

<https://helda.helsinki.fi>

---

## Executive summary

Rodriguez Redondo, Ana Laura

Una Europa  
2022

---

Rodriguez Redondo , A L & Karjalainen , M 2022 , Executive summary . in M Karjalainen (ed.) , Engaging with Diversity in European Universities . Una Europa , Leuven , pp. 3 . <  
<https://una-europa.imgix.net/documents/Engaging-with-Diversity-in-European-Universities-final.pdf>  
>

---

<http://hdl.handle.net/10138/351447>

---

unspecified  
acceptedVersion

---

*Downloaded from Helda, University of Helsinki institutional repository.*

*This is an electronic reprint of the original article.*

*This reprint may differ from the original in pagination and typographic detail.*

*Please cite the original version.*

# *Engaging with Diversity in European Universities*

## EXECUTIVE SUMMARY

Ana Laura Rodriguez Redondo & Mira Karjalainen

Una Europa established its Diversity Council to fuel the transformation towards more diverse and inclusive university communities that are to change the future world. Diversity – promoting equity and social justice to end discrimination and to foster inclusion – is the foundation on which a Una community is built. Guided by this approach, the current report summarises the work of the Diversity Council and its four Action Groups on data collection, research, education and sharing good practices, bringing together the key findings and recommendations on diversity across all Una Europa universities.

Reflecting on and exploring the ways in which Una Europa and other European universities can embed diversity in their practices, the report consists of five parts:

1. An introduction to the role of the Diversity Council within Una Europa, and its main aims and goals;
2. The Diversity Council's definition of diversity for Una Europa;
3. The key findings and recommendations of the four Action Groups;
4. Students' views, including the Student Challenge on Diversity and the Affordably Abroad initiative; and
5. A conclusion, with key findings, lessons learned and future steps.

The report supports building a more diverse Una Europa and, by extension, a European Higher Education space with potential impact on civil society and stakeholders. In this space, all members may feel safe, express themselves as they are and be acknowledged as valuable contributors to the advance of European social, cultural and economic progress and wealth.

### **Key overall findings and recommendations**

**\*\*HIGHLIGHT:**

## *Engaging with Diversity in European Universities*

1. **Ground the work of each university community and alliance on the progressive definition of diversity in all its dimensions** to ensure a common basis for efficient work on diversity in each Una Europa university.
2. **Make the most of the Diversity Council.** Involve the Diversity Council in overall strategy work and planning, and clarify its role in the university community and network. Include diversity professionals in developing projects, programmes and initiatives.
3. **Establish specific sets of actions** linked to the overall strategy to mainstream diversity and create evidence-based and targeted actions that translate value-based commitments into action. A monitored and assessed overarching diversity strategy supports this mainstreaming process.
  - a) **Work with a diverse group from the start.** Build diversity into governance and make it an institutional priority. Involve the target groups in the design, implementation and monitoring of the actions concerning them.
  - b) **Ensure constant financial support for diversity work** in order to achieve the targeted aims. Promoting diversity needs to be given proper resources in terms of people, expertise, skills and time.
  - c) **Promote and evaluate training actions (for staff) to embed diversity.** Encourage the recruiting of more dedicated and trained staff and strengthen the mentoring and training of both new and existing staff.
  - d) **Develop strategies of communication.** Develop internal and external communication of policies and initiatives in order to promote awareness and engagement. Use interventions across Una Europa to promote diversity. Share best practices for improving diversity.
4. **Set up regular evaluations of each existing policy and practice.** Ensure routine data collection to generate needed information for strategy assessment. Follow up on progress against established performance indicators and develop tools to assess how diversity becomes mainstreamed.

:HIGHLIGHT\*\*