EUROPEAN UNIVERSITY ASSOCIATION

Strategies towards equity, diversity and inclusion at higher education institutions in Europe

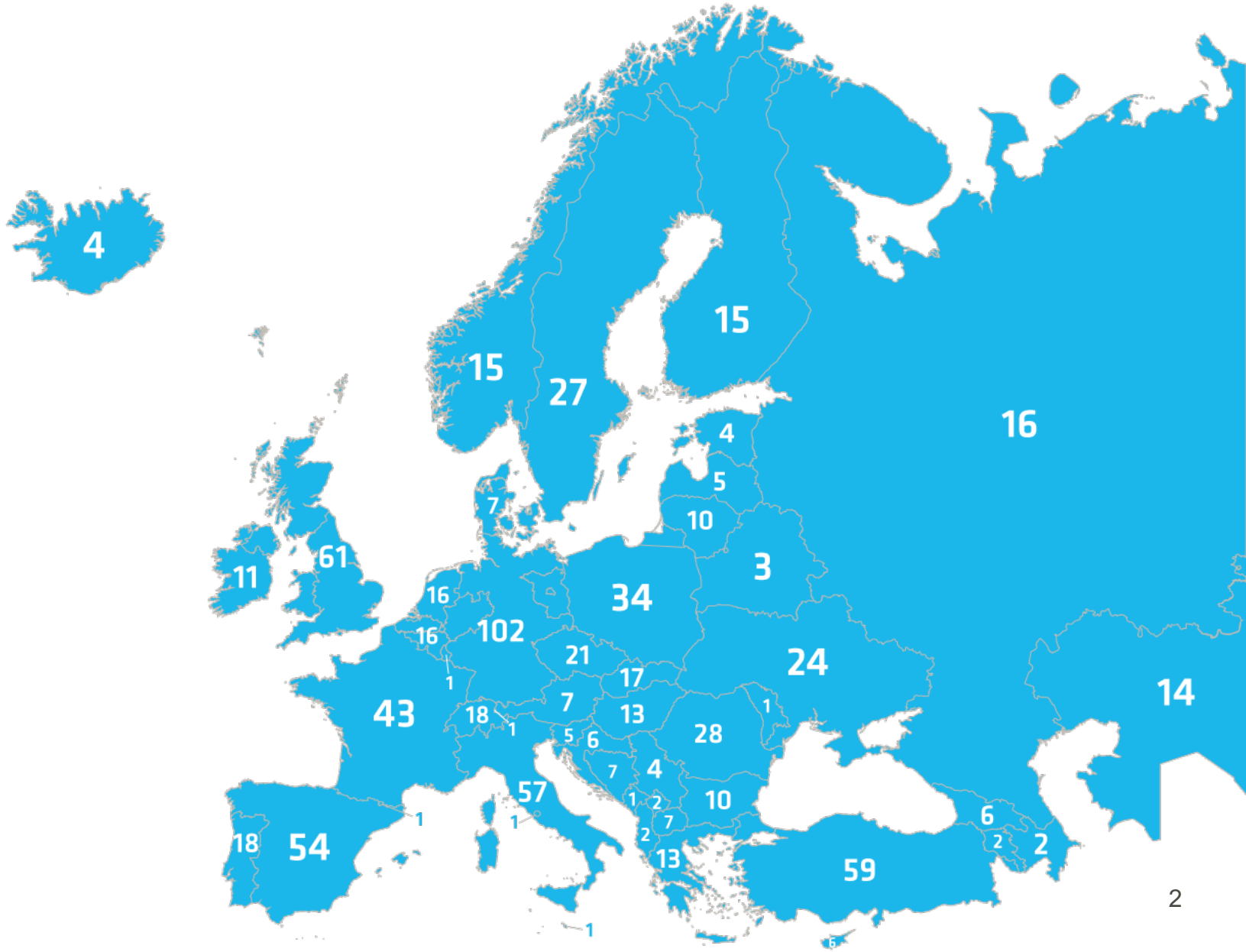
INVITED PROJECT SURVEY OUTCOMES

BFUG AG Social Dimension
Meeting 5 June 2019
Vienna

Anna-Lena Claeys-Kulik
Policy Coordinator, European University Association

EUA

More than 800 member HEIs in 48 European countries & 33 national university associations



The INVITED Project

Background:

- economic and demographic developments, societal changes, HE as motor for social mobility
- need for a holistic view on the topic & a strategic approach at HEIs

Objectives:

- Support higher education institutions in fulfilling their social responsibility to reflect societal diversity
- Create a knowledge base, identify and promote good practice
- Provide opportunities for peer learning & exchange between HEIs & policy levels
- Develop recommendations to institutions & policy levels

