

ERASMUS+ Programme 2021-2027

ERASMUS+ INCLUSION AND DIVERSITY STRATEGY IMPLEMENTATION GUIDELINES



ΕΥΡΩΠΑΪΚΗ ΕΝΩΣΗ

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Inclusion and Diversity

Main priority of the 2021-2027 Programme period

Aim: create **equitable opportunities** for people with fewer opportunities and organisations with little or no previous experience to enhance their participation in the Erasmus+ Programme

<https://erasmus-plus.ec.europa.eu/document/implementation-guidelines-erasmus-and-european-solidarity-corps-inclusion-and-diversity-strategy>

People with fewer opportunities

*Persons who, for economic, social, cultural, geographical, health reasons, disability, immigration/refugee background, educational difficulties, facing discrimination of any kind, **or a combination of the above**, are having difficulties to participate in the Erasmus+ Programme.*

key challenges experienced by participants with fewer opportunities

- Economic (any socio-economic difficulties of participants that create barrier to participating in mobility)
- Participant motivation & readiness (motivation of target group to participate, overcome resistance)
- Language (language barrier, creating difficulties with integration in receiving environment)
- Individual experience (lack of individual experience with mobility, going abroad, travelling alone, fear)
- Accessibility (accessibility for participants with various types of needs)

(Source: SALTO Inclusion and Diversity)

Why inclusion and diversity is important for HEIs?

- *maximize the diverse potential of your students and HEI staff*
- *Quality assurance indicator*

*What do we need to do for **widening access** to the Programme?*

*How can we **build on prior experience**?*

Erasmus+ Inclusion and Diversity strategy

- **Reduce barriers to participation for people with fewer opportunities**
- Establish a **common understanding** of people with fewer opportunities
- Ensure that the **focus on inclusion and diversity is included in all stages of the Erasmus+ Programme implementation**, namely promotion, support to applicants, project evaluation, selection of good practices and dissemination of project results/at the NA's level
- **Support beneficiary organizations** to create more projects **involving people with fewer opportunities**
- **Increase knowhow** of organisations dealing with these groups (ex. training, mentoring, etc).
- **Focus on inclusion in all phases of each project's cycle**, namely regarding information, selection of participants and adequate preparation measures for people with fewer opportunities *at the beneficiary's level*
- **Promote the experience and skills developed** by both those with fewer opportunities in the projects and the staff involved.

Erasmus+ Tools for enhancing the participation of people with fewer opportunities

- **Additional funding** for people with fewer opportunities and their organisations (250 euros top up amount + real cost for disabled people and /or other categories)
- **Flexible** mobility schemes-shorter duration-virtual tools
(blended mobility, short-term mobility for PhD candidates, blended intensive programs, virtual exchanges)
- Language learning support-**preparatory activities**
- **Equity** in the selection process

HEIs Inclusion and Diversity policy

- **Inclusion and Diversity policy** as part of the HEIs Erasmus+ Internationalization Strategy (ECHE)
- Measures for **both** mobility (KA1) and cooperation projects (KA2)
- Designate an **Inclusion officer**
- Set **targets**
- **Set up a working group** to support the preparation/update of the HEI's inclusion policy:

The working group may consist of the HEI inclusion officer, International Relations office staff, staff of the Department of Student Welfare / Accessibility / Social Services / Health Services of HEIs, members of academic Erasmus+ committees, representatives of students with fewer opportunities, members of the ESN network, etc.

Purpose of this working group:

- **identify the needs of students** belonging to groups with fewer opportunities set specific realistic goals
- **propose appropriate measures** to increase their participation in the Programme, taking into account the various opportunities offered by the new Programme
- Tackle **challenges**

Measures for the participation of people with fewer opportunities

INFORMATION

Information about the **various opportunities/ priority given/additional funding**

SELECTION PROCESS

Holistic approach :

Give priority in the selection process-set criteria

Take into account the needs of people with fewer opportunities regarding the **application procedure** for additional funding (ex. support in completing the application form, take into account people with vision problems, etc)

PREPARATION-FOLLOW UP

- **Take special measures to prepare, guide and support** people with fewer opportunities **before, during and after** the end of their mobility period:
- give the participants a sense of security by appointing an **awareness person-contact point** for complaints/support
- **Language and intercultural preparation** of students with fewer opportunities in case they come from social backgrounds (ex Roma, immigrants, refugees) that did not allow them to have sufficient knowledge of foreign languages before being admitted to University
- **Learning difficulties** to ensure students have a fair treatment (ex. oral exams instead of written)
- **Physical disabilities**, ex. offer a suitable room in the university campus, if possible, support students in order have access to health services they need, make special arrangements for their exams
- **Encourage participation of students** (including those with fewer opportunities) **in social activities** in the host country, in collaboration with local students in order to boost their self-confidence, European citizenship
- **Provide internationalization experiences for all**, through the creation of joint working groups between incoming and home students (internationalization at home)
- **Strengthen cooperation with Higher Education Institutions** regarding Inclusion and Diversity measures, using preparatory visits, build on prior experience
- **Monitor the academic progress** of students with fewer opportunities-**promote success stories**

Inclusive Communication

- **Clear Information on the HEI's website** for people with fewer opportunities-avoid stigmatization /use the term “specific needs”
- **Targeted** communication activities – **adequate** channels
- **Use technology (including AI)** in service for inclusion
- **Provide space for students with diverse needs to share experiences** (before and after exchange)
- **Principle of diversity** in the testimonies of participants, including those with fewer opportunities
- Emphasis in the **promotion of personal stories** of participants showing that **the Programme offers opportunities to all**
- **Avoid stereotypes** -give a positive view on diversity
- Respect GDPR

Key prerequisites for **success**

- **Networking and exchange of information** between your International Office and Erasmus+ coordinators with student welfare services and advisory centres at your HEI
- **Raise awareness** about the opportunities offered-avoid “labeling”
- Review and, if necessary, **adapt internal processes and structures** at HEI, such as application and **selection procedures-provide clarity-cooperate with families**, if needed
- **Increase the provision and use of various mobility/blended learning opportunities** in study programmes
- **Provide financial and human resources** for the successful implementation of the programme, for example, to support outgoing and incoming participants.
- **Ensure resources and assistance are customised** to individual circumstances
- **Introduce info sessions on cultural understanding** (to support incoming students)
- **Peer mentoring** for participants – cooperation with ESN/ Erasmus alumni

USEFUL LINKS

- [Making mobility programmes more inclusive for students with disabilities](#)

SALTO RESOURCE CENTER

- <https://saltoinclusion.eu/resources/>
- [https://saltoinclusion.eu/wp-content/uploads/2023/05/ESN Inclusive Communication Manual-1.pdf](https://saltoinclusion.eu/wp-content/uploads/2023/05/ESN_Inclusive_Communication_Manual-1.pdf)

LTA INCLUSION

(cooperation activity between 13 NAs)

- Development of "Guidelines on synergies reinforcing inclusion in Erasmus+" (in prep.)
- [Development of "Guidelines for ERASMUS+ Coordinators on inclusion" within KA2 \[PDF\]](#)

[Moving closer to inclusive internationalisation in Higher Education – Results and Recommendations](#)

<https://eu.daad.de/programme-und-hochschulpolitik/erasmus-ab-2021/erasmusplus-soziale-teilhabe/de/87013-long-term-activity-lta-social-inclusion-in-higher-education/>

Platform for accessibility of HEIs

- <https://inclusivemobility.eu/> (developed by ESN-Erasmus student network, redesigned in the framework of the LTA Inclusion)

Information about accessibility and support measures of Higher Education Institutions in Europe

You may create an account and upload information about inclusion and diversity measures at your HEI



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Erasmus+
Ανοίγει δρόμους, αλλάζει ζωές.



Let's work together for a more inclusive Erasmus+!

Thank you for your attention

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