

TRANSFORM4EUROPE: THE EUROPEAN UNIVERSITY FOR KNOWLEDGE ENTREPRENEURS

T4EU DIVERSITY STRATEGY

OCTOBER 2024 TO OCTOBER 2027



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1. T4EU Diversity Strategy

1.1. Executive Summary

Transform4Europe – T4EU aims at becoming one integrated European University based on shared European values, a diverse and inclusive alliance deeply rooted in the respective regional ecosystems, educating and training knowledge-entrepreneurs as drivers of transformation for the benefit of sustainable and resilient European societies. Mobility, interdisciplinarity and inclusion will be the norm on the T4EU campus. This First Draft of the T4EU Diversity Strategy (MS79) is aligned with all the goals of the T4EU alliance, specifically:

- Making mobility within the alliance accessible for all members of the universities
- Creating a Transform4Europe multi-campus European University with an inclusive and green campus life promoting a common identity to be enjoyed by all students and staff

1.2. Goals

We have divided the T4EU alliance's Diversity Strategy into three main axes to comprehensively address the different aspects of equality, inclusion and diversity. These three axes are Discrimination, Gender Equality and Disability. Each strand brings together a series of concrete goals and actions designed to foster an inclusive and equitable culture within all member universities, ensuring that the diverse perspectives of all community members are respected, varying views are considered, and individual needs are met. The overall goals for each of these axes are presented below.

Axis 1: Discrimination: Promote an academic environment free of discrimination, where differences are respected, and equal opportunities are guaranteed. Promote diversity awareness and build an inclusive culture throughout the university community.

Axis 2: Gender Equality: Promote gender equity at all levels of the partnership, integrating this perspective into research, academic activities and decision-making, ensuring a balanced and fair environment for all.

Axis 3: Disability: Ensure equal access to education and university life for all, removing physical and digital barriers, and promoting the full participation of people with disabilities in all areas.

These goals reflect the objectives of each axis more broadly, leaving room for the development of concrete measures.

2. MEASURES

Axis	Measure	Description	Timeline	Body	Target group
Discrimination	Promotion of anti-discrimination protocols	Create a centralised section on the T4EU website that brings together and makes visible all existing diversity anti-discrimination protocols in each member university, allowing each institution to maintain its own protocols and practices.	October 2024-January 2025	Diversity experts from each institution and T4EU website managers	Students, teaching, administrative and service staff
	Events and celebrations with specific diversity and inclusion themes	Coordinate the hosting of inclusion events during T4EU Weeks, ensuring that all axes of diversity (gender, discrimination and disability) are covered throughout the year.	May 2024 - October 2027 (six-monthly events)	T4EU Weeks organising committee at each university and responsible for task 6.3	Students, faculty, administrative staff and external audiences
	Communication actions	Integrate specific publications on inclusion issues into	June 2024 - October 2027 (monthly or annual campaigns)	T4EU JCO	University community and

Axis	Measure	Description	Timeline	Body	Target group
		the alliance's communication campaign, taking advantage of key events such as Pride Day, International Women's Day and other relevant dates.			general public (external)
	Curricular inclusion	Design and implement training modules on diversity and inclusion to be offered transversally during T4EU Weeks, covering topics related to any of the three axes.	October 2024 – October 2027 (development and implementation during T4EU Weeks)	Academic and inclusion teams from each university, in coordination with the T4EU Week organising committee.	Students from all universities in the alliance, with a special focus on undergraduate and postgraduate students participating in T4EU weeks
	Collaboration with local entities	Collaborate with local entities working on the different diversity axes during the T4EU Weeks by ensuring collaboration with these entities in all the universities of the alliance.	October 2024 – October 2027 (six-monthly collaborations during T4EU Weeks)	T4EU weeks organising committee of each university, in collaboration with local entities and Task 6.3. leaders (UA)	Local communities, diversity organisations, students, university faculty, staff and administrators

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Gender equality	Additional points for gender mainstreaming projects	Include in the calls for research projects of the T4EU alliance an evaluation criterion that awards additional points to those projects that integrate inclusion-related themes.	October 2024 – October 2027 (research calls)	T4EU JQAO, SC and the university leading the call	Researchers, teachers, graduate students
	Monitoring and reporting on the inclusion strategy	Ensure rigorous monitoring of the implementation of the inclusion strategy in all universities of the alliance, with the aim of producing individual annual reports and a joint report reflecting progress achieved.	October 2024 – October 2027 (annual report)	Task 6.3. experts of the alliance in collaboration with each member university	University authorities, inclusion teams, equality and diversity organisations
	Equal representation at events	Ensure that all events organised by the alliance have an equal representation of men and women, promoting balanced participation and	October 2024 – October 2027 (at each event organised)	T4EU weeks organising committee of each university, in collaboration with the inclusion offices of each university.	All participants in alliance events.

Axis	Measure	Description	Timeline	Body	Target group
		ensuring that both perspectives are fairly visible in all activities.			
Disability	Development of activities to bring students together	During T4EU Weeks, the T4EU StuCo will organise virtual and face-to-face meetings, such as virtual cafés, discussion groups and intercultural workshops, to promote the socialisation and inclusion of all students from the universities in the alliance.	October 2024 – October 2027 (six-monthly T4EU Weeks)	T4EU StuCo	Students from all universities in the alliance, particularly those with disabilities or in any situation of inequality.
	Encourage student participation	T4EU StuCo will articulate the inclusion of the needs of students with disabilities, maintaining direct contact with them in their respective universities to ensure that their	October 2024 – October 2027	T4EU StuCo, in coordination with the Inclusion Offices of each university.	Students with disabilities or in any situation of inequality

Axis	Measure	Description	Timeline	Body	Target group
		perspectives are taken into account in the design and implementation of inclusion policies within the alliance.			
	Anticipate support needs	Ensure that Bachelor Tracks and other academic offerings of the alliance have minimum accessibility in all documents, anticipating and meeting students' support needs through regular assessments and open communication channels.	October 2024 - October 2027 (periodic evaluations)	Diversity offices and academic teams at each university	Students with disabilities, academic staff
	Physical and digital accessibility	Ensure minimum accessibility in all face-to-face and online events organised by the alliance, evaluating their effectiveness through participant	October 2024 - October 2027 (post-event evaluations)	Alliance events organising committee, inclusion offices and T4EU JQAO	Students, teaching and administrative staff, external participants

Axis	Measure	Description	Timeline	Body	Target group
		surveys at the end of each event.			
	Staff training	Include inclusion themes in webinars and courses organised for academic and non-academic staff within the framework of the alliance, ensuring that some of these events are dedicated to addressing issues of equality, diversity and inclusion.	October 2024 – October 2027 (annual webinars and trainings)	Alliance staff training office (WP5), in collaboration with each university	Academic and non-academic staff
	Awareness-raising among teachers	Ensure that, at inclusion events organised by the alliance, a percentage of faculty from each university participate.	October 2024 – October 2027	Local organisers of each inclusion event in the T4EU weeks	Academic staff from all universities in the alliance
	Peer-to-peer volunteering	Ensure that the Buddy Programme works well in all universities, guaranteeing that students feel supported and cared for by someone who is their equal,	October 2024 – October 2027	T4EU JMO, StuCo and local student councils	Students from all universities, with special emphasis on those with disabilities or at risk of exclusion.



Axis	Measure	Description	Timeline	Body	Target group
		encouraging accompaniment and integration through peer-to-peer volunteering.			

3. Glossary

JCO: Joint Communication Office

JMO: Joint Mobility Office

JQAO: Joint Quality Assurance Office

SC: Steering Committee

StuCo: Student Council