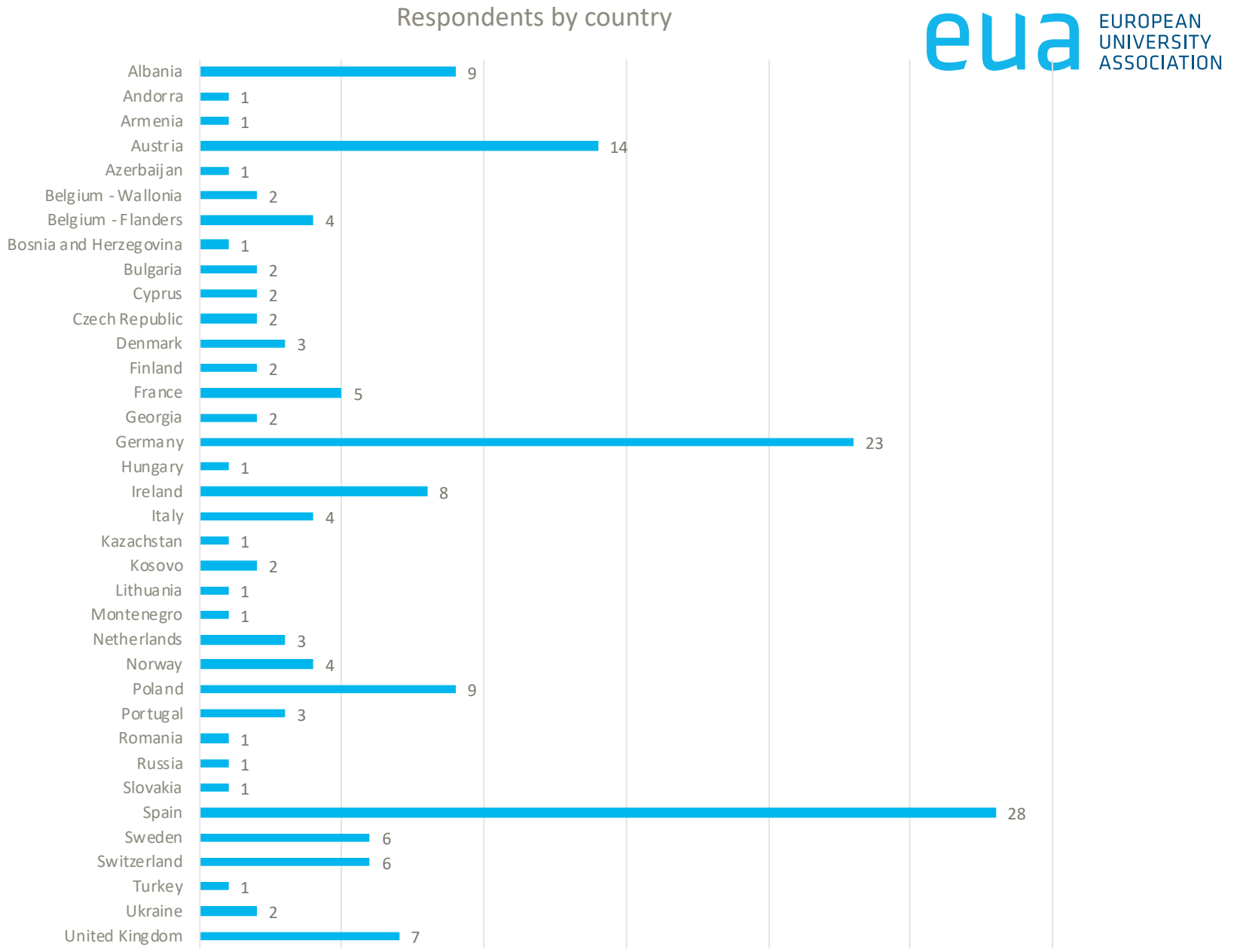
Milestones:

- Autumn 2018 – summer 2019: survey, evaluation, follow-up interviews
- Autumn 2019: report
- Spring 2020: national/regional events + further exploitation (depending on external funding)

(advisory role)

The sample

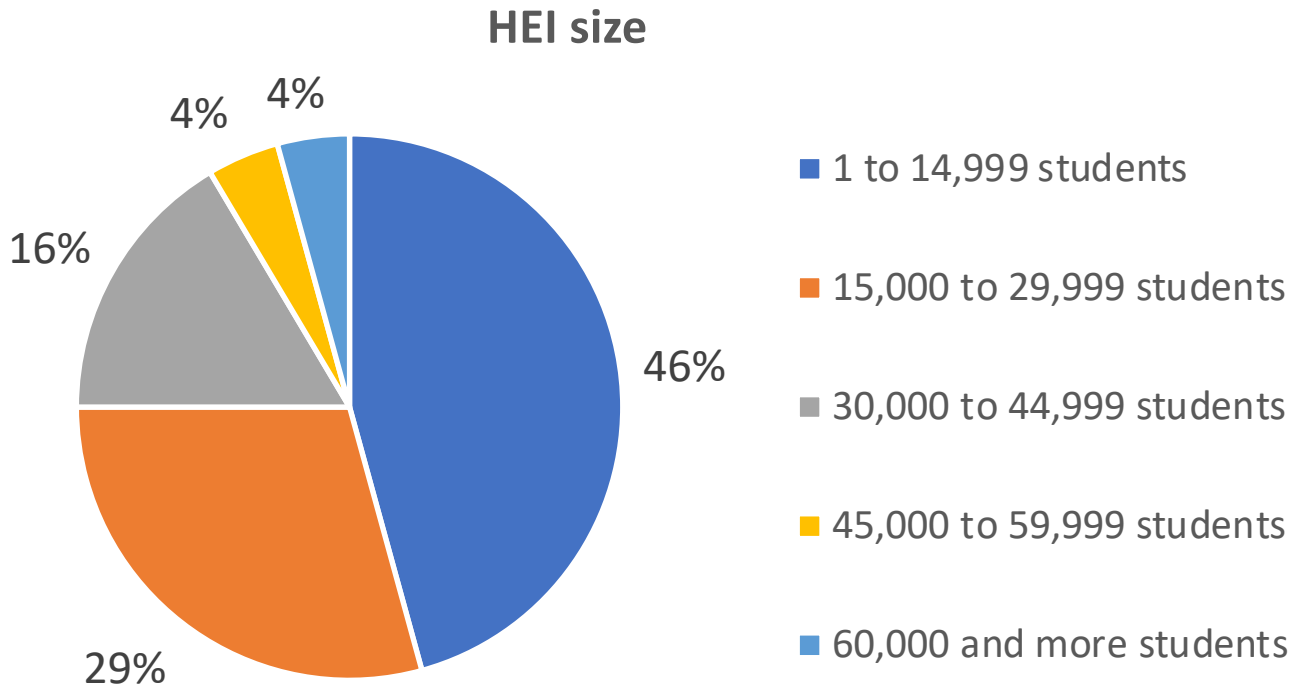
- **More than 160 higher education institutions**
- **36 European higher education systems**



Preliminary data – report publication in autumn 2019 via eua.eu

Size of responding HEIs

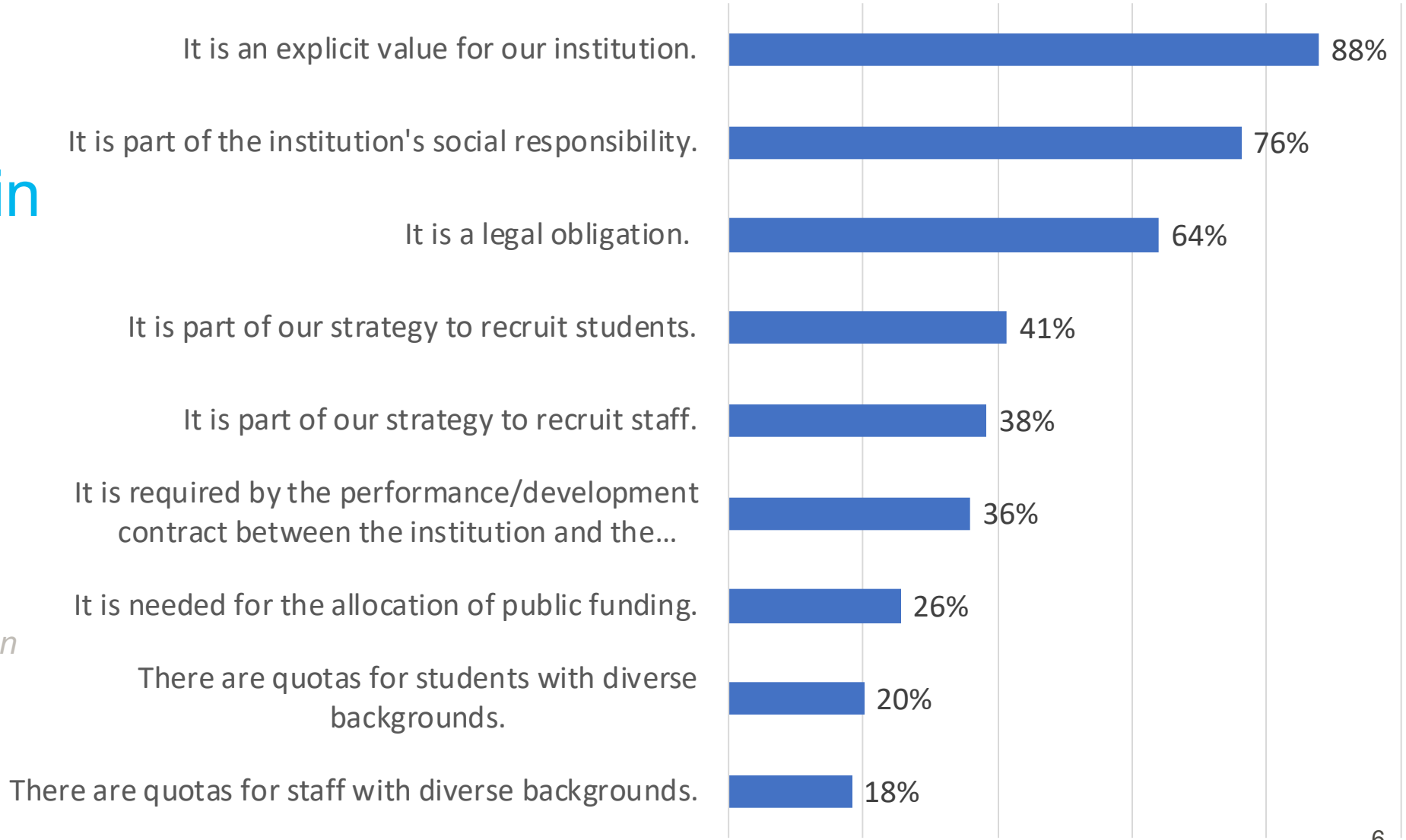
- **Almost half of them are smaller HEIs**
- **1/3 are medium-sized**



Q8 How many students are enrolled at your institution?

