



Considerations on Inclusion & Diversity

As part of the Erasmus+ Project *Posters in Brussels*, colleagues from the partner universities came together in an online meeting to share and discuss issues of inclusion and diversity.

Inclusion and diversity is an important issue at all universities, but with different policies and practices.

The aim of the workshop was to decide whether a common standard or assessment basis of inclusion and diversity could be found for all partner universities. This is necessary for joint student surveys and for the evaluation of the Poster-in-Parliament events. In addition, guiding principles for inclusion and diversity should be addressed.

Some Conclusions:

- (A) Today, inclusion and diversity affect all students, not just minority groups.
- (B) Inclusion begins with ensuring accessibility (spatial, digital, linguistic, etc.). A fully inclusive approach builds on this through a sustained commitment to continuous improvement - actively evolving policies and practices to reflect and respond to the diverse identities, experiences, and needs of all students.
- (C) Inclusion, in its advanced form, is the involvement of students - as adults and as citizens - in the community of a university that provides a framework for both student voice and a sense of belonging.
- (D) Diversity can enhance classroom interactions, bring creativity and flexibility to learning activities, foster engagement and collaboration, and provide satisfaction to students who support their peers.
- (E) For student surveys and Poster-in-Parliament event evaluations: ask students about their experiences with and attitudes toward (non-)discrimination. Another suggestion: