

# “Principles, Guidelines and Indicators to Strengthen the Social Dimension of Higher Education in the European Higher Education Area”

Produced by the BFUG Working Group on Social Dimension  
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**Summary:** This document compliments and reinforces the previously adopted and forward-looking document “Principles and Guidelines to Strengthen the Social Dimension of Higher Education in the European Higher Education Area (EHEA)”<sup>1</sup> as the Annex II to the 2020 Rome Communique by providing indicators and explanatory descriptors for the social dimension, and as such represents a rounded and consolidated EHEA framework for the social dimension in higher education. The framework enables public authorities in the EHEA member states and higher education institutions to create national<sup>2</sup> and higher education institutions' policies, strategies, and action plans for strengthening the social dimension, as well as to define instruments for monitoring and evaluating their implementation and assessing their impact.

**Definition of the social dimension in higher education:** Social dimension in higher education is a process containing specific and transversal policies aimed at creating an inclusive environment in higher education in which the composition of the student body entering, participating in and completing higher education at all levels corresponds to the heterogeneous social profile of society at large in the EHEA countries. This definition of the social dimension encompasses also the desired inclusive environment in higher education that fosters equity, diversity, and is responsive to the needs of local communities.

The first part of this definition is based on the definition of the social dimension provided in the 2007 London Communique and contains policy levers for identifying underrepresented, disadvantaged and vulnerable students. The second part of the definition introduced in the 2020 Rome Communique goes beyond identifying the mentioned three groups of students and expects that public authorities and higher education institutions incorporate social dimension principles and guidelines in the national policies and strategies, institutional missions, governance and culture of higher education institutions.

**Positive impact of the social dimension on societies:** Increased participation of vulnerable, disadvantaged and underrepresented groups in higher education produces wider personal and societal benefits with respect to decreased social welfare provision, improved health outcomes and increased community involvement. Collectively, these wider benefits sustain cohesive, democratic societies where social justice, public good, public responsibility and social mobility prevail. Graduate qualifications acquired by a wider pool of citizens mean better employment prospects, higher earnings and passing on the appreciation for higher education to the next generation and local communities.

Beyond reaching the commitments made by the EHEA, taking a holistic and proactive approach to improving the social dimension of higher education further serves to accelerate progress in attaining the UN Sustainable Development Goals. Supporting inclusive learning environments is a necessity and should be seen as an investment towards societies. Public authorities should shoulder the responsibility of ensuring that the proposed principles, guidelines and indicators for the social dimension are adjusted

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<sup>1</sup> In the further text we use the abbreviated title Principles and Guidelines instead of the full name of the document.

<sup>2</sup> Throughout the document, ‘national’ is defined as the top-level decision-making authority on higher education (federal governments/regional governments), depending on national contexts.

to national realities and implemented, in order to safeguard a better future for our higher education systems.

**The comprehensive EHEA framework for the social dimension in higher education:** This framework consists of the principles, guidelines, indicators and explanatory descriptors for the social dimension. The framework, with its constituent parts, represents a coherent system that enables public authorities in the EHEA member states and higher education institutions to create national and higher education institutions' policies, strategies and action plans for strengthening the social dimension, as well as to define instruments for monitoring and evaluating their implementation and assessing their impact.

The social dimension should interconnect the principles of accessibility, equity, diversity and inclusion into all laws, policies and practices concerning higher education in such a way that access, participation, progress and completion of higher education depend primarily on students' abilities, not on their personal characteristics or circumstances beyond their direct influence. With this scope at heart, public authorities should support the implementation of these Principles and Guidelines by offering a legal, financial, administrative, and informative framework that can initiate processes of implementation at the national level. This framework will promote inclusive strategies, which provide both specific support for vulnerable, disadvantaged and underrepresented students<sup>3</sup> and staff as well as highlight broader measures and policies from which the student population and staff at higher education institutions can mutually benefit.

**Policy alignment with previous EHEA documents:** The broadened understanding of the social dimension defined above builds on the notion of the social dimension as developed in the 2007 London Communiqué. The EHEA framework for the social dimension within this document complements the EHEA strategy "Widening Participation for Equity and Growth"<sup>4</sup>, which ministers adopted in Yerevan in 2015 as a mean to further strengthen the social dimension while concomitantly contributing to increasing quality in higher education. Also, the framework fulfills the need expressed in the 2018 Paris Communiqué to guide member states on how to define and implement policy for improving the social dimension of the EHEA.

One of the three key priorities in the 2020 Rome Ministerial Communiqué for the next decade of the Bologna Process is related to building an inclusive EHEA. Therefore, the EHEA ministers adopted the forward-looking strategic document "Principles and Guidelines to Strengthen the Social Dimension of Higher Education in the EHEA" as the Annex II to the 2020 Rome Communiqué and committed to implementing it in the national higher education systems. To facilitate this implementation, this document complements the adopted Principles and Guidelines (i.e., takes over adopted version of the Principles and Guidelines) by providing indicators and explanatory descriptors for each principle, and as such represent an EHEA framework for the social dimension.