Preliminary data – report publication in autumn 2019 via eua.eu

Drivers: why HEIs engage in the topic



Q 14. Why is the topic of equity, diversity and inclusion of importance to your institution?

Preliminary data – report publication in autumn 2019 via eua.eu

Institutional strategies & approaches

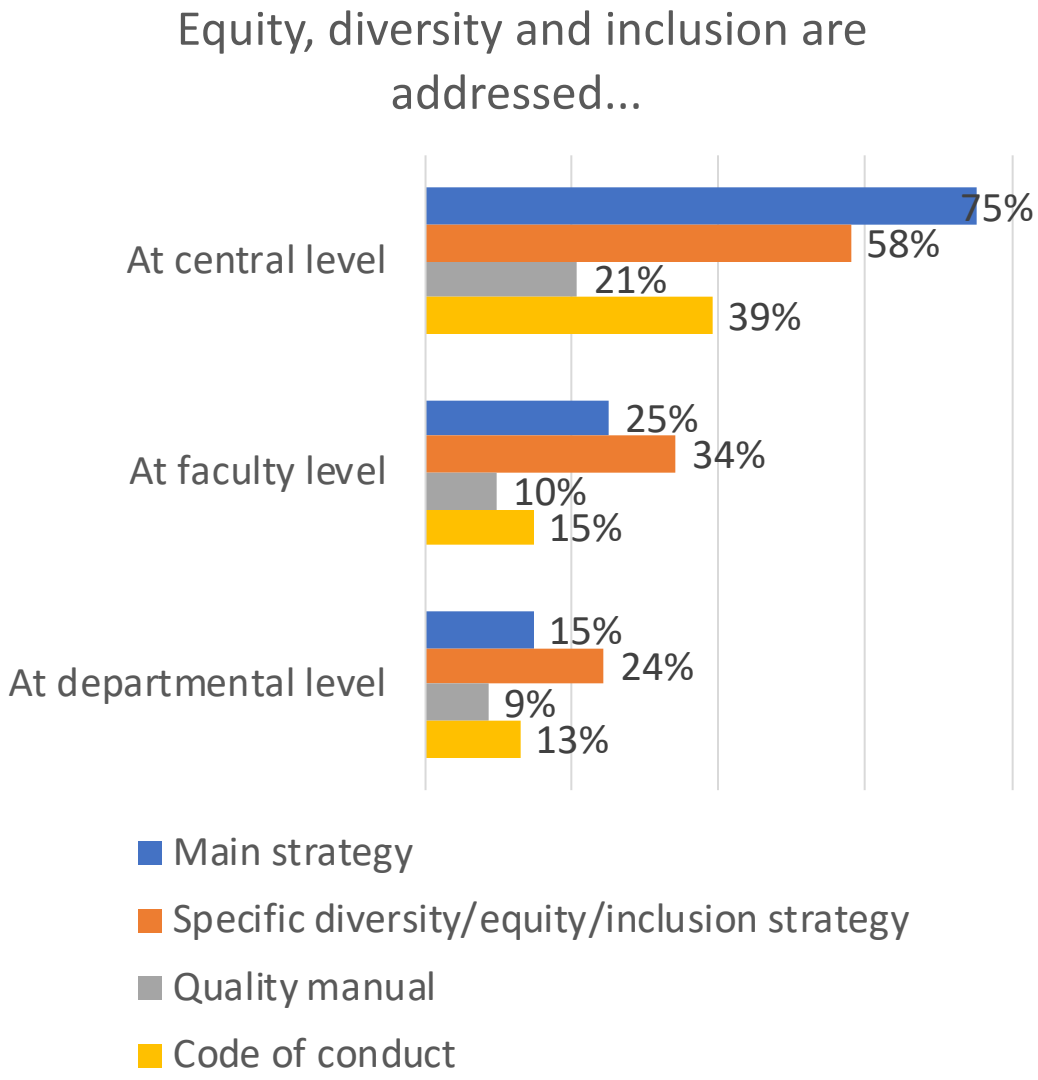
- 85% of HEIs have a strategy in place at central level, 13% under development
- 49% at faculty
- 41% at departmental levels

- 53% of HEIs have a specific office in charge of implementation

Q 10a Are diversity, equity and inclusion topics that are addressed in your institution's strategy or policies?;

Q10b Where are equity, diversity and inclusion addressed exactly?

