

UNIGreen

Inclusiveness and Multiculturalism Plan

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1. About UNIgreen

UNIgreen is an Alliance of [eight European Higher Education Institutions](#) that are committed to promoting excellence in education, research and education in the fields of Sustainable Agriculture, Green Biotechnology, and Environmental and Life Sciences, which are pivotal areas of expertise for achieving a resource-efficient, circular, digitised and climate neutral economy and for boosting the resilience and sustainability of our food system.

The UNIgreen Alliance is working towards becoming [The green European University](#): the leading European University in the fields of [Sustainable Agriculture, Green Biotechnology, and Environmental and Life Sciences](#), where students and the entire Academic Community develop the values, attitudes, knowledge, skills and competences to become [agents for the transition towards a climate-neutral and resource-efficient economy](#), supported by an ecosystem that connects education, research, innovation and society to promote sustainable development.

The transnational and interdisciplinary dimension of UNIgreen will open up a wide range of [collaborative opportunities for students, teaching and non-teaching staff, and researchers](#), who will study, train, teach, do research and work in any of the Alliance countries, as well as will benefit from new mobility formats, shared services across institutions, and from many initiatives to develop their technical and soft skills and exercise their active citizenship.

The UNIgreen Alliance vision is aligned with, and will offer an answer to, several challenges that strongly impact European Higher Education Institutions, notably:

- Specific challenges linked to the European Education Area, the European Higher Education Area, the Bologna Process and the objective of building resilient and forward-looking education and training systems in the EU.
- Sustainable development challenges that are global by nature but must be tackled at local level, which refer to the 2030 Agenda for Sustainable Development, Sustainable Development Goals and European Green Deal.

- The need for Higher Education Institutions to be contributors to regional development, and, in that sense, their scope of intervention must support national and regional innovation priorities and strategies.

UNlgreen Alliance Members



More information:

unigreen-alliance.eu

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Naturally Committed to the Future

2. Introduction

Purpose of the document

Definition of the overall approach, vision and principles underpinning the Alliance Diversity, Inclusiveness and Multiculturalism actions during the European Universities funding period.

Vision

UNlgreen intends to provide a European-wide Inter-University Sustainable Campus where students, staff and researchers can move seamlessly to study, train, teach, do research, work, or share services in any of the UNlgreen Hubs.

Excellence in Teaching, Learning, Innovation and Research is pivotal to the professional development of a new generation of citizen working for transition towards a climate-neutral and resource-efficient economy. However, this is not enough: all members of the UNlgreen Academic Community need to develop soft skills and transversal competences to succeed in a world and labour market that continues to change rapidly.

To achieve this vision, UNlgreen has set three main goals:

GOAL 1: To raise awareness and educate the Alliance academic community on the topics of Diversity, Inclusiveness and Multiculturalism.

GOAL 2: To create a welcoming environment for the Alliance academic community.

GOAL 3: To increase the visibility and reduce the barriers to groups that are underrepresented or at risk of discrimination the integration.

Mission

FOR ALL AND WITH ALL:

UNlgreen mission is to provide an inclusive and blended education environment based on the principles of equality and diversity, free of all types of violence, harmful speech, discrimination and gender stereotypes, where students and members of the Academic Community can thrive as critical-thinking, problem-solving, multicultural, multilingual, entrepreneurial, creative, responsible and socially

engaged citizens that share a common European identity and that works towards becoming role models in combatting gender stereotypes.

UNIgreen Academic Community

The UNIgreen Diversity & Inclusion Office will be the guardian of the Alliance Diversity, Equality, Inclusiveness and Multiculturalism Strategy with the three target audiences, students, professionals (teachers, researchers and administrative) and external partners (associations, ...). Hence, it will implement and manage different initiatives aimed at raising awareness on the topics of diversity, inclusion, multiculturalism and multilingualism and at reducing the barriers to the integration of groups that are underrepresented or at risk of discrimination, thus creating a welcoming environment for all.

3. Framework of concepts and terminologies

Diversity

“Diversity, a state that indicate a plurality”.

All members of a community may share common social and cultural characteristics, such as a common language or educational background. Society is made of numerous communities overlapping and interacting with each other. The concept of diversity is the acknowledgement that the various communities within society deserve equal rights and opportunities. Put simply, diversity is what makes us different.

Through our W G survey, we identified an ensemble of social and cultural characteristics that make our society diverse:

- Race, cultural background, language, and nationality
- Physical abilities, age, parental and marital status
- Political and religious beliefs

We acknowledge that society is made of diverse communities that share characteristics represented by one or more concepts listed above. We aim at reflecting this diversity on our campuses, both among students and staff.

Inclusiveness

“Action of including something in a whole, a set. The integration of a person, a group, to put an end to their exclusion (social, in particular)”

While diversity is an acknowledgement of the various communities that compose our society, inclusiveness represents an ensemble of tools and practices aimed at reaching diversity on the Consortium’s campuses. Our WG survey helped us pinpoint concepts and actions related to inclusiveness:

- Acceptance and openness
- Equal opportunity and equal access
- Accessibility, adjustments, and supervision

Our WG’s proposal is a concrete translation of these concepts, in the form of activities primarily targeted at students and staff of the Consortium’s schools.

Multiculturalism

“Program or political regime aimed at enhancing and promoting cultural pluralism within a given .

Diversity is the idea that multiple communities co-exist within society. Acknowledging diversity is important but not sufficient to reach equal rights and representation. We also need to evaluate the interactions and power relations between these communities. Some communities experience underrepresentation and / or discrimination in a more systematic way.

Our WG survey revealed some of the most common causes of discrimination and underrepresentation:

- Marginalization and exclusion
- Assumptions and ignorance
- Conflict and opposition

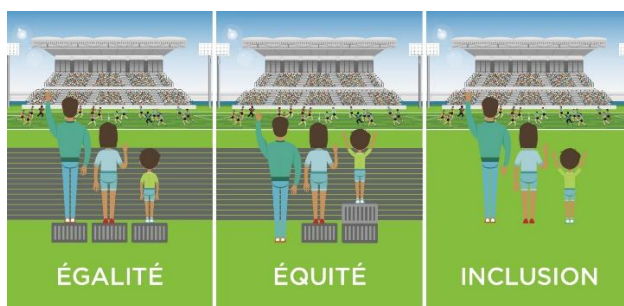
Through the proposal below, we aim at fighting these causes and promote multiculturalism. Multiculturalism is based on the recognition of the ethnic and cultural diversity present in a territory by advocating coexistence between different culture.

Multilingualism

Multilingualism is the coexistence of various languages, in a single territory, in a single society.

Equity

Equity refers to fairness in access, treatment, and opportunity. Equity is DIFFERENT from equality. Obstacles must be recognized and broken down so that everyone can thrive in our university environment.



Discrimination

Discrimination is the intentional and often historical prejudicial treatment of individuals or groups of people using interpersonal, institutional or cultural means.

Gender stereotypes

Gender stereotypes are preconceived, overly simplified and usually generalized view of how members of a certain gender do or should behave, or which traits they do or should have in a particular culture. Gender stereotypes often support the social conditioning of gender roles, typically in a binary way (masculine vs feminine). Gender stereotypes have far-reaching effects on all genders.

Underrepresented groups

Underrepresented groups are subsets of a population that hold a historically smaller percentage of representation in a field or institution.

4. The UNlgreen Diversity, Inclusiveness and Multiculturalism Strategy

The Strategic Plan will be organized around five themes emerging from UNlgreen's vision:

- Student life experience
- Research and development
- Campus climate
- Staff
- Living spaces

For each theme, the Plan establishes objectives, measures, and verification methods.

Student life experience

The commitment has the following objectives:

Goal 1: Attract and retain underrepresented student groups by offering the essential support and opportunities needed for their growth and achievement, ensuring their development and success within the academic community;

- Collect, analyse, and report on student demographic data, while maintaining the strictest confidentiality of personal information, with the goal of understanding the composition of the student enrolment. Use this data to adapt the Strategic Recruitment Management Plan to rectify under-representation in targeted sectors.
- Assemble and investigate the needs of students and produce reports, while ensuring the strictest confidentiality of personal information, in order to best meet their expectations and boost their attendance and success.

Data will be collected through the Diversity and Inclusion Annual Survey and the results will be reported in the Diversity and Inclusion Annual Report.

Goal 2: Promote well-being;

- Using demographic data, to collect and analyse information on student retention, graduation rate and length of study. Develop and implement plans to smooth over differences in outcomes identified through data analysis, with the goal of identifying and reducing barriers to student success and well-being.

Build a survey and a cycle of surveys that will be used to measure student well-being, experiences and perspectives of respect and inclusion. If necessary, develop plans to address the deficiencies identified through this exercise, paying special attention to student populations who may be particularly susceptible to alienation, isolation or harassment (for example, students with disabilities, racialized, international and LGBTQ2I+).

Foster opportunities where students from underrepresented groups can come together for social or networking events.

Revise UNlgreen policies governing accommodation for students with disabilities and students celebrating certain religious holidays to ensure, as far as possible, that university assessments are fair.

On campus, offer more food options that reflect UNlgreen's commitment to sustainability, while respecting the diversity of its student body and the religious dietary restrictions of some members of its community.

Data will be collected through the Diversity and Inclusion Annual Survey and the results will be reported in the Diversity and Inclusion Annual Report. They will be able to participate in the modification of the Diversity, Inclusion and Multiculturalism Charter and the Gender Equality Strategy.

Goal 3: Educate students about diversity, equality, inclusion, and the dangers of discrimination;

Design awareness/training modules on diversity, inclusion and discrimination offered in various forms (for example, in person, online or other) based, if applicable, on existing programs of the various UNlgreen partners

Goal 4: Establish fast, efficient, and confidential communication channels to support and manage student concerns (harassment, violence, complaints, etc.)

- Define an intake process to support and manage student concerns (harassment, violence, complaints, etc.)
- Define a network of contact persons, from front-line listener to support student concerns (harassment, violence, complaints, etc.)
- Ensure that people are trained in listening to and dealing with student concerns (harassment, violence, complaints, etc.)
- OR : Identify these contact persons in each institution and share their contact details

- Raise awareness, through multiple communication platforms, of relevant University resources and channels for reporting.
- Analyse reporting rates under:
 - Policy on Harassment and Discrimination Prohibited by Law; and
 - Policy against sexual violence.
 - Obtain and analyse feedback from various sources on the reporting experience to understand how the UNIgreen Academic Community views reporting processes and resources

Research and development

Goal 1: Valuing diversity, inclusion, and multiculturalism in research

Train university leaders and researchers on diversity, inclusion and multiculturalism in relation to research activities

Check the list of candidates for awards and fellowships to ensure that nominations include a fair representation of researchers

Present the diversity of research activities through UNIgreen communication channels

Goal 2: Aiming for a balance in doctoral students, in order to avoid under-representation

Review the list of nominees for awards and fellowships to ensure nominations fairly represent scholars from underrepresented groups.

Implement measures to promote the candidacy of members of under-represented groups, where there is equivalence, in the appointment and selection processes.

Ensure diversity within the membership of committees and nomination and selection groups.

Provide training on diversity, inclusion and multiculturalism to all members of committees and nominating and selection panels with the goal of increasing the diversity of candidate pools for fellowships.

