, click on the video to be visible/invisible to other participants.



In meeting controls, click on the chatbox to send messages to all participants.



In meeting controls, click on a raised hand to indicate that you would like to speak.



**ON LOCATION SUPPORT:** CHARM-EU colleagues will assist you when you would like to raise a question



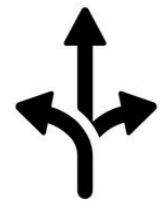
# WORKSHOP ATMOSPHERE & WAYS OF COLLABORATIONS



**Active participation, co-building knowledge, sharing experiences**



**During Q & A, feel free to ask any concerns questions**



FLEXIBILITY

**Workshop environment with flexibility, patience for the hybrid settings**



**Your constructive feedback is essential to improve future events.**



# CONVERSATION STARTER QUESTIONS

## INTERACTION WITH THE AUDIENCE

- Go to **www.menti.com** and use the code **2917 6285**
- <https://www.menti.com/74wz5e2mgp>
- **When using MENTI METER:**
  - When, the presenter has changed the slide.  
**Click/Go to slide**





# WHEN?

## MAINSTREAMING INCLUSION, DIVERSITY IN CHARM-EU

**2019**

- At the beginning of CHARM-EU in 2019, the proposed working method envisaged inclusion experts working in one team/Work Package, separate from the other work packages and teams.

**From 2020  
February**

- A new collaborative model was initiated from 2020, focusing on the co-creation and other CHARM-EU units and WPs of the design, development, and implementation of inclusive procedures, documents, and education materials.

**From  
2020/2021**

- During the Master's Programme, CHARM-EU WP6 Inclusiveness Team acts as an interim CHARM-EU Diversity Equality and Inclusion Office, advising, supporting and collaborating with relevant organisational units, student services, educationalists and educators to safeguard an inclusive CHARM-EU experience.

**From  
2020/2021**

- Streamlining structures, processes – Inclusion in Governance Model





# 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](#).



# WHY?

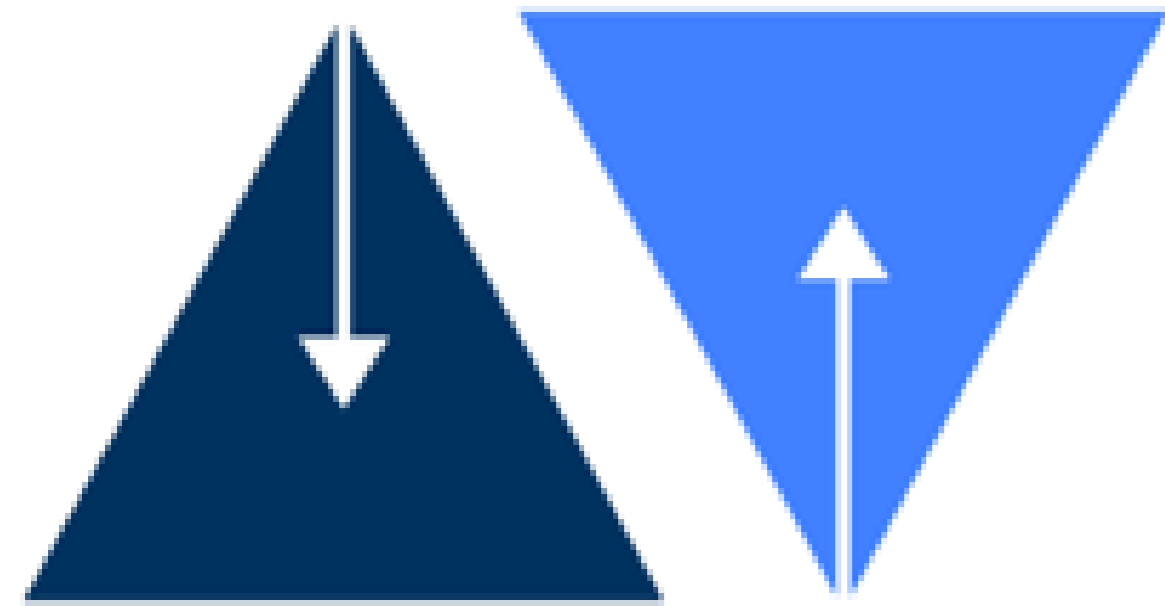
## INCLUSION IN CHARM-EU'S GOVERNANCE

Having inclusion profoundly and systematically interwoven into CHARM-EU's core strategic and governance structures 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.

This requires **both bottom-up and top-down vision and implementation.**

### Inclusivity is everyone's job

- CHARM-EU's leaders
- DEI experts
- Students
- Business and society
- And many more





# HOW?

## INCLUSION IN CHARM-EU's GOVERNANCE STRUCTURE

**The Diversity Equity and Inclusion (DEI) lead will be a permanent member of the Executive Board.**

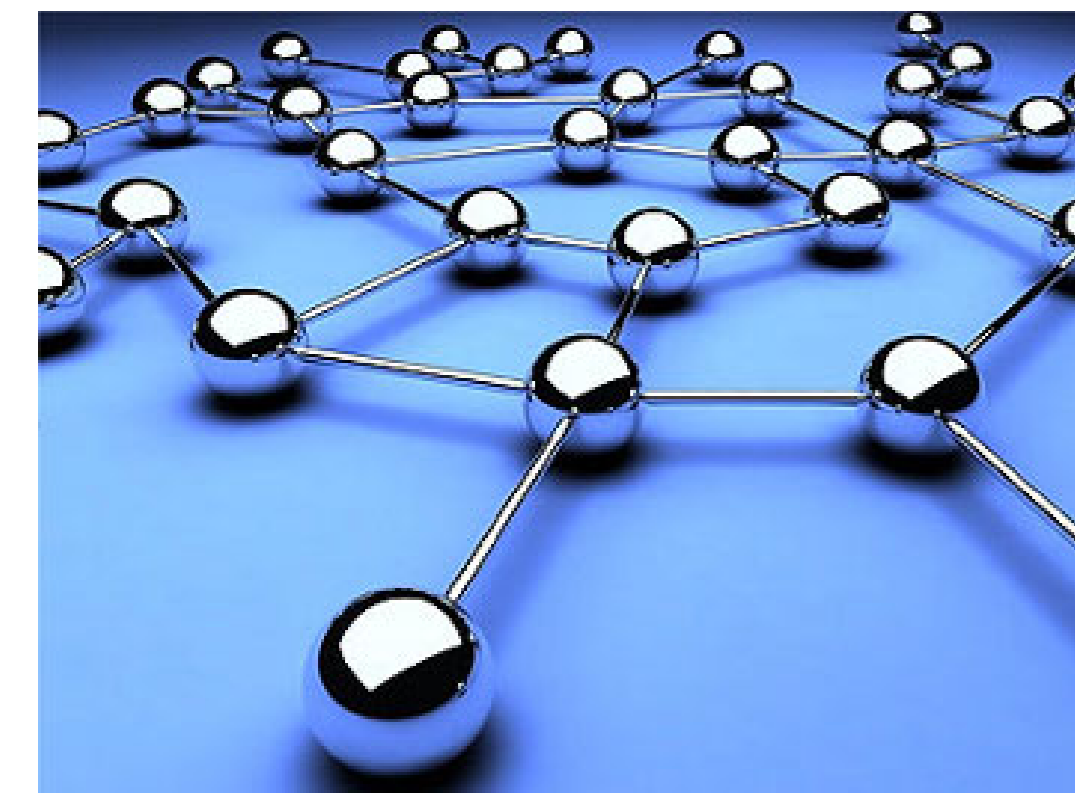
- Expert eye to support Governance to uphold legal and statutory obligations and to provide strategic vision and expertise across all operational decision-making concerning diversity and inclusion, including the inclusion of the voice and perspectives of underrepresented and minority groups (students and staff).