**Principles and guidelines for the social dimension in higher education:** The ten principles in the text below, adopted in the 2020 Rome Communiqué, should be understood as high-level statements that serve as a basis for the conceptualization of different policies for the social dimension enhancement. The guidelines, which were also adopted in the 2020 Rome Communiqué, are recommendations intended to advise policy makers on how to implement the principles they have agreed to in practice. These principles and guidelines set the course for the next decade of the EHEA for public authorities and higher education institutions to integrate these principles into the core higher education missions: learning and teaching, research, innovation, knowledge circulation and outreach, institutional

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<sup>3</sup> A glossary of Terms and Definitions related to the definitions for vulnerable, disadvantaged and underrepresented students is at the end of this document.

<sup>4</sup> Accessible at

[http://www.ehea.info/media.ehea.info/file/2015\\_Yerevan/71/5/Widening\\_Participation\\_for\\_Equity\\_and\\_Growth\\_A\\_Strategy\\_for\\_the\\_Development\\_of\\_the\\_SD\\_and\\_LLL\\_in\\_the\\_EHEA\\_to\\_2020\\_613715.pdf](http://www.ehea.info/media.ehea.info/file/2015_Yerevan/71/5/Widening_Participation_for_Equity_and_Growth_A_Strategy_for_the_Development_of_the_SD_and_LLL_in_the_EHEA_to_2020_613715.pdf)

governance and management, as well as in the policies for empowering present and future students and higher education staff.

**Indicators and explanatory descriptors for the social dimension in higher education:** Indicators<sup>5</sup> for the social dimension are instruments for measuring progress in the implementation of the principles for the social dimension. Each indicator has its explanatory descriptor, which describes the attributes, features, and characteristics of the indicators in more detail in order to help better understanding of the indicators and how they can be implemented. Public authorities should use the indicators and the explanatory descriptors to define measurable objectives of higher education policies, strategies and national action plans for strengthening the social dimension. Also, public authorities should use the indicators and the explanatory descriptors for creating and strengthening their national system of monitoring and evaluating the progress in the implementation of principles for the social dimension.

## Principles<sup>6</sup>

**1. The social dimension should be central to higher education strategies at system and institutional level, as well as at the EHEA and the EU level. Strengthening the social dimension of higher education and fostering equity and inclusion to reflect the diversity of society is the responsibility of a higher education system as a whole and should be regarded as a continuous commitment.**

### Guidelines:

- a. Strategic commitment to the social dimension of higher education should be aligned with concrete targets that can either be integrated within existing higher education policies or developed in parallel. These targets should aim at widening access, supporting participation in and completion of studies for all current and future students.
- b. In the process of creating strategies there should be a broad-based dialogue between public authorities, higher education institutions, student and staff representatives and other key stakeholders, including social partners, non-governmental organisations and people from vulnerable, disadvantaged and underrepresented groups. This broad-based dialogue is to ensure the creation of inclusive higher education strategies that foster equity and diversity, and are responsive to the needs of the wider community.

### Indicators

**1. Existence of a national strategy, or a similar major policy plan, on social dimension of higher education, which strengthens diversity, equity and inclusion of students (Eurydice, 2022<sup>7</sup>).**

*Explanatory descriptor:*

Public authority should develop a strategy or a major policy plan on social dimension enhancement in higher education that improves study conditions of underrepresented, disadvantaged and

<sup>5</sup> The 2021-2024 BFUG Working Group on Social Dimension established a fruitful cooperation with the European Commission/Eurydice and agreed that it would adopt most of the Eurydice's indicators developed for the principles for the social dimension and published in the report "Towards equity and inclusion in higher education in Europe" (Eurydice, 2022). Therefore, the indicators listed below contain citations related to Eurydice whenever the indicator takes its main elements from Eurydice. The specific contribution of the BFUG Working Group on Social Dimension is that it expanded the scope of indicators and has also created additional explanatory descriptors for each indicator.

<sup>6</sup> The text of the following ten principles and their guidelines in the further text is an integral part of the adopted Principles and Guidelines at the 2020 Rome ministerial conference. However, the text of the indicators and explanatory descriptors is new and is proposed by the BFUG Working Group on Social Dimension, in line with the Terms of Reference 2021-2024 for the BFUG Working Group on Social Dimension.

<sup>7</sup> This citation refers to the publication: European Commission/EACEA/Eurydice. (2022). Towards equity and inclusion in higher education in Europe. Eurydice report. Luxembourg: Publications Office of the European Union.

vulnerable students and creates an inclusive environment in higher education. It is important to incentivize and to develop a legal framework that encourages higher education institutions to have an inclusive student admission policy, so that the student body is reflective of the diversity in society.

**2. Existence of a national strategy, or a similar major policy plan, on social dimension of higher education, which strengthens diversity, equity and inclusion of staff (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should develop a strategy or a major policy plan on social dimension enhancement in higher education that improves working conditions of underrepresented, disadvantaged and vulnerable staff and creates an inclusive environment in higher education. It is important to incentivize higher education institutions to have inclusive human resources policies, that pay attention to recruitment in particular, so that the composition of staff reflects diversity of society.

**3. Strategies and policies on social dimension of higher education have specific and measurable targets that are assessed and monitored by responsible bodies within concrete timeframes (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should periodically assess the implementation of the national strategies and policies, together with stakeholders, and monitor whether the selected targets are reached within proposed deadlines. Public authority should ensure that an appropriate body has the mandate to monitor which higher education institutions have social dimension strategies and policies. Based on national contexts, external quality assurance framework could be used for monitoring the implementation of social dimension strategies and policies at higher education institutions.

**4. Public authority has established social dialogue with stakeholders in higher education on how to implement Principles and Guidelines in the process of creating national strategies and policies.**

*Explanatory descriptor:*

Public authority should incentivize, including through funding, higher education institutions to co-create strategies and policies on diversity, equity and inclusion at institutional level with a wide range of stakeholders, including student unions, staff unions, representatives from underrepresented, disadvantaged and vulnerable groups of students and staff, representatives of local communities, etc. Public authority incentivizes higher education institutions to assess the impact of their social dimension strategies and policies. Higher education institutions should include representatives of underrepresented, disadvantaged and vulnerable students and staff in those assessments.

**5. Existence of a legal framework that enables recognized student and staff representative body at higher education institutions to democratically represent all students and staff and to be actively engaged in the enhancement of social dimension.**

*Explanatory descriptor:*

Public authority should ensure that higher education institutions include student and staff representatives to be part of governance and management of a higher education institution, including in the planning process of learning and teaching, research and outreach. The students should be empowered to be an active part of the decision-making processes related to social dimension and enhancing their condition.

**2. Legal regulations or policy documents should allow and enable higher education institutions to develop their own strategies to fulfil their public responsibility towards widening access to, participation in and completion of higher education studies.**

**Guidelines:**

- a. Legal regulations and administrative rules should allow sufficient flexibility in the design, organisation and delivery of study programmes to reflect the diversity of students' needs. Higher education institutions should be enabled to recognize full-time and part-time studies, flexible study modes, blended and distance learning as well as to recognize prior learning (RPL), in order to accommodate the needs of the diverse student population
- b. Public authorities should promote recognition of prior non-formal and informal learning (RPL) in higher education, because it has a positive impact on widening access, transition and completion, equity and inclusion, mobility and employability. RPL enables flexible modes of lifelong learning in the entire education sector, including higher education. Implementing RPL will require effective cooperation amongst the higher education system, employers and the wider community and to enable this the national qualifications frameworks should facilitate transparent recognition of learning outcomes and reliable quality assurance procedure.

**Indicators****1. Existence of top-level regulations that allow higher education institutions to offer flexible pathways like part-time studies, stacking modules, blended or distance learning programmes (Eurydice, 2022).***Explanatory descriptor:*

Public authority should provide funding and ensure that higher education institutions implement inclusive curriculums and tailor teaching and learning modes and methods to the needs of students from underrepresented, disadvantaged and vulnerable groups. Public support should be provided for the development of tailored programmes or modules for underrepresented, disadvantaged and vulnerable students and staff to enhance their integration within higher education institutions. Public authority should provide legal regulations for flexible pathways to access into, progress through and completing higher education. There should be a legal framework that values the outcomes of full-time and part-time studies equally. Public authority could provide funding to higher education institutions to have a contact point for dealing with diversity, equity and inclusion of students and staff.

**2. Candidates can enter higher education based on recognition of prior non-formal and/or informal learning and this applies to all higher education institutions (Eurydice, 2022).***Explanatory descriptor:*

Public authority should elaborate a national policy of recognizing prior non-formal and informal learning for the purpose of accessing higher education. Public authority ensures that National Qualifications Framework facilitates recognition of prior non-formal and informal learning. Public authority should ensure the provision of legal regulations and funding to facilitate the recognition of prior non-formal and informal learning for migrants, refugees and students with a refugee-like background, based on the provisions of the Lisbon Recognition Convention.

**3. Prior non-formal and informal learning counts towards fulfilment of a higher education study program (Eurydice, 2022).***Explanatory descriptor:*

Public authority should elaborate a national policy of recognizing prior non-formal and informal learning for the purpose of progressing through and completing higher education. Public authority ensures that legal provisions require using learning outcomes in the design of qualifications and study programs, in accordance with National Qualifications Frameworks.

**4. Quality assurance agencies address the recognition of prior non-formal and/or informal learning in higher education in their external evaluation procedures (Eurydice, 2022).***Explanatory descriptor:*

Public authority should ensure that an appropriate body has the mandate to monitor procedures of recognition of prior non-formal and informal learning, preventing parallel and opposing recognition procedures, delays, and additional costs for students. Quality assurance framework could be used for monitoring procedures of recognition of prior non-formal and informal learning.

**3. The inclusiveness of the entire education system should be improved by developing coherent policies from early childhood education, through schooling to higher education and throughout lifelong learning.**

**Guidelines:**

- a. It is important to create synergies with all education levels and related policy areas (such as finance, employment, health and social welfare, housing, migration etc.) in order to develop policy measures that create an inclusive environment throughout the entire education sector that fosters equity, diversity, and inclusion, and is responsive to the needs of the wider community.
- b. The social dimension policies should not only support current students, but also potential students in their preparation and transition into higher education. Participation in higher education has to be a lifelong option, including for adults who decide to return to or enter higher education at later stages in their lives. An inclusive approach needs to involve wider communities, higher education institutions and other stakeholder groups to co-create pathways to higher education.

**Indicators**

**1. Existence of top-level coordination structures and mechanisms between different levels of education with a focus on diversity, equity and inclusion in education (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should actively coordinate with stakeholders and advisory bodies at all educational levels and organize a national social dialogue on diversity, equity and inclusion in education. It should support awareness raising and peer learning activities on diversity, equity and inclusion among children, students, parents, administrative and teaching staff in schools and higher education institutions, among local civil society representatives and other important stakeholders in education. Data on available advice, support, funding and regulations for underrepresented, disadvantaged and vulnerable groups should be public and accessible. Public authority could consider creating a national or regional contact point for dealing with diversity, equity and inclusion of students and staff in the education sector. Such contact point could, among its services, provide support and guidance to educational institutions on how to make the information publicly accessible.

**2. Public authority has integrated diversity, equity and inclusion in education into the mandate of the top-level coordination mechanisms between different levels of education (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should coordinate a shared vision on diversity, equity and inclusion between students and staff on all levels of education. It should include representatives from underrepresented, disadvantaged and vulnerable learning groups, student and staff unions in the top-level coordination mechanisms between different levels of education.

**3. Public authority systematically involves representatives of other related policy areas, such as finance, employment, housing, health social welfare or other social services in policy discussions on diversity, equity and inclusion in education (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should provide support and guidance to educational institutions and connect representatives of other policy areas to cooperate on solving the financing, employment, housing and related issues to help underrepresented, disadvantaged and vulnerable students avert the obstacles that hinder their involvement in general and further education. Public authority should actively engage and coordinate with representatives of other related policy areas, such as finance, employment, housing or other social services in creating shared commitments to the enhancement of diversity, equity and inclusion in education.

**4. Public authority provides support to students with a delayed transition into higher education (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should provide a legal framework that ensures there are no age-related restrictions on funding students. It should support public service centers outside of higher education system with information and guidelines for students with delayed transition in higher education and with information and guidelines on lifelong learning options in higher education. Public authority should provide funding to higher education institutions that offer adequate flexibility and support to students with a delayed transition into higher education.

**5. Initial and continuous teacher training programmes offered in higher education develop competencies on diversity, equity and inclusion in education (Eurydice, 2022).**

*Explanatory descriptor:*

Diversity, equity and inclusion in education should be an integral part of the curriculum of all higher education programs offering teacher training for all levels of education.

**6. Higher education staff are required, encouraged and facilitated to develop competencies on diversity, equity and inclusion.**

*Explanatory descriptor:*

The staff should have been required and facilitated to training on diversity, equity and inclusion in education, so that they can implement them in cooperation with students and eliminate possible inequalities, prejudices or conflicts between them.

**4. Reliable data is a necessary precondition for an evidence-based improvement of the social dimension of higher education. Higher education systems should define the purpose and goals of collecting certain types of data, taking into account the particularities of the national legal frameworks. Adequate capacities to collect, process and use such data to inform and support the social dimension of higher education should be developed.**

**Guidelines:**

- a. In order to develop effective policies, continuous national data collection is necessary. Within the limits of national legal frameworks, such data collection should provide information on the composition of the student body, access and participation, drop-out and completion of higher education, including the transition to the labour market after completion of studies, and allow for the identification of vulnerable, disadvantaged and underrepresented groups.
- b. In order to make such data collection comparable internationally, work on categories for administrative data collection that are relevant for the social dimension should be developed at the EHEA level through Eurostudent or similar surveys. With the aim to rationalize the process and avoid administrative burden on public administration and higher education institutions, this development should take account of existing national practices and relevant data collection processes.

- c. Such national data collection exercises could, where relevant and necessary, be complemented by higher education institutions undertaking additional surveys, research and analysis to better understand vulnerability, disadvantages, and underrepresentation in education, as well as transitions of students across the education system.

## Indicators

### **1. Public authority regularly collects data on student characteristics and experiences prior to entry in higher education as well as at entry in higher education, during studies and upon graduation (Eurydice, 2022).**

*Explanatory descriptor:*

There should be regular national survey(s) or administrative data collection on student characteristics among potential students, students on entry to higher education and students participating in higher education, that includes data on underrepresented, disadvantaged and vulnerable students. Also, it is important to organize or include in regular national survey(s) and administrative data collection on student dropout. Completion rate data at the end of the first year of the first cycle should be available to top level policy makers (Eurydice, 2022). Data on the trends on transition of graduates to the labour market after completion of studies should also be collected through the national survey(s) and administrative data collection. Public authority should ensure interoperability of the data collection systems and platforms on student characteristics and experiences with other public registers. Public authority should consult higher education institutions and other stakeholders to identify barriers and good practices to support the enhancement of the social dimension of higher education.