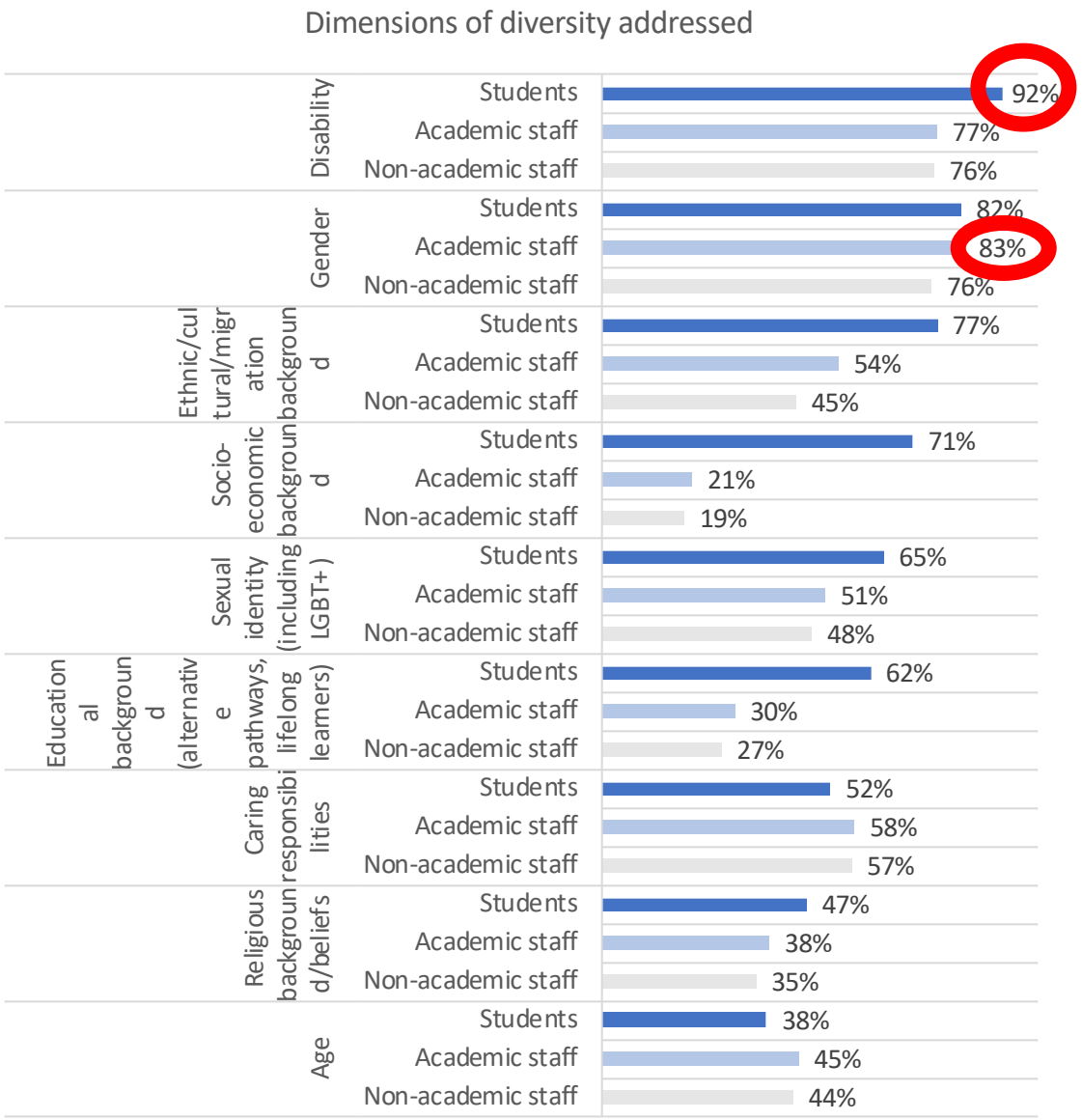
Q11 Who is in charge of implementing your institution's activities in relation to diversity, equity and inclusion?



Preliminary data – report publication in autumn 2019 via eua.eu

Diversity dimensions

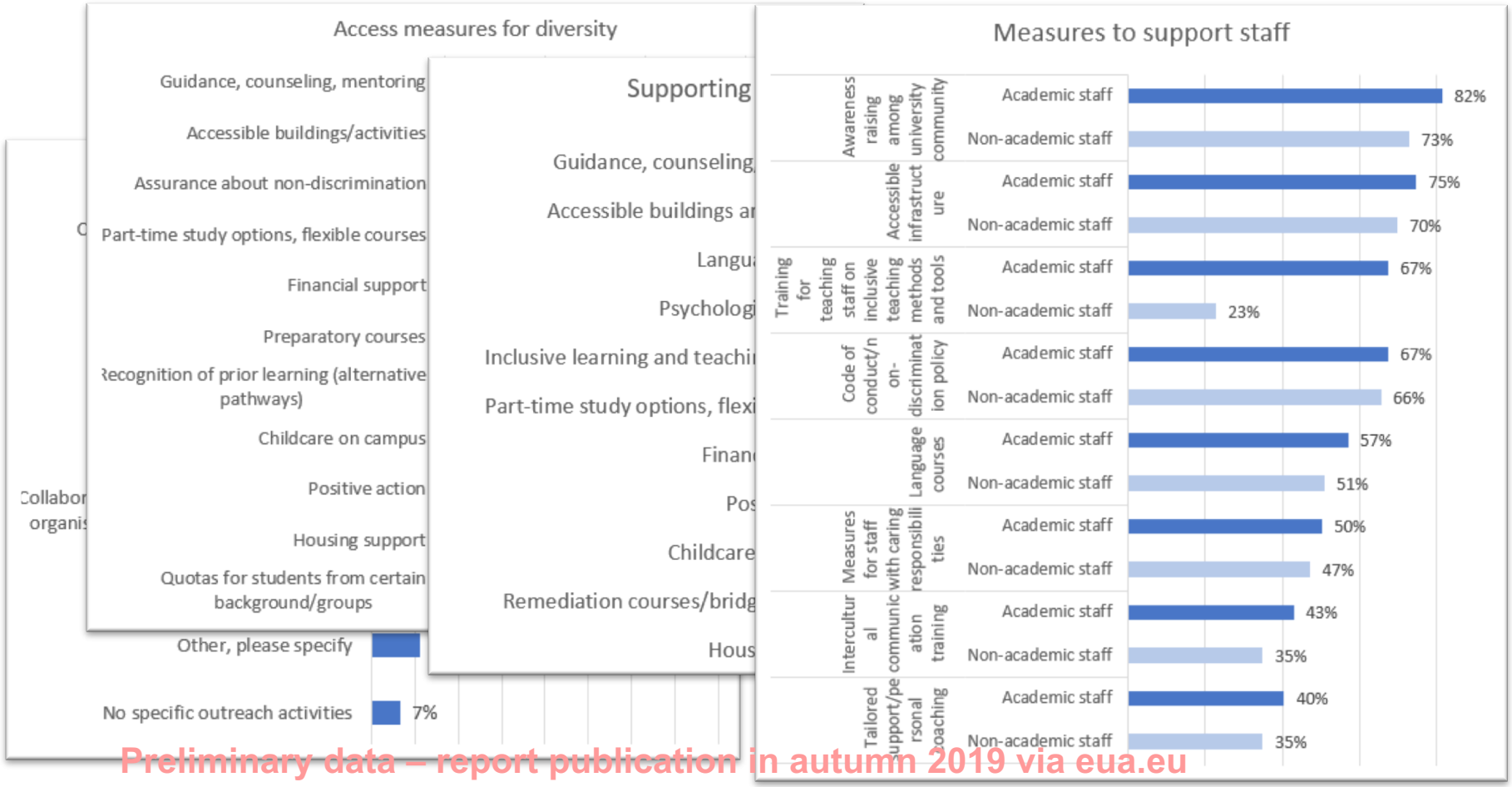
Q 12 Which dimensions of diversity do you address at your institution?