Goal 3 : *UNIgreen virtual Campus*

Goal 4 : *Unigreen E-Skills for 2030 Programme*

Goal 5 : *UNIgreen outreach programme*

Climate Campus

Goal 1 : Foster a campus climate that is equitable, inclusive, and welcoming to all members of the Unigreen community by cultivating an environment that supports and respects individuals of all backgrounds;

UNIgreen Student ambassadors and Buddy programme

Design and deliver activities on diversity, inclusion and discrimination offered in various forms (for example, in person, online or other) and draw inspiration, if applicable, from existing programs of the various partners from UNIgreen

- Create a mentoring network for young teachers

Goal 2: Enhance the educational experience for all learners by fostering diversity and inclusion through the promotion of culturally responsive teaching, scholarship, and education;

The UNIgreen Multiculturalism Programme

The UNIgreen Multilingualism Programme

Goal 3: *Encourage a culture of community engagement by establishing innovative, collaborative, and mutually beneficial partnerships with diverse communities, ensuring accessibility and creating high-impact opportunities.*

UNlgreen skills and mentoring labs for employability and entrepreneurship

Staff

Goal 1 : Provides resources for staff with disabilities;

- Develop and maintain a resource guide to remove barriers and increase satisfaction and retention of staff with disabilities.

Goal 2 : Educate staff to diversity, equality, inclusion and to the dangers of discrimination ;

Design awareness/training modules on diversity, inclusion and discrimination offered in various forms (for example, in person, online or other) and draw, if applicable, on existing programs of the various UNlgreen partners

Goal 3 : Pay special attention to recruitment processes and regulations in terms of maternity, paternity, and parental leave (teachers and non-teachers);

Take measures to promote the recruitment, hiring and retention of professors from groups particularly under-represented (Persons with disabilities)

Check, with a view to inclusion, diversity, and multiculturalism, the following UNlgreen policies: regulation on maternity leave, parental leave and extended parental leave for teaching staff

Parental leave policy for non-teaching and non-unionized staff

- Eligible expenses that are covered by UNlgreen for dependent care
- Gender Equality in Leadership and Management Programme

Goal 4 : Establish rapid, efficient, and confidential communication channels to support and manage the concerns of staff members (harassment, violence, complaints, etc.)

Define a support process to support and manage student concerns (harassment, violence, complaints, etc.)

Define a network of contact persons, from front-line listener to support student concerns (harassment, violence, complaints, etc.)

Ensure that people are trained in listening to and dealing with student concerns (harassment, violence, complaints, etc.)

- OR : Identify these contact people in each institution and share their contact details
- Raise awareness, through multiple communication platforms, of relevant University resources and channels for reporting.
- Analyse reporting rates under the:
 - Harassment and Discrimination Prohibited by Law Policy; and
 - Policy against sexual violence.
 - Obtain and analyse feedback from various sources on the reporting experience to understand how the UNIgreen Academic Community views reporting processes and resources

Living spaces

Goal 1 : Attentiveness to the visuals present on the campuses, these must reflect the diversity present;

Strive to represent diverse identities when new naming opportunities arise.

- Represent diverse identities when new artworks are commissioned and exhibited at UNIgreen partners.

Goal 2 : Improve the accessibility of infrastructures for people with reduced mobility;

Design, publish and maintain an accessible network map that allows everyone to find their way, regardless of their mobility.

- Ensure compliance with building codes and regulations aimed at improving accessibility for people with reduced mobility.

Goal 3: Arrange/adapt spaces or activities for spiritual, social and wellness needs.

- Provide accessible reception space, counselling services, spiritual needs and other activities that promote mental and emotional well-being.

- Determine if existing spaces meet the current needs of the UNIgreen Academic Community.
- During the implementation period of the Plan (2022-2026), The UNIgreen Diversity & Inclusion Office undertakes to report regularly on its progress relating to the measures described herein by the Annual Work Plan and Report. The UNIgreen Diversity & Inclusion Office will also give the members of its community the opportunity to formulate comments, in various forms by the Diversity and Inclusion Annual Survey.