### **2. Data collected through national surveys and administrative data collection on students characteristics and experiences are used to enhance policies on social dimension in higher education.**

*Explanatory descriptor:*

Public authority should identify underrepresented, disadvantaged and vulnerable students on a national level, and should regularly track progress towards the implementation of the Principles and Guidelines based on the collected data. Public authority should translate results of surveys and administrative data collection into student support measures, including counselling and guidance services for identified underrepresented, disadvantaged and vulnerable groups. It is important to collect student data on drop-out and completion rates in higher education and detect obstacles for underrepresented, disadvantaged and vulnerable learning groups, as well as analyze this data in connection with other policy areas (such as finance, housing, other social services, etc.). Public authority should make survey or administrative data sets accessible to higher education institutions and researchers in order to build capacity for diversity, equity and inclusion in higher education. Furthermore, it should provide support to higher education institutions to organise surveys and research on the institutional level to understand underrepresentation, disadvantages, and vulnerability in education.

### **3. Public authority regularly collects data on higher education staff characteristics and experiences in higher education.**

*Explanatory descriptor:*

Public authority should identify underrepresented, disadvantaged and vulnerable staff on a national level and organize national surveys or administrative data collection on staff characteristics and experiences. Public authority should translate results of surveys and administrative data collection into staff support measures for identified underrepresented, disadvantaged and vulnerable groups.

### **4. Public authority regularly conducts research on potential systemic barriers to diversity, equity and inclusion from early childhood education, through schooling to higher education and throughout lifelong learning.**

*Explanatory descriptor:*



Public authority should analyze student data through all levels of education, lifelong learning and entry into the labor market to make sure that its social dimension policies are effective and efficient. It could compare graduation data from second level (secondary education) with entrance data into third level education (higher education) in order to improve transition from second level into third level education.

**5. Public authority participates in internationally comparable data collections in higher education.**

*Explanatory descriptor:*

Internationally comparable taxonomies are used for internationally comparable data collection (e.g., ISCED, EQF for levels of study, the EHEA definitions of underrepresented, disadvantaged and vulnerable groups, etc.). Public authority should consider participating in European Higher Education Area surveys on student characteristics (e.g. Eurostudent survey) and in graduate surveys (e.g. Eurograduate survey).

**5. Public authorities should have policies that enable higher education institutions to ensure effective counselling and guidance for potential and enrolled students in order to widen their access to, participation in and completion of higher education studies. These services should be coherent across the entire education system, with special regard to transitions between different educational levels, educational institutions and into the labour market.**

**Guidelines:**

- a. Public authorities should create conditions that enable collaboration between different public institutions that provide counselling and guidance services together with higher education institutions in order to create synergies and omit duplication of similar services. These services should uphold the principles of clarity and user-friendliness, because end users must be capable to understand them easily.
- b. Within a diverse student body, special attention should be directed towards students with physical and psychological health challenges. These students should have access to professional support to secure their success in accessing and completing higher education studies. Special focus should be placed on prevention of psychological challenges caused by the organisation of study and students' living conditions.
- c. Public authorities should also consider setting up ombudsperson-type institutions that will have the capacity and knowledge to mediate any conflicts, particularly related to equity issues that may arise during accessing or participating in higher education, or conflicts that hinder the completion of studies.

**Indicators**

**1. Public authority requires and supports the provision of free, accessible and timely academic and careers counselling and guidance services to potential and enrolled students in higher education.**

*Explanatory descriptor:*

Public authority should ensure the existence of public centres and/or contact points at educational institutions that provide free and inclusive academic and career counselling and guidance to prospective and current students. It should facilitate the cooperation among all providers of academic and careers counselling and guidance for higher education to enable exchange of good practice and omit duplication. Public authority should consider funding higher education institutions that provide free and inclusive academic and careers counselling and guidance to potential and current students.

**2. Public authority requires and supports the provision of free, accessible and timely psychological counselling and guidance services to potential and enrolled students, as well as to staff in higher education (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should support the access of students and staff to free and inclusive psychological counselling and guidance in public centres. It should facilitate the cooperation among all providers of psychological counselling and guidance for higher education to enable exchange of good practice and omit duplication. It should consider funding higher education institutions that provide free and inclusive psychological counselling and guidance to potential and enrolled students, as well as to staff. Public authority should help higher education institutions to adapt their organization of studies and students' living conditions in a way that prevents or mitigates potential psychological challenges.

**3. Quality assessment of career, academic as well as psychological counselling and guidance services in higher education is required (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority, in cooperation with higher education institutions, should ensure that an appropriate body has the mandate to assess the quality of career, academic and psychological counselling services in higher education and whether beneficiaries are satisfied with these services.

**4. Existence of impartial bodies with a formal role in conflict resolution and in mediating conflicts related to the social dimension in higher education (Eurydice, 2022).**

*Explanatory descriptor:*

Public authorities should ensure that an impartial body is mandated for issues related to conflict resolution and mediation based on social dimension issues. Access to an external body that would conduct the process if requested should be required, Students and staff should have access to discrimination counselling services, as well as legal services.