Preliminary data – report publication in autumn 2019 via eua.eu

A multitude of institutional measures

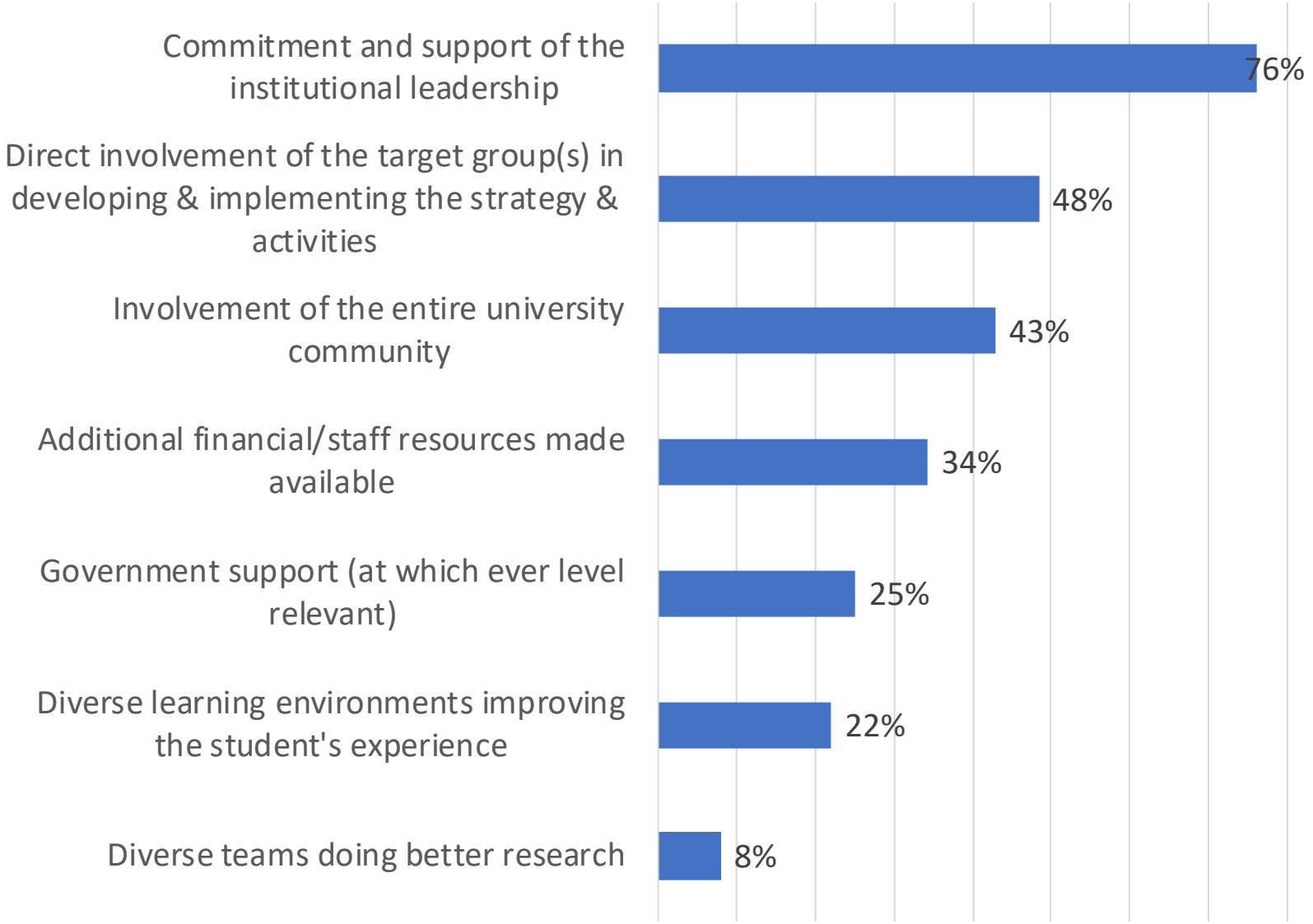
Higher education institutions provide a diverse range of measures and activities for diversity, equity and inclusion of students & staff.



