



Leaders in International Higher Education

2022 ANNUAL CONFERENCE

*Why the Internationalization of
Higher Education Still Matters*



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Engaging with Diversity, Equality and Inclusion in Higher Education in Europe

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SG Group - Universities in Europe

- Network founded in 1989
- 48 high research universities from all continents
- 23 European countries and 6 outside Europe
- Think Tank Academy: regional (Africa, China and Latin America) and thematic (Doctoral education, Social Mission of Universities) chapters
- Joint projects and research initiatives



Questionnaire “Engaging with equality, diversity and inclusion in Higher Education”, 2021

Main conclusions

- Main initiatives tackle: codes of ethics and inclusion **plans**, specific **offices** and centres, support **BAME** students, **gender-balance** policies, support to LGBT students, **counselling** units, support to people with **disabilities**, inclusive **recruitment**, support to **unemployment**, **work-life balance** strategies, inclusive activities to **seniors**, engagement with **local community**
- Students with **disabilities** (33%) and students with **disadvantaged backgrounds** (18%) are the prioritized groups

Questionnaire “Engaging with equality, diversity and inclusion in Higher Education”, 2021

Main conclusions

- 90% of universities have a member of the institution’s **senior management** team with leadership as the responsible for Equality, Diversity and Inclusion
- **Student unions** are often involved by being represented in university bodies, developing inclusion activities and events and creating guidelines / policy documents
- Most institutions are aware of their **national policies and frameworks**

Welcome



www.refugees.uni-bayreuth.de

Project objectives:

- Student employees help with the arrival, integration and networking of refugees at the university and in society through their own initiative (service learning)

Specifics of the project:

- Visibility of voluntary work and participation in it generally stimulate the cosmopolitan climate of the city or help to create such a climate
- Synergies between the University of Bayreuth and municipal institutions have thus been consolidated and expanded

Welcome

Target groups:

- Students who are in a Bachelor's or Master's degree programme and show voluntary commitment

Numbers

- 5 student assistants / year
- Funding (2015-2021): 124.650 €

Offers/Measures:

- Student assistant at the Service Point “Refugees and Migration” (Administration and administrative contact for refugee students/visitors)
- Buddy and language mentor programme (organised by ESN Bayreuth and student parliament)
- Law&Legal (Refugee Law Clinic)

Integra

Project goals:

- Integration through education" - the University of Bayreuth offers measures to prepare for and accompany studies and offers for transfer to the labour market in order to give refugees a new home in the region.

Target groups:

- Refugees who are willing and able to study and who would like to take up or have taken up studies in Germany.
- International students who would like to take up or continue their studies in Germany or have taken up studies in Germany

Specifics of the project:

- Focus on intercultural awareness regarding academic languages and culture at a German university
- Use of synergies with the PROFi project to establish a cooperative transition management into the labour market with stakeholders in the city and region (Upper Franconia/Northern Bavaria).
- Networking and mentoring programme: "Discovering new strengths" - the potential of international and refugee students/graduates for SMEs



Integra

Offers/Measures

- Career talks/study counselling
- Measures to prepare students for their studies, e.g. intensive German courses for refugees, preparatory semesters
- Measures to accompany studies, e.g. specialist language courses, workshops on topics such as psychoeducation, problem-solving strategies, learning techniques for independent study, intercultural training, introduction to academic work in German
- Preparatory measures for the transition to the labour market and the establishment of suitable structures for this (with the involvement of internal and external stakeholders)

Numbers

- 462 students in German classes / 941 participants in total
- Funding (2016-2021): 944.650 €

PROFI in MINT

www.profi.uni-bayreuth.de

Project objectives:

- Further qualification of refugee academics from the MINT sector
- Acquisition of a German university certificate
- Needs-based teaching of linguistic, technical and interdisciplinary-methodical competences
- Preparation for the German labour market through subject- and job-related coaching formats
- Establishment and expansion of a regional network of all (labour market) relevant stakeholders
- Involvement of international alumni/ae

Study Subjects:

MINT sector

Degrees:

University certificate on continuing education and Telc B2+ Beruf language certificate

Number of participants (2020-21):

22 (employability throughout the programme 50%)

Funding (2020-2022): 300.000 €

PROFI in MINT



Specifics of the project:

- Cooperation between the Service Centre for Refugees and Migration of the International Office, the Career Service and Business Contacts Department, the Campus Academy for Continuing Education of the University of Bayreuth and TechnologieAllianzOberfranken (University Association).
- Interdisciplinary Certificate Course "Technology and Management
- Alumni Job Mentoring Programme
- Technical language courses MINT and Economics
- Regional Network *Discovering New Strengths*

Westminster Working Cultures (WWC)

Westminster Working Cultures (WWC) is a University-wide Initiative designed to enhance the employability of University of Westminster students, through utilising the support of our global network of alumni and partners.



Three strands of activity:

WWC United Kingdom | WWC International | WWC Professional

- More than **1000** students impacted since 2017
- Fully-funded short-term mobility trips, local programmes in the UK and skills development opportunities

Where our ALUMNI & PARTNERS work:



Engagement challenges



Reaching underrepresented groups:

- Target outreach to specific courses with a high percentage of students from these backgrounds
- Programme's unique offer and strong identity
- WWC Ambassador programme



Engaging students meaningfully:

- Ensuring a diverse range of alumni and partner speakers from relatable backgrounds
- Enhance employability prospects through building soft skills and sector specific knowledge
- Flexible initiatives, both online and in-person, to work around student commitments and accessibility needs



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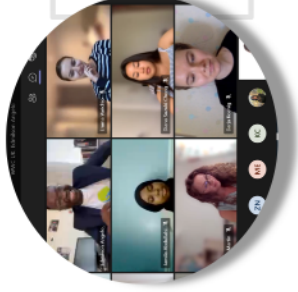
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Equality, Diversity and Inclusion



Supporting students from underrepresented groups succeed in HE and achieve their post-study ambitions.



Offering virtual and in-person activities, for students with different commitments and confidence levels.



Ensuring a wide range of speakers from diverse backgrounds, providing our students with excellent role models.

Lessons Learned...



- **Accessibility:** a mix of virtual and in-person activities support students facing a range of challenges (from time poor students to those with mental health issues)
- **Building networks:** students meet and learn from their peers whom they may not otherwise have the chance to engage with

...and Future Directions

- **Impact:** thousands of students will join a WWC initiative over the next few years, especially those more at risk of downward mobility
- **Student Journey:** tracking our WWC participants journey will demonstrate the impact of WWC on their graduate employment and beyond





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“Education is the most powerful weapon which you can use to change the world.”

- Nelson Mandela

MALMÖ UNIVERSITY

...is a university that reflects the community,
embraces diversity as a quality dimension,
educates and prepare students
to become change agents
through co-creation of knowledge

...FOR A SUSTAINABLE GLOBAL SOCIETY



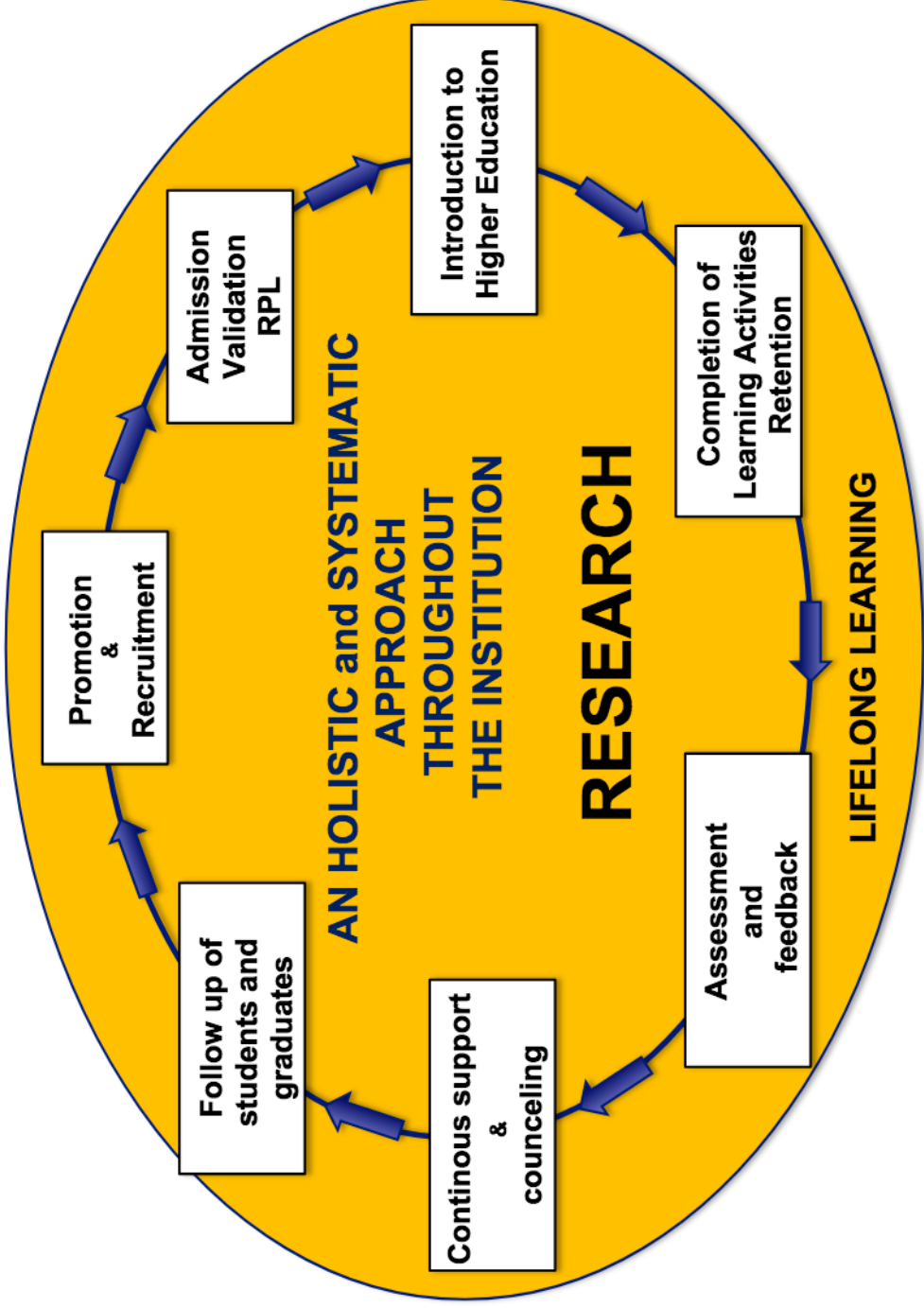


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A COMPREHENSIVE MODEL FOR ACCESS AND WIDENING PARTICIPATION



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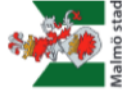


Use the power of HE, research and societal collaboration to support human rights and refugees in the world.

- Early contact with HEI
- Joint career counselling (HEI together with Employment Agency)
- Mentoring, "meet a colleague"
- Student buddy programs
- Language cafés
- Open lectures
- Preparatory education (language, culture, HE system during internship)
- Supplementary Education (demanded professions)
- Scholars at risk (a scholar from Syria 2016)



KNOWLEDGE ALLIANCE



**THE JOURNEY OF YOUNGSTERS IN MALMÖ
TO HIGHER EDUCATION AND A JOB**

AIEA: Leaders in International Higher Education





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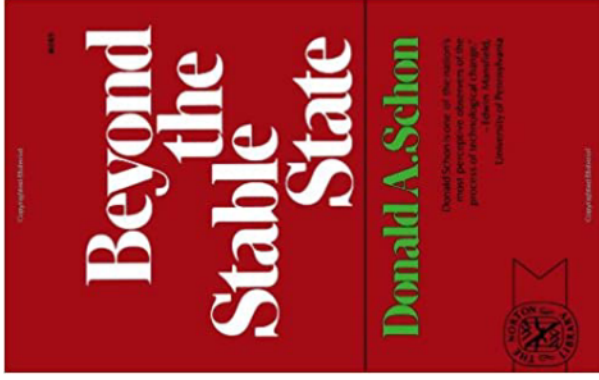
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THE LEARNING SOCIETY

AIEA: Leaders in International Higher Education





KEY ELEMENTS OF CHALLENGE BASED LEARNING AT MALMÖ UNIVERSITY

- Takes a stand from theories of lifelong learning and the role of higher education in society
- Highlights interdisciplinarity for integration of education, research and innovation in HE
- Acknowledges and builds on experiences, background and identity of students and staff
- Includes collaborative and pedagogical methodologies for student centered learning
- Applies real-world challenges to initiate learning process
- Includes cooperation with a variety of societal partners nationally and internationally
- Promotes impact of change towards a learning society

All seven domains need to be encompassed!



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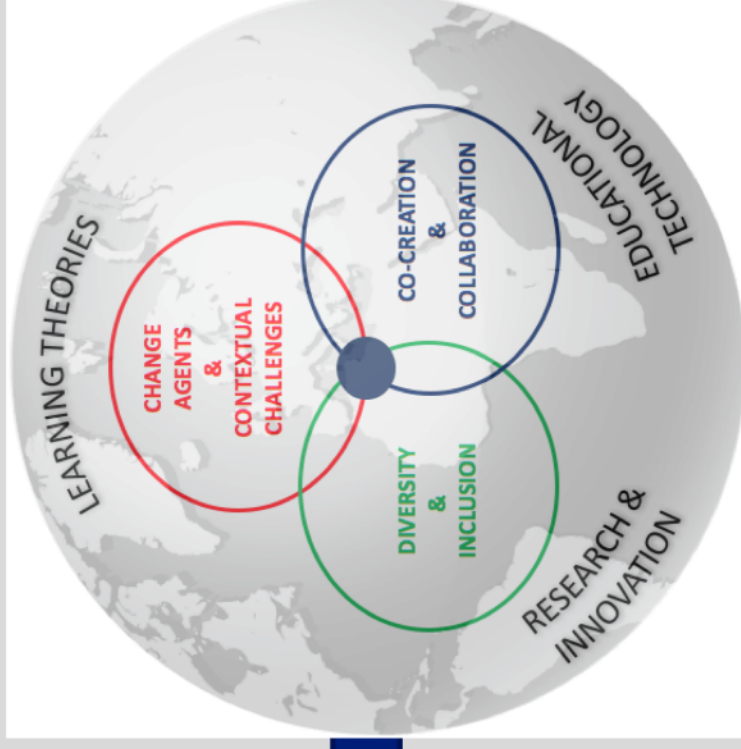


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CHALLENGE BASED LEARNING IN HE



**INTERNATIONAL
HE NETWORKS**



**GLOBAL COLLABORATION
ACROSS SOCIETY**



LEARNING SOCIETY

Christersson C et al 2022





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REFLECTIONS AND DISCUSSION



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Discussion Questions for the audience

- Do you consider that your institution supports Equality, Diversity and Inclusion (EDI)? If yes, how?
- Which are the innovative factors of your work?
- How do you engage your student bodies/organisations and staff representations with EDI?
- Are there particular groups of students/staff who are prioritised? How are they represented?
- How does the EDI work/policy of your institution reflect on its outreach activity with local schools, groups and/or communities, as well as International partners?