**CHARM-EU Diversity, Equity and Inclusion Office, led by the CHARM-EU DEI Lead**

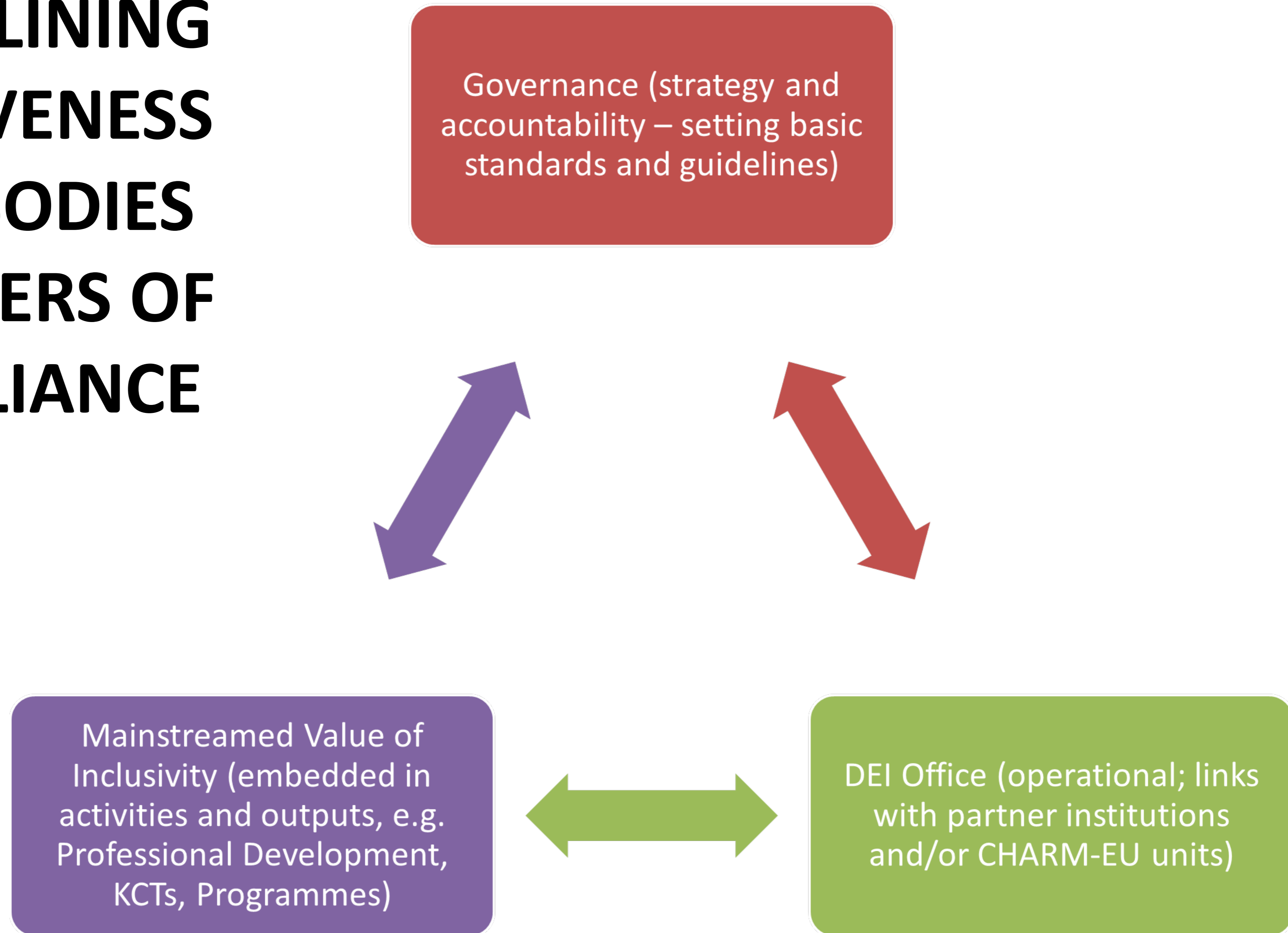
- Co-creating, supporting and monitoring CHARM-EU inclusive policies and practices
- Collaborating with partner institutions to meet student access and support needs, ensuring a universal, best practice CHARM-EU experience for all students.

**External Inclusivity Expert on the External Advisory Board**

- To provide an external perspective on inclusion and DEI on CHARM-EU's strategy and vision



# STREAMLINING INCLUSIVENESS IN ALL BODIES AND LAYERS OF OUR ALLIANCE





# INCLUSION IN ACTION – THE TOP 5 PRACTICES (1)

## I. DESIGN YOUR ORGANISATION'S VALUES, VISION, MISSION, STRATEGY

Meaningfully include inclusion, diversity vision, definition, and rationale. Ensure that the commitment, accountability for diversity, inclusion matters and come from the top



## II. CHECK YOUR LEADERSHIP BIASES

Anti-bias pieces of training can help to get out of comfort zones and create self-awareness, reflecting on blind spots.



## III. EMPOWERMENT FOR STEPPING INTO LEADERSHIP

Create transitioning pathways to leadership, such as mentoring programmes for individuals facing structural barriers to become to step into governance structures.





# INCLUSION IN ACTION – THE TOP 5 PRACTICES (2)



## IV. REACH OUT & ENGAGE WITH PEOPLE OUTSIDE YOUR OWN CIRCLE

Be curious about people's experiences, surround yourself with people with different backgrounds, access needs.



## V. BE PROACTIVE TO BREAK DOWN STRUCTURAL BARRIERS

A shift in an organisational culture requires a systematic change in structures, approaches, strategies to dismantle barriers existing in the environment.

Behaviours of individuals who make deliberate decisions and take deliberate actions mindful of inclusion as a daily practice are essential.

European Universities Transforming to an Open Inclusive Academy

## EUTOPIA

**CHARM – EU GOVERNANCE Forum**  
**24-25 MARCH 2022**

- Catherine Gillo Nilsson, University of Gothenburg
- Cheyma Al-Mehraj, Vrije Universiteit Brussels
- Lewis Beer, University of Warwick



UNIVERSITY OF  
GOTHENBURG



UNIVERSITY OF  
GOTHENBURG

University of Ljubljana



UNIVERSITY OF  
WARWICK



# WHAT TO EXPECT

- Overview of the Eutopia2050 Work package 5:  
"Promoting inclusion and equal societies"- the pilot phase 2020-2022  
WHERE WE WERE
- Co-creation with students - HERE WE ARE
- Challenges, opportunities and way forward- WHERE WE ARE HEADING





## European Universities Transforming to an Open Inclusive Academy

- 7 work packages:

Management, Education, Research, Place-making, Inclusion, Internationalisation, Dissemination and Sustainability