Preliminary data – report publication in autumn 2019 via eua.eu

Success factors

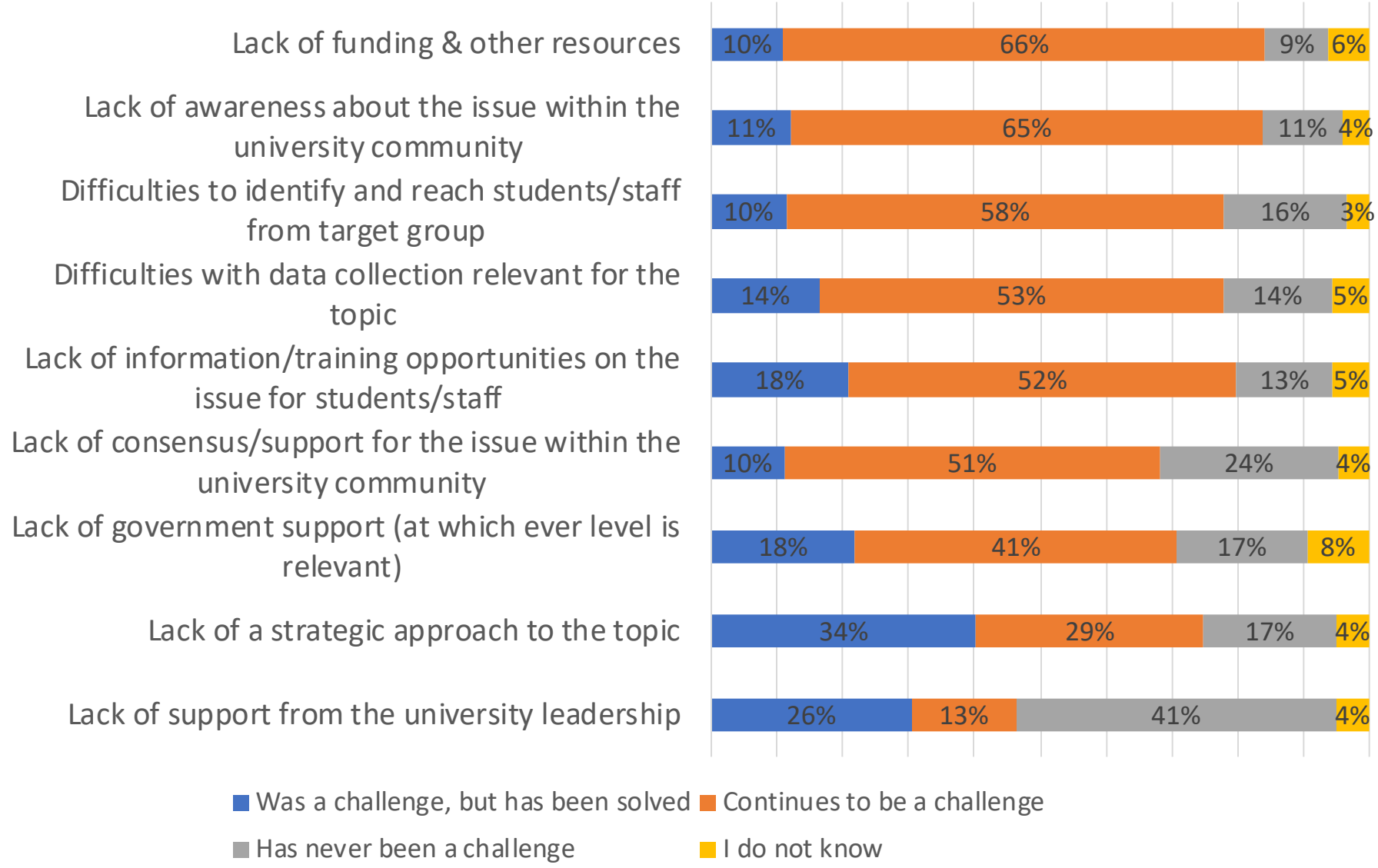
Q27 What are the top three success factors of your activities towards diversity, equity and inclusion?



