INGENIUM
European University

INGENIUM EQUITY AND INCLUSION CHARTER

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Introduction

INGENIUM is an Alliance of ten European universities which embodies the heterogeneity of European higher education, diverse in geography, cultural background, organisation, and activities. The INGENIUM Alliance partners are diverse comprising research and applied universities, old and new, comprehensive and specialist institutions. However, all partners aim to share the same values regarding education, research, innovation, and social engagement. Diversity is one of the key features and distinctive strengths of the Alliance. Diversity makes us all complementary both in education and research and offers everyone a platform for cooperation and a great opportunity to learn from each other, in our pursue of excellence in education and research. However, to fully harness the benefits of diversity within the Alliance, an equitable and inclusive approach is needed across all partners.

In line with the mission and vision of the INGENIUM Alliance which highlights the need to strengthen shared societal benefits, the INGENIUM Equity and Inclusion Charter recognises that achieving inclusion and equity requires a wider, intersectional lens to ensure these benefits reach the most marginalised individuals in our universities and wider European society.

Under the ongoing work undertaken by INGENIUM partners experts as part of Work Package (WP) 9.1 'Inclusive University', it was established that Equity, Diversity, and Inclusion (EDI) need to be set as fundamental European values for all INGENIUM Partners to foster inclusion for all students and staff. This can be done by:

- Ensuring that each University fully reflects social diversity (gender, race, sexual orientation, or cultural and social and economic background, etc.) and equal opportunities while fighting any type of discrimination.
- Providing special support to marginalised, under-represented and vulnerable groups to improve access and completion, and therefore strengthening the social dimension of higher education.

The INGENIUM Charter has been developed by Alliance partners and WP 9.1 experts to ensure that as an Alliance we are working collaboratively within the same framework while harnessing our shared knowledge and fulfilling requirements set under European equity and inclusion regulations.

The Principles

The principles set under the INGENIUM Equity and Inclusion charter are designed to be used by all Alliance members, rectors, presidents, and staff to guide them in fostering a culture of inclusion across their campuses.

These principles were collectively designed by Alliance partners and WP 9.1 experts who worked in subgroups to identify adequate ways to tackle inequalities and discrimination under a number of intersectional topics. These are illustrated below:



The equity and inclusion principles are tailored to the INGENIUM Alliance needs, which were identified as part of the work carried by WP 9.1 'Inclusive University'.

The first principle relates to the provision of training opportunities and knowledge related to equity and inclusion. Principles two and three concern resourcing equity and inclusion on campuses and ensuring that curriculum content is inclusive, and students see themselves reflected in it, diversifying the range of content and perspectives included. Principles four and five relate to inclusive recruitment practices and improving accessibility to support staff and students with different abilities. Principle seven relates to community engagement which is key to fostering inclusion locally, nationally, and internationally, while principle eight suggests that having a reporting system in place creates accountability and legal compliance. Finally, principles nine and ten refer to creating a communication strategy to share information internally and a commitment to evaluate, review and improve equity and inclusion efforts on an ongoing basis.

Principle 1. Provide ongoing education and training opportunities to build awareness, knowledge, and skills related to equity, diversity, and inclusion for faculty staff, students, and administrators across our member institutions.

Principle 2. Resource inclusion and equity on campus. We will provide adequate support and tools for students from different backgrounds to excel.

Principle 3. Integrate principles of equity, diversity, and inclusion into our curriculum, pedagogy, and academic programs. We will provide opportunities for students to engage with diverse perspectives, experiences, and methodologies, fostering critical thinking and intercultural competence.

Principle 4. Adopt inclusive practices in recruitment, hiring, and retention to attract and retain a diverse community of students, faculty, and staff. We will strive to create pathways for underrepresented groups to access and excel in higher education.

Principle 5. Improve both digital and physical accessibility to aid to the employability level and the quality of life for students and staff with different abilities.

Principle 6. Establish leadership structures and governance mechanisms to oversee the implementation of our EDI commitments. Our leaders will champion equity, diversity, and inclusion as core values and integrate them into decision-making processes at all levels of our organisations.

Principle 7. Actively engage with local, national, and global communities to promote equity, diversity, and inclusion through partnerships, outreach, and service activities. We will leverage our expertise and resources to address social inequalities, promote intercultural understanding, and contribute to positive social change.

Principle 8. Ensure that a reporting system, policy, or procedure is in place at our institution to tackle any type of discriminations, bullying and prejudice in line with national and European regulations.

Principle 9. Ensure that all our community members are informed about the INGENIUM principles expressed here, and in the INGENIUM Action Plan for Equity and Inclusion.

Principle 10. Evaluate the impact of our efforts in tackling discrimination and fostering equity and inclusion and sharing knowledge and practice among other signatories of this Charter.

ANNEX 1: Letter of Commitment to INGENIUM Equity and Inclusion Principles

On behalf of _____ (University's name), I wish to pledge my commitment to the principles of the INGENIUM Inclusion and Equity Charter.

I confirm that _____ (University's name) is committed to working towards the achievement of INGENIUM Charter's aims and I confirm our support for the principles of the charter.

In committing to the principles of the INGENIUM Inclusion and Equity Charter, we recognise that we join a European community with a shared goal of advancing equity, diversity and inclusion, dismantling systemic barriers, promoting equitable opportunities, and fostering inclusive learning environments for everyone.

In determining our equity and inclusion priorities and interventions, we commit to:

1. Provide ongoing education and training opportunities to build awareness, knowledge, and skills related to equity, diversity, and inclusion for faculty staff, students, and administrators across our member institutions.

2. Resource inclusion and equity on campus. We will provide adequate support and tools for students from different backgrounds to excel.

3. Integrate principles of equity, diversity, and inclusion into our curriculum, pedagogy, and academic programs. We will provide opportunities for students to engage with diverse perspectives, experiences, and methodologies, fostering critical thinking and intercultural competence.

4. Adopt inclusive practices in recruitment, hiring, and retention to attract and retain a diverse community of students, faculty, and staff. We will strive to create pathways for underrepresented groups to access and excel in higher education.

5. Improve both digital and physical accessibility to aid to the employability level and the quality of life for students and staff with different abilities.

6. Establish leadership structures and governance mechanisms to oversee the implementation of our EDI commitments. Our leaders will champion equity, diversity, and inclusion as core values and integrate them into decision-making processes at all levels of our organisations.

7. Actively engage with local, national, and global communities to promote equity, diversity, and inclusion through partnerships, outreach, and service activities. We will leverage our expertise and resources to address social inequalities, promote intercultural understanding, and contribute to positive social change.

8. Ensure that a reporting system, policy, or procedure is in place at our institution to tackle any type of discriminations, bullying and prejudice in line with national and European regulations.

9. Ensure that all our community members are informed about the INGENIUM principles expressed here, and in the INGENIUM Action Plan for Equity and Inclusion.

10. Evaluate the impact of our efforts in tackling discrimination and fostering equity and inclusion and sharing knowledge and practice among other signatories of this Charter.

As members of the INGENIUM European University Alliance, we are committed to working together to advance equity, diversity, and inclusion in higher education and beyond.

By fostering collaboration, sharing resources, and leveraging our collective strengths, we will create more inclusive and equitable environments where all individuals can thrive and contribute to the betterment of society.

Name:

Signature:

Function:

Institution: