

Diversity and Inclusion

Terms of Reference

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I. Objectives

1. **Learning and Sharing:** To learn from each other on how diversity, inclusion, and gender aspects are addressed in different alliances and to share knowledge about Diversity, Inclusion, Gender, and Equality.
2. **Inspiration:** To get inspiration on how to solve our common challenges.
3. **Exploring Synergies:** Identify opportunities for joint actions, research, and initiatives.
4. **Societal Engagement & Impact:** Promote meaningful interactions with external stakeholders and communities (incl. associated partners of alliances).
5. **Addressing Anti-Diversity Movements in Europe:** Strengthen alliances' capacities to counter exclusionary narratives.
6. **Policy & Implementation Support:** Actively contribute to the dissemination and application of DEI-related materials, including guidelines, toolkits, and joint educational activities.

To ensure an efficient and structured approach, the Diversity & Inclusion TG will organize its work through dedicated working groups, each focusing on a focus area. These groups will facilitate deeper engagement, foster targeted collaboration, and create outputs that benefit all alliances.

Learning & Knowledge Sharing

1. Bimonthly meetings with expert presentations and best practice exchanges as regular meetings
2. Collection and dissemination of existing resources (guidelines, toolkits, reports)
3. Maintenance of the Padlet for knowledge documentation

Capacity-Building & Training

1. Development of MOOCs, workshops, and handbooks with relevance
2. Organization of education offers (such as summer/winter schools) to train alliance staff on inclusion strategies

Innovation & Joint Actions

1. Exploring synergies for joint projects on inclusive mobility, governance, and recruitment
2. Further development of initiatives like the Diversity Seed Fund and Ambassador Programmes

Policy & Societal Engagement

1. Monitoring D&I trends and addressing anti-diversity movements in Europe
2. Developing policy papers and recommendations for European institutions

Each working group will meet separately and contribute to the overall roadmap, ensuring a well-coordinated and high-impact strategy for all alliances.

II. Background

The Diversity & Inclusion Hub of European University Alliances (D&I Hub) is a very relevant initiative that directly supports European University Alliances and the broader European Higher Education Area (EHEA) and European Research Area (ERA) by fostering an inclusive and equitable academic environment. The hub addressed the first horizontal priority of Erasmus+ which is Diversity and Inclusion.

The values of diversity and inclusion are universal to ALL alliances. Our hub unites alliances to collaborate instead of compete, enabling shared learning, collective problem-solving, and sustainable institutional change.

By working together, we:

- Strengthen institutional D&I policies across alliances, ensuring compliance with the Erasmus+ Inclusion and Diversity Strategy.
- Promote social responsibility and accessibility, ensuring that underrepresented groups have equal opportunities in higher education.
- Address common challenges, including inclusive mobility, gender equality, anti-discrimination policies, intersectional approaches and many more.
- Develop joint solutions, such as inclusive language guidelines, best-practice toolkits, and policy recommendations, benefiting all European universities.
- Enhance collaboration between alliances through structured exchanges, interactive workshops, and digital knowledge-sharing platforms like Padlet and Slack.

The hub plays a strategic role in shaping the future of European universities by promoting policies and frameworks that advance diversity and inclusion at the institutional and European levels. By shifting from competition to cooperation, we amplify our collective impact and contribute to the modernization and social transformation of European higher education.

Student engagement is key to effective D&I efforts. The D&I Hub will integrate student voices through active collaboration with other topical student-led groups and throughout alliance-level student governance. It is also possible to create working groups, partnerships with student organizations, and structured feedback mechanisms. By involving students in the hub discussions, we ensure a bottom-up approach to institutional change that reflects their experiences and needs.

For further insights, read our blog post: [Managing Intra-Alliance Collaboration Successfully](#).

The Diversity & Inclusion Hub has existed as a FOR-EU group since March 2022, holding bimonthly meetings to address pressing D&I topics across alliances.

We facilitated good-practice sharing presentations, Q&A sessions with experts, and topical subgroup meetings, including initiatives like the Diversity Seed Fund and Ambassador Programmes.

Key achievements include:

- Wide-ranging discussions and good-practice sharing on diversity, inclusion, and gender equality.
- Creation and continuous development of a shared resource platform: [Padlet Resources](#) of the Hub
- Creation and continuous development of a password-protected Padlet with all given presentations.
- Contribution to and dissemination of the First Joint FOREU2 Report on Gender Equality.

Through our collaborative efforts, we strengthened inter-alliance cooperation, fostered knowledge exchange, and developed actionable solutions for inclusive European universities.

III. Work plan and working modalities

The Diversity and Inclusion hub is an initiative launched by the ENHANCE Alliance, bringing together 39 alliances. We are still growing. Our primary aim is to create a space where we can share knowledge, learn from each other, and work collaboratively to address common challenges related to diversity, inclusion, and gender equality within our communities on alliance level throughout Europe.

Structure & Organisation:

- Bimonthly online meetings with D&I representatives of all European Alliances and expert Q&As and best-practice sharing
- Thematic working groups (e.g., policy paper, gender equality, inclusive mobility, ambassador programmes etc.).
- Shared Padlet for resources and discussions, Slack for ongoing networking.
- Open participation, allowing all alliances to contribute to discussions.
- Task Forces: Smaller working groups focusing on specific topics (e.g., seed funds, ambassador programs, policy).
- Public Resource Sharing: Open access to key materials via [Padlet](#).

This hybrid approach ensures flexibility, broad participation, and sustained engagement across alliances.

Participants:

- DEI Officers, Academics, Administrators, and Student Representatives from European Alliances.

Outputs:

- Best-practice toolkits, policy recommendations, and inclusive language guidelines, public resources, Padlet.
- MOOCs, training materials, and handbooks on D&I topics.
- Joint advocacy efforts promoting inclusive policies at the EU level.
- Facilitation of joint research activities including networking, training.
- Joint events (webinars, workshops).

Contributions to Workshops:

- Panels on gender equality, intersectionality, and accessibility.
- Interactive sessions on inclusive governance and leadership.
- Thematic discussions on D&I chances and innovations in higher education.
- Collaboration with other topical groups (impact, quality assurance, student engagement related topics, research, governance, just to name a few. Due to the cross-cutting relevance of our hub, collaboration with all topical groups is possible.)

The Diversity and Equality topics are in the core of our work. Equality and diversity are at the centre of our work and we want not only to shape our own initiatives, but also serve as a reference for others within the Community of Practice (CoP). As these issues are at the centre of our mission, our work will provide inspiration, resources and practical tools for CoP who are only marginally addressing these issues and help to promote more inclusive practices across the initiative at EU level.

By fostering collaboration over competition, the D&I TG strengthens inclusion efforts and enhances the social impact of European University Alliances.

IV. Inputs to WP3 Policy Dialogue & WP4 Communication and Dissemination

WP3 co-leaders have presented the work package to the D&I topical group. Policy-related activities of the group will be linked to the FOREU4ALL WP3 as intended in the CoP.

V. Members

Everyone is welcome to join our TG who is working on D&I topics on alliance level. We expect that everyone actively participates in the meetings, in discussions, good-practice sharing.

We do not limit the number of participants per alliance.