



WP5.1.3.2 - A roadmap for implementation of inclusive educational formats

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1. Introduction

Please note that this deliverable is correct as of its deadline for completion, 31 May 2022.

This deliverable accompanies the previous 5.1.3 deliverable, 'A toolkit of educational formats which facilitate inclusion'. That document contained the initial form of the EUTOPIA Inclusion Framework, as well as summaries of the insights, feedback, and suggestions gathered from students who participated in the EUTOPIA Inclusion Project. The Framework constitutes a work-in-progress toolkit of educational formats that promote inclusion, based on data about inclusion-related policies and practices gathered by SWPs 5.1.1 and 5.1.2 during the first half of the project.

The present deliverable describes how WP5 are implementing (and plan to implement) the Inclusion Framework, in terms of:

- How the first draft of the framework makes use of previously gathered data
- How the Inclusion Project facilitates student engagement
- How we are working with other EUTOPIA colleagues
- How the Framework will develop on the basis of these interactions

These will constitute the four subsequent sections of this document.

2. Inclusion Framework: First Draft

The first draft of the Inclusion Framework was based primarily on the 5.1.1 deliverables, ‘An operational common framework for identifying disadvantaged student communities applicable in diverse European Universities’ and ‘A common framework for identifying best practices for inclusion applicable in diverse European Universities’, and the 5.1.2 deliverable, ‘A report detailing and assessing the quality and effectiveness of inclusion and equality bodies and policies at the EUTOPIA universities, and highlighting areas of best practice, to support the EUTOPIA staff and the broader community’.

These reports consolidated and analysed a large amount of data regarding inclusion policies and practices at the six partner universities, and presented some agreed conclusions on commonalities and ‘good/best practices’. The initial goals of the Inclusion Framework were to:

- Distil the essential points from these deliverables and present them in an accessible way (as the homepage of the online Framework)
- Select a specific practice from each university and present this as a case-study (on the case-studies subpage in the online Framework)

The content of the Framework was discussed and agreed upon by WP5 members, at the same time as we discussed and agreed upon our approach to engaging with students, as described in the next section.

3. Inclusion Project: Engaging with students

One of WP5's central priorities is to ensure that students participate actively in discussions about inclusion in EUTOPIA, ideally as co-creators of (rather than just consultants on) the alliance's inclusion strategy.

Several of the EUTOPIA partners had involved students in inclusion-related discussions from the beginning of the project, at the launch event in Ljubljana (in early 2020). These discussions helped to shape some of WP5's key goals: for example, students argued persuasively that in order to promote inclusion in Higher Education, it would be essential to consider how inclusion issues affect staff as well as students.

However, the Covid-19 pandemic made it more challenging to facilitate meaningful engagement with students. Given that students were facing unprecedented difficulties and stress levels at this time, it was all the more important that WP5 engage with them in a meaningful, thoughtful, and efficient manner.

The above-mentioned Inclusion Framework was designed as an accessible summation of EUTOPIA's approach to this topic, and one that could be easily read, commented upon, and discussed by students. At the start of the autumn term in 2021/22, each partner recruited a group of 4-8 students (26 students across all partners), to be paid or otherwise rewarded for their involvement in the Inclusion Project (where possible and depending on the context of their home university).

The students then took part in a series of focus group workshops. These workshops were based either at the students' home university, or brought together students from across the different universities. They were run in person, online, or in hybrid form depending on circumstances. Each workshop focused on a specific set of questions, and students were encouraged to prepare responses to these questions in advance. They were also encouraged to post reflections, ideas, and creative pieces on the Inclusion Project's Discord server.

The questions used as the basis for each workshop are described below. Note that workshops 3 and 4 used the same questions, giving students the opportunity to discuss interesting policies and practices at their home university first, before bringing them together to share insights with the other partners.

1. Your experience of inclusion/exclusion [*based in home university*]
 - Please introduce yourself and (if you are comfortable doing so) describe what you think defines your identity. You might consider attributes such as gender, age, race, ethnicity, nationality, language, religion, beliefs, skills & expertise, professional background, academic background, significant relationships, interests & passions, obligations outside of work, health status, personality, and others.
 - Do you feel that you that your unique attributes, traits, characteristics, skills, experience and background are valued at your university?
 - Do you feel comfortable being yourself at university?

- Do you mask or minimise any aspect of yourself at university?
 - Have you faced or witnessed discrimination, bullying or harassment in an academic setting?
2. Feedback on the first draft of the Inclusion Framework [*cross-partner online meeting*]
- Do the 'core principles' reflect what you think should be the priorities of Higher Education institutions in Europe? Are there principles missing here that you think should be added?
 - Does the 'roadmap to inclusive practice' make sense to you? Do you think this is how universities should approach inclusion? Should the stages in the roadmap be in a different order, or should other stages be added here?
 - Do you find the case studies interesting, and would you like to see more of them? Do you see any practices here that you would like to re-create in your home institution? Do you recognise practices that already exist, perhaps in a different form, in your home institution? What else would you like to know about current inclusion practices in EUTOPIA?
 - Our future vision will be co-created with key stakeholders, including staff and students. What would you like to see EUTOPIA do in the future? What role would you like to play in the creation of a more inclusive Higher Education system?
 - Does this framework seem like a potentially useful resource? How might it be useful to you, or to your lecturers or other stakeholders? What would you like to change about it?
3. Inclusion policies and practices [*based in home university*]
- Is there an existing inclusion-related policy or practice that you would like to single out as an example of 'good practice' or 'best practice'? If so, why is this a good/best practice?
 - Is there a policy or practice that you would like to critique or improve? What would you do differently?
 - If you had full agency and power to do anything you want, what new policy or practice would you implement, and how would you do it?
4. Inclusion policies and practices [*cross-partner online meeting*]
- Is there an existing inclusion-related policy or practice that you would like to single out as an example of 'good practice' or 'best practice'? If so, why is this a good/best practice?
 - Is there a policy or practice that you would like to critique or improve? What would you do differently?

- If you had full agency and power to do anything you want, what new policy or practice would you implement, and how would you do it?
5. Student Forum, EUTOPIA Week VUB [*cross-partner hybrid session*]
- [TBC at the time of writing]

These workshops ran from January 2022 until EUTOPIA Week at the end of June. The first two online cross-partner sessions (2 and 4) were scheduled using Doodle polls, and students were split across several online sessions depending on their availability. Discussions from all these workshops were summarised, and the summaries were checked with the students in case they wanted to remove or amend any of their comments.

The goal of these workshops was to:

- Give students a space in which they could tell their own stories of inclusion/exclusion
- Invite students to contribute to the Framework on their own terms, by making their own proposals regarding inclusion in HE
- Revise and develop the Inclusion Framework in dialogue with students, amending it based on their feedback and expanding it with their own creative outputs

The resulting Framework, co-created by staff and students from across the alliance, would form the basis for subsequent discussions about:

- The role of inclusion in EUTOPIA-2050
- The proposed role of inclusion in EUTOPIA-MORE, and across other EUTOPIA projects

These discussions were initiated at the same time the student workshops concluded, in EUTOPIA Week VUB. However, it should be noted (as also mentioned below) that WP5 intends to maintain engagement with the students from the Inclusion Project over the final months of the 2050 pilot, and hopefully beyond that.

4. Inclusion in EUTOPIA: engagement with other WPs

As well as involving WP5 members and students from the six universities in the co-creation of our deliverables, we are also aware of the need to coordinate with members of other work-packages in EUTOPIA.

We compiled a set of notes on all seven WPs in EUTOPIA-2050, as well as some notes on EUTOPIA-TRAIN, in order to reflect upon the role of inclusion in the EUTOPIA project as a whole. These notes were based on WP5 members' knowledge of other WPs: they list current activities that involve inclusion, and provide questions to be explored.

After reflecting on these notes, WP5 agreed to arrange a cross-WP workshop in EUTOPIA Week Brussels (27 June – 01 July). The aim of this workshop is to share WP5's progress so far (including the Inclusion Project and Inclusion Framework), and to talk to colleagues from other WPs about the place of inclusion in their work and their views on the future of inclusion in EUTOPIA. This discussion will take into account the structure of the EUTOPIA-MORE bid.

Following this meeting, we will use the Inclusion Framework to facilitate ongoing discussions with the rest of EUTOPIA, sharing our work internally and inviting colleagues to comment and contribute. This will help us to develop a set of critical reflections on how EUTOPIA has addressed inclusion so far, how it will address inclusion in the future, and what degree of take-up and impact WP5 has achieved during EUTOPIA's pilot phase. These reflections will be key components in our final deliverables.

5. Inclusion beyond EUTOPIA: engagement with external stakeholders

One of our final deliverables is the ‘Diversity Day’, a platform and series of events through which WP5 showcases and disseminates its work among a broad range of stakeholders, within and beyond EUTOPIA. The fulfilment of this deliverable will be part of the ‘implementation’ of our Inclusion Framework, and therefore is included here.

The deliverable in question, called ‘Diversity Day’ for the sake of clarity in this document, may be re-named as it develops, and is now being conceived as a more flexible and accessible deliverable than a single ‘day’.

WP5 plans to showcase and disseminate its findings through:

- The online Inclusion Framework, refined and developed as described above, containing materials co-created by students and staff, and published on the EUTOPIA website
- A series of EUTOPIA-labelled inclusion events in the partner universities, sharing the work of WP5 and relating it to specific initiatives based in each university
- A final collective event in EUTOPIA Week Ljubljana (21-25 November 2022), celebrating the ‘pilot’ initiatives of WP5 and launching the next phase of the alliance’s inclusion work

The Inclusion Framework, having been published, will continue to evolve and develop along with EUTOPIA, in line with our principle that inclusion is not a static concept, and that co-creation must be a constantly ongoing process.