**6. Public authorities should provide sufficient and sustainable funding and financial autonomy to higher education institutions enabling them to build adequate capacity to embrace diversity and contribute to equity and inclusion in higher education.**

**Guidelines:**

- a. Higher education funding systems should facilitate the attainment of strategic objectives related to the social dimension of higher education. Higher education institutions should be supported and rewarded for meeting agreed targets in widening access, increasing participation in and completion of higher education studies, in relation to vulnerable, disadvantaged and underrepresented groups. Mechanisms for achieving these targets should not have negative financial consequences to higher education institutions core funding.
- b. Financial support systems should aim to be universally applicable to all students, however, when this is not possible, the public student financial support systems should be primarily needs-based and should make higher education affordable for all students, foster access to and provide opportunities for success in higher education. They should mainly contribute to cover both the direct costs of study (fees and study materials) and the indirect costs (e.g. accommodation, which is becoming increasingly problematic for students across the EHEA due to the increased housing, living, and transportation costs, etc.).

**Indicators**

**1. Public funding is attributed to higher education institutions that meet targets in widening**

**access, increasing participation or completing higher education, in particular in relation to underrepresented, disadvantaged and vulnerable groups (Eurydice, 2022).**

*Explanatory descriptor:*

Local/regional context of higher education institution and the socio-economic context of students and staff should be considered for determining the amount of public funding that higher education institutions receive to support underrepresented, disadvantaged and vulnerable groups.

**2. Public authority provides universal or need-based grants for students, that cover direct and indirect costs of study (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should provide universal or need-based grants for underrepresented, disadvantaged, and vulnerable students. These grants should cover both direct costs (tuition fees, administration fees, study materials, other fees) and indirect costs (accommodation, transport, meals, personal IT equipment etc). Access to higher education through ensuring free education or, if not possible, lower costs for education should be prioritized for underrepresented, disadvantaged and vulnerable students in the first cycle. Public authority should collect data on the share of first cycle students that receive universal or need-based grants. A student's local socio-economic context could serve as a criterion for deciding on the type and amount of the student financial support. Students from both full-time and part-time study programmes should have access to universal or need-based grants for covering direct and indirect costs of study. There should be a top-level policy regarding raising accessibility and affordability of study through covering indirect costs. Public authority should collect data on the number/share of short, first, second and third cycle students that receive student financial support to cover accommodation, transport, meals and IT equipment.

**3. Public authority provides top-level indirect support for covering the costs of study.**

*Explanatory descriptor:*

The top-level policy regarding raising accessibility and affordability of higher education should include public funding support for dormitories, canteens, transport services etc, in order to lower the costs of these services for all types of students, including international students. Public authority should collect data on the funding provided to indirect student support schemes, including from other governmental authorities, and plan on increasing the quality and accessibility of the services through the public funding provided.

**4. Public authority provides information, assistance and communicates effectively on available student financial support to all students, in particular to underrepresented, disadvantaged and vulnerable groups of students.**

*Explanatory descriptor:*

The information provided by the public authority and expected from higher education institutions for potential students and students on financial support should be transparent, up-to-date, exhaustive, permanent, as well as using modern forms of communication appropriate to students.

**7. Public authorities should help higher education institutions to strengthen their capacity in responding to the needs of a more diverse student and staff body and create inclusive learning environments and inclusive institutional cultures.**

**Guidelines:**

- a. Public authorities should support and provide adequate means to higher education institutions to improve initial and continuing professional training for academic and administrative staff to enable them to work professionally and equitably with a diverse student body and staff.
- b. Whenever possible, external quality assurance systems should address how the social dimension, diversity, accessibility, equity and inclusion are reflected within the institutional missions of higher education institutions, whilst respecting the principle of autonomy of higher education institutions.

<b>Indicators</b>
<p><b>1. Existence of top-level requirements or recommendations for higher education institutions to offer training on diversity, equity or inclusion to academic and administrative staff, and students (Eurydice,2022).</b></p> <p><i>Explanatory descriptor:</i></p> <p>There should be a top-level requirement or recommendation for initial staff and student training on diversity, equity and inclusion at higher education institutions (e.g. training on equal opportunities, universal accessibility and universal design, etc.). There should also be a top-level requirement or recommendation for continuous professional staff development at higher education institutions on diversity, equity and inclusion strategies.</p>
<p><b>2. Existence of support offered by top-level public authorities to higher education institutions to offer training on diversity, equity or inclusion to staff and students (Eurydice,2022).</b></p> <p><i>Explanatory descriptor:</i></p> <p>Public authority should support a mentoring network at the local, regional or national level for both staff and students in order to involve, guide and assist them on how to best interact with the needs of more diverse student and staff body. It should provide funding for the provision of initial and continuous professional staff and student training on diversity, equity and inclusion. It should provide higher education institutions with tools and other non-financial means of support on diversity, equity and inclusion for students and staff.</p>
<p><b>3. Public authority ensures that an appropriate body has the mandate to monitor whether higher education institutions offer training on diversity, equity or inclusion to staff and students.</b></p> <p><i>Explanatory descriptor:</i></p> <p>It is important to periodically assess the quality of initial staff and student training, as well as of continuous professional staff development on diversity, equity and inclusion at higher education institutions. Students' and staff representatives should be included in these assessments, including representatives of underrepresented, disadvantaged and vulnerable students and staff. In some national contexts, quality assurance framework could be used for monitoring the implementation of this indicator.</p>
<p><b>4. Public authority issues guidelines and provides financial means to make higher education buildings and infrastructure easily accessible and adjusted to the needs of underrepresented, disadvantaged and vulnerable students and staff.</b></p> <p><i>Explanatory descriptor:</i></p> <p>The public authority should provide financial resources on a regular basis and monitor that the buildings, infrastructure and resources of HEIs are accessible for the needs of the underrepresented, disadvantaged and vulnerable students and staff, including those with physical disabilities.</p>