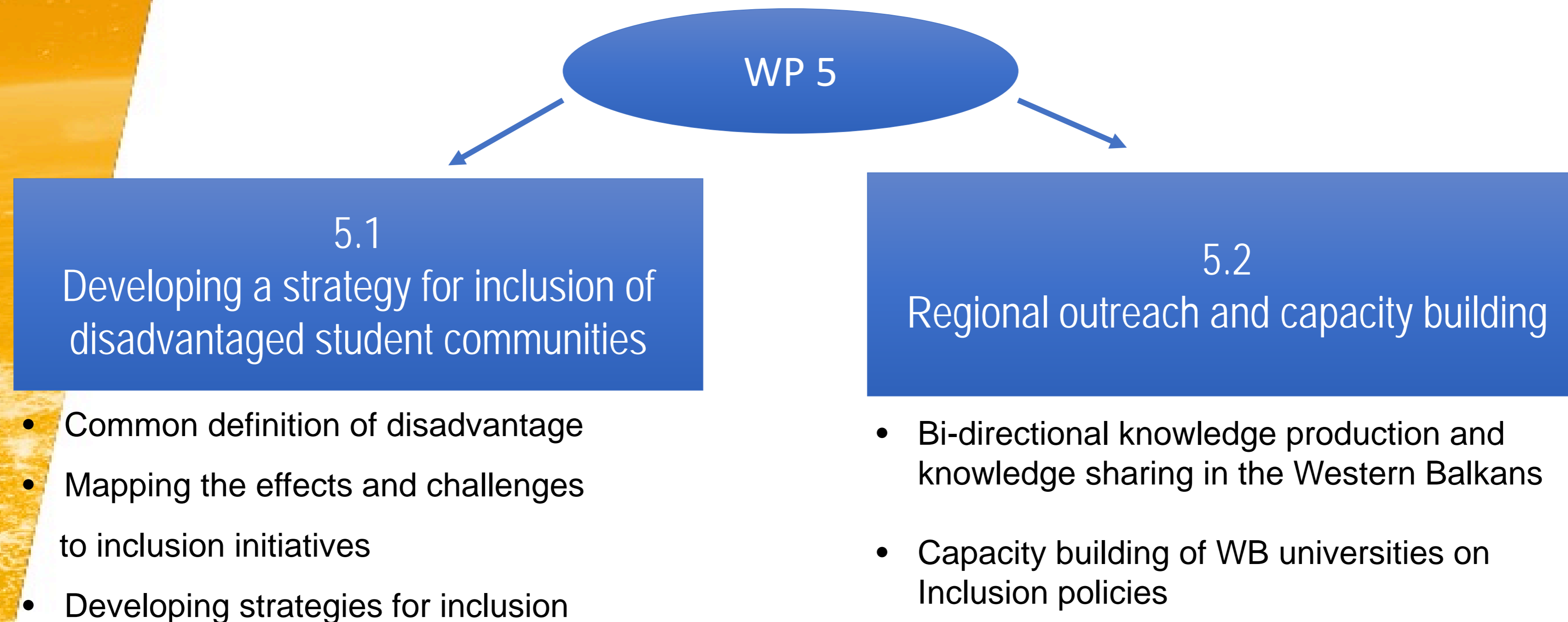
### WP5

- **Promoting Inclusion and Equal Societies**

Mission to promote and ensure that higher education is inclusive and accessible to all students.

Two primary sub-work packages

## Challenge-driven mission: Equal inclusion of all





Kick-off at the university of Ljubljana March 2020

## **PARTICIPATION**

## **CO-CREATION**

„nothing about us,  
without us“

## A NEW APPROACH :

### INCLUSION INSTEAD OF DISADVANTAGE

The word “inclusion” can be viewed,

- as the goal that we strive for,
- as well as the process itself to reach the goal.
- closely related to other concepts.

## 5.1.1

### Comparative analysis of the current state at Eutopia universities

*(i) legal frameworks,*

*(ii) definitions and methods applied by universities*

*(iii) data concerning disadvantaged groups  
available at the various universities*



AIM: To produce

**“an OPERATIONAL COMMON FRAMEWORK for  
IDENTIFYING DISADVANTAGED STUDENT COMMUNITIES  
applicable in diverse European universities”**

## 5.1.2

### A COMMON FRAMEWORK FOR IDENTIFYING GOOD PRACTICES FOR INCLUSION APPLICABLE IN DIVERSE EUROPEAN UNIVERSITIES

Mapping the effects and challenges to inclusion initiatives



AIM:

To identify areas of "best" practices and challenges-

- > within the curriculum
- > beyond the curriculum

## CONCLUSION

Disadvantage is not a fixed or easily identifiable phenomena. Moreover, it is complex.

Similarly, inclusion cannot be 'reached' once and for all;

Amongst others, the changing societal, ideological, structural etc. conditions and perspectives enable us to **continuously recognize** inequalities and exclusion practices that were previously **not yet identified** or were **only recently generated anew** due to arising societal, technological, political and other conditions.