Preliminary data – report publication in autumn 2019 via eua.eu

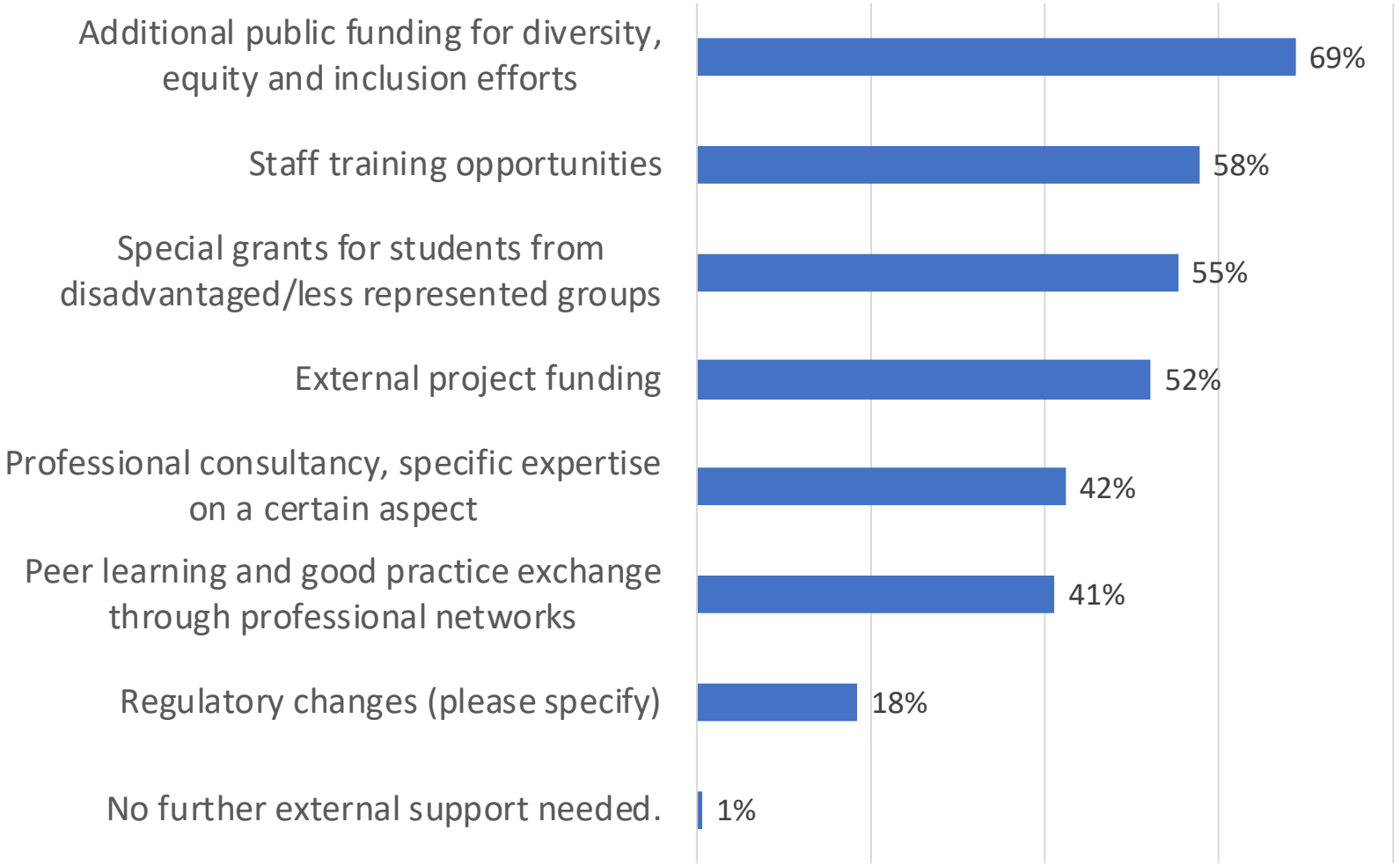
Barriers

Q23 What are the barriers to diversity, equity and inclusion that you face at your institution?



Preliminary data – report publication in autumn 2019 via eua.eu

Further external support required



Q26 What type of (additional) external support do you think would be needed to further the development and implementation of your institution's strategy and/or activities towards diversity, equity and inclusion?

Preliminary data – report publication in autumn 2019 via eua.eu

Preliminary conclusions

- Most HEI present in the sample have strategies and measures for diversity & inclusion, often as part of **their social responsibility** and as a reflection of their **intrinsic values**.
- Responding HEI have such strategies and measures in place **also in the absence of legal or performance based requirements**.
- Most respondents feature inclusion in their **main strategy**, more than half have (additional) **diversity strategies** in place and **specific diversity offices** to implement them.
- Successful HEI measures are **multi-stakeholder oriented**, involve the entire community, incl. the target groups themselves.
- More than half of the institutions point to persistent challenges, e.g. **lack of awareness in the university community**, as well as broader **outreach and monitoring issues**.
- **Additional funding** is needed to enhance diversity & inclusion, esp. in the areas of **targeted financial student support**, **project funding** to develop institutional measures and to run **staff training**.
- **HEI leadership support** is seen as crucial success factor.
- 41% of institutions would wish for **more government support**.
- **Dialogue between all actors/stakheolders** is needed as the basis for new policies.

Thank you for your attention

Anna-Lena Claeys-Kulik
Policy Coordinator
European University Association (EUA)
Avenue de l'Yser, 24 | 1040 Brussels | Belgium
Tel: +32 2 743 11 48
Linkedin | @AnnaLenaKulik | EUA profile

INVITED project:
https://eua.eu/101-projects/737-invited.html

© EUA 2019