**8. International mobility programs in higher education should be structured and implemented in a way that foster diversity, equity and inclusion and should**

**particularly foster participation of students and staff from vulnerable, disadvantaged or underrepresented backgrounds.**

**Guidelines:**

- a. International experiences through learning mobility improve the quality of learning outcomes in higher education. Public authorities and higher education institutions should ensure equal access for all to the learning opportunities offered by national and international learning and training mobility programmes and actively address obstacles to mobility for vulnerable, disadvantaged or underrepresented groups of students and staff.
- b. Besides further support to physical mobility, including full portability of grants and loans across the EHEA, public authorities and higher education institutions should facilitate the use of information and communications technology (ICT) to support blended mobility and to foster internationalisation at home by embedding international online cooperation into courses. Blended mobility is the combination of a period of physical mobility and a period of online learning. Such online cooperation can be used to extend the learning outcomes and enhance the impact of physical mobility, for example by bringing together a more diverse group of participants, or to offer a broader range of mobility options.

**Indicators**

**1. A top-level mobility policy is in place which focuses on vulnerable, disadvantaged and underrepresented students and staff (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should develop an action plan with quantitative targets for stimulating international mobility of students and staff from vulnerable, disadvantaged and underrepresented groups. Public authority could endorse and/or administer a variety of mobility programmes, in addition to Erasmus+ programmes, to suit different needs and aspirations of disadvantaged, vulnerable and underrepresented students (long-term and short-term mobilities, blended and virtual exchanges, joint study programmes at different levels, summer and winter schools, etc.). Public authority should provide targeted administrative and financial support for students and staff from vulnerable, disadvantaged and underrepresented groups to help them participate in international mobility. Public financial support for students should be fully portable across the EHEA while taking part in the international mobility programmes. International mobility opportunities should be promoted through a variety of accessible and inclusive formats.

**2. Public authority has a standardized methodology to collect data and monitor the participation and experiences of beneficiaries in all types of international mobility programs, including their background characteristics (e.g. disadvantaged, vulnerable and underrepresented groups).**

*Explanatory descriptor:*

Public authority should ensure top-level monitoring of specific characteristics of students and staff participating in international mobility programs (Eurydice, 2022). There should be annual data collection on the enrolment, retention and graduation rates of international students and staff from underrepresented, disadvantaged and vulnerable backgrounds. Data collection on the percentage of students and staff participating in physical vs. blended mobility, particularly in relation to underrepresented, disadvantaged and vulnerable students and staff, as well as data collection on the financial support provided to underrepresented, disadvantaged and vulnerable students and staff for participating in international mobility programs also supports the implementation of this indicator.

**3. Public authority has measures in place to support vulnerable, disadvantaged or underrepresented students and staff in international learning mobility (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should provide professional training support to higher education institutions on how to successfully organize international learning mobility, in particular blended mobility and internationalization at home, along with the physical mobility. Top-level authorities should provide support to higher education institutions on the use of the new technologies for successful participation in international mobility programs, particularly in blended mobility and internationalization at home (Eurydice, 2022). Public authority should consider providing funding support for: 1) guidance services, 2) mentoring services to enhance the performance and wellbeing of students and staff, 3) subsidized accommodation and food/canteens services available and accessible at higher education institutions for incoming and/or outgoing students and staff (Eurydice, 2022).

## 9. Higher education institutions should ensure that community engagement in higher education promotes diversity, equity and inclusion.

### Guidelines:

- a. Community engagement should be considered as a process whereby higher education institutions engage with external community stakeholders to undertake joint activities that can be mutually beneficial. Like social dimension policies, community engagement should be embedded in core missions of higher education. It should engage with teaching and learning, research, service and knowledge exchange, students and staff and management of higher education institutions. Such engagement provides a holistic basis on which universities can address a broad range of societal needs, including those of vulnerable, disadvantaged and underrepresented groups, while enriching their teaching, research and other core functions.
- b. Community stakeholders (e.g. local authorities, cultural organisations, non-governmental organisations, businesses, citizens) should be able to meaningfully engage with higher education actors through open dialogue. This will enable genuine university-community partnerships, which can effectively address social and democratic challenges.

### Indicators

#### 1. Top-level authorities provide financial support to higher education institutions in developing community engagement activities focused on diversity, equity and inclusion (Eurydice, 2022).

##### *Explanatory descriptor:*

The public authority should provide financial support, such as additional funding through funding agreements or additional earmarked funding, for the development of community engagement activities of higher education institutions. Higher education institutions could be encouraged to be part of and apply for international cooperations funded through project calls in order to develop community engagement focused on diversity, equity and inclusion.

#### 2. Public authority supports higher education institutions to train their students and staff on how to increase their community engagement activities focused on diversity, equity and inclusion.

