

Goal

In order to mainstream diversity, equity and inclusion (DEI) – as a core value of CHARM-EU – it was essential to create spaces for dialogue on the importance of DEI as well as on the manifestation of structural barriers within the Alliance’s overall operation and organisational culture in the experience of individuals, especially students. The goal of designing and implementing various DEI trainings and professional development sessions including multiple stakeholders was to A) raise awareness and knowledge on DEI; B) support the institutional application of instruments towards DEI; C) foster DEI-related collaboration across CHARM-EU.



Target group

- CHARM-EU leadership and members of various organisational units and boards
- Enrolled new student cohorts of the CHARM-EU Master’s Programme
- Academic and support staff involved with the CHARM-EU Master’s Programme

Format & type of content

The DEI Trainings are organised in a hybrid format, allowing a mix of facilitators’ input and interactive group work. Contents include: concepts, values of DEI within the higher education environment and what it entails in practice; different tools and instruments to foster a more inclusive and diverse organisational operation and culture and teaching and learning environment; how to enhance cooperation and leadership between individuals from all walks of life and to efficiently implement DEI aspects in various fields.



Channels & tools used

- CHARM-EU and partner institutions’ website & internal communication channels
- Targeted outreach to students and relevant staff

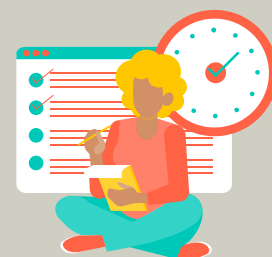
Impact and efficiency

- Number of participants at trainings
- Increased awareness about DEI matters, top management buy-in
- Quantity and quality of DEI measures implemented in CHARM-EU
- Mutual proactiveness in co-creation across CHARM-EU initiatives and organisational processes



Necessary resources

- Human resources: Alliance-level organisation; design and facilitation of trainings; time and engagement of participants
- Technical & material resources: Hybrid classroom environment; access to digital collaboration platforms; technical support



DEI aspects

- Diversity of speakers and contributors regarding gender and other lived experiences
- Access & participation to physical venue
- Accessible content (speech-to-text service, provision of ALT-TEXT for the visuals, breaking down acronyms, gender-neutral language etc.)

CHARM-EU
Master's Programme Board
Workshop / Focus Group
19/03/2024

Diversity within CHARM-EU

Workshop is facilitated by CHARM-EU DEI (Diversity, Equity, Inclusion) Team Lead: Dr Ágnes Sarolta Fazekas-Vinkovits (ELTE) and CHARM-EU DEI Team Member: Dr Derina Johnson (TCD)

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Logos of partner universities: UNIVERSITAT DE BARCELONA, Trinity College Dublin, Utrecht University, EÖTVÖS LORÁND UNIVERSITY | BUDAPEST, UNIVERSITÉ DE MONTPELLIER, Abo Akademi University, UNIVERSITÄT WÜRZBURG, HRW, UNIVERSITÄT I BERGEN.

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CHARM-EU DEI Office
Students' session
25/09/2024

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