## DEVELOPING STRATEGIES AND EDUCATIONAL FORMATS FOR INCLUSION

- The concept of participation and empowerment leads to the concept: **co-creation**.
- **Co-creation leads to a change in relationship**

## Set of ideas

- Construct **a framework/model** that shows what an inclusive university looks like in terms of policies and practices;
- Include **case studies** that go into more depth about specific practices to illustrate how those definitions of inclusion shape what we actually do;
- The policies and practices discussed in the above will already have been informed by **student views**, and we will reflect this in the deliverable;
- Run **focus groups with students** to discuss our deliverable with them, and to invite them to share their experiences of inclusion/exclusion. We will adapt the Framework based on these focus groups, and this will be the first stage in involving students in the development of the deliverables





## Our working method

- **Co-creation** with students, based on their experiences → building a community, step into dialogue, create interaction  
Offline and online
- by running **student focus groups**: where possible, we pay students for their work and where this is not possible, we explore other kinds of incentive we can offer them, perhaps on a case-by-case basis.

# Co-creation through focus groups

## Purpose:

- gather valuable information on the issues and challenges that students from disadvantaged groups face. It will help WP5 develop, comment and amend a comprehensive toolkit/framework that clearly conveys EUTOPIA's commitment to diversity and inclusion and articulates goals, objectives, and action plans for implementation
- identify suited and best solutions (best practices) faced by the members of disadvantaged groups that could not be acquired from quantitative analysis (previous survey) alone



# Output

- **a framework/model** that shows what an inclusive university looks like in terms of policies and practices
- Development of **policy measures**
- **The Diversity Showcase** to disseminate the results of this sub work package to policy makers and stakeholders and launch as annual EUTOPIA event



## Our Process

Among the EUTOPIA partners, we will prove:

- That we can share data on inclusion policies and practices
- That we can analyse this data to identify common ground and unique strengths
- That we can create a EUTOPIA Inclusion Framework on this basis

With EUTOPIA students, we will prove:

- That we can engage students in critical dialogue about inclusion
- That we can create effective spaces for collaboration between students and staff across the alliance
- That we can co-create a new EUTOPIA Inclusion Framework with students

Overall, we will prove:

- That the EUTOPIA Alliance can facilitate meaningful dialogue about inclusion with staff and students, and co-create outputs that reflect and sustain that dialogue.

## Our Current and Future Challenges

Inclusion has operated in its own EUTOPIA work-package:

- A dedicated but ‘separated’ space to discuss inclusion...
- ...requiring careful reflection on relationships with other WPs
- How do we integrate inclusion across the alliance?

Next steps:

- Disseminate the EUTOPIA Inclusion Framework
- Showcase our work internally and publicly
- Discussions and workshops with other WPs

Overall:

- We will ensure that co-creative dialogues about inclusion, and the processes that enable these, are integral to the EUTOPIA Alliance.

# THANK YOU for your participation!

## Eutopia Alliance



*University of Ljubljana*





# Q & A TIME

## FEEL FREE TO CONTACT US WITH ANY QUESTIONS



### **Agnes Sarolta Fazekas, PhD (she/her)**



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Twitter: @agnessarolta



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# WRAP-UP OF THE WORKSHOP

*"Ensuring inclusion and equity [...] in all areas of higher education should therefore not be based on a philanthropic approach, but rather on alignment with basic human rights. A human rights approach requires various actors within society to actively promote the necessary conditions for all individuals to fully realise their rights." (Fazekas, 2018, 18)*



**Inclusion is Everyone's business.** It is essential to **create dialogues** and collaborate, **opening doors** to various organisational units within and between among our Alliances to develop a **more inclusive higher education environment within Europe and beyond.**







# RESOURCES & FURTHER READINGS

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**CHARM-EU**




CHallenge-driven  
Acessible  
Research-based  
Mobile  
European  
University

**THANK YOU**

**MOLTES GRÀCIES  
MUCHAS GRACIAS  
FÒRÇA GRÀCIAS  
MANY THANKS  
GO RAIBH MAITH AGAT  
HEEL ERG BEDANKT  
MERCİ BEAUCOUP  
NAGYON KÖSZÖNÖM  
DANKE SCHÖN!**

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