##### *Explanatory descriptor:*

Public authority could recommend specific tools for the reflection on and enhancement of different dimensions of community engagement at higher education institutions: 1) Teaching and Learning dimension (e.g. service-learning programmes); 2) Research dimension; 3) Service and Knowledge Exchange dimension; 4) Students dimension; 5) Staff dimension; 6) Governance of higher education institutions dimension; 7) Management of higher education institutions dimension.

**3. Public authority initiates and supports networks at the local, regional or national level for both students and staff in order to involve, guide and assist them on how to best implement community engagement activities, particularly those focused on diversity, equity and inclusion.**

*Explanatory descriptor:*

Public authorities should support higher education institutions by creating cooperative national structures, securing the exchange of good practices, and facilitating peer learning and inter-institutional student and staff development on how to best implement community engagement activities. It could support networks which promote and disseminate good practices, and which provide awards for community engagement activities in higher education that foster diversity, equity and inclusion.

**4. Public authorities provide a legal framework which secures that community engagement activities of staff contribute to the advancement of their professional careers at higher education institutions.**

*Explanatory descriptor:*

Community engagement in higher education should be valued at an equal level as scientific publishing and similar traditional requirements in the advancement of academic and administrative careers at higher education institutions.

**5. Public authority ensures that an appropriate body has the mandate to monitor community engagement activities of higher education institutions focused on diversity, equity, and inclusion.**

*Explanatory descriptor:*

There should be a periodical assessment of community engagement activities of higher education institutions in order to check whether the selected targets focused on diversity, equity, and inclusion are reached within proposed deadlines. In some national contexts, quality assurance framework could be used for monitoring the implementation.

**10. Public authorities should engage in a policy dialogue with higher education institutions and other relevant stakeholders about how the above principles and guidelines can be translated and implemented both at national system and institutional level.**

#### **Guidelines:**

- a. Such policy dialogue should allow to develop fit-for purpose policy measures, which should respect institutional autonomy, avoid any unnecessary administrative burden, and thus enable concrete progress towards diversity, equity, and inclusion in higher education.
- b. Within the scope of the above principles and guidelines, peer support and exchange of good practices are crucial among EHEA countries in order to facilitate progress towards the inclusiveness of higher education systems.

#### **Indicators**

**1. Top-level authorities have established policy dialogue in a specific forum dedicated to the implementation of the Principles and Guidelines (Eurydice, 2022).**

*Explanatory descriptor:*

Public authority should actively engage relevant stakeholders, including student and staff unions, in the elaboration, adoption, monitoring, evaluation and review of all policies affecting social dimension of higher education. It should regularly survey the satisfaction of relevant stakeholders related to their participation in the decision-making and consultation process on strengthening social dimension of higher education.

## **2. Public authority supports and participates in international peer learning activities and exchange of good practices on strengthening social dimension of higher education.**

*Explanatory descriptor:*

Public authorities should actively engage in regular exchanges of knowledge and practice on strengthening the social dimension of higher education at international level. The purpose of this exchange is to evaluate practices in this area, international and intercultural academic dialogue, and to develop and implement the most effective activities.

## **Glossary of Terms and Definitions<sup>8</sup>**

*This glossary defines the three central terms in this document, namely underrepresented, disadvantaged and vulnerable students. The definitions are not to be understood as legal definitions and therefore do not conflict with any existing legal regulations, rather they are intended as explanatory definitions used in relation to the contents of the Principles and Guidelines.*

### **Underrepresented students:**

A group of learners is underrepresented in relation to certain characteristics (e.g. gender, age, nationality, geographic origin, socio-economic background, ethnic minorities) if its share among the students is lower than the share of a comparable group in the total population. This can be documented at the time of admission, during the course of studies or at graduation. Individuals usually have several underrepresented characteristics, which is why combinations of underrepresented characteristics ("intersectionality") should always be considered. Furthermore, underrepresentation can also impact at different levels of higher education – study programme, faculty or department, higher education institution, higher education system. This definition is complementary to the London Communiqué, "that the student body entering, participating in and completing higher education at all levels should reflect the diversity of our populations", but does not fully cover it.

### **Disadvantaged students:**

Disadvantaged students often face specific challenges compared to their peers in higher education. This can take many forms (e.g. disability, low family income, little or no family support, orphan, many school moves, mental health, pregnancy, having less time to study, because one has to earn ones living by working or having caring duties). The disadvantage may be permanent, may occur from time to time or only for a limited period. Disadvantaged students can be part of an underrepresented group, but do not have to be. Therefore, disadvantaged and underrepresented are not synonymous.

### **Vulnerable students:**

Vulnerable students may be at risk of disadvantage (see above) and in addition have special (protection) needs. For example, because they suffer from an illness (including mental health) or have a disability, because they are minors, because their residence permit depends on the success of their studies (and thus also on decisions made by individual teachers), because they are at risk of being discriminated against. These learners are vulnerable in the sense that they may not be able to ensure their personal well-being, or that they may not be able to protect themselves from harm or exploitation and need additional support or attention.

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<sup>8</sup> This glossary is also adopted as an integral part of the Principles and Guidelines at the 2020 Rome Ministerial Conference. This glossary is intended only for the purpose of these Principles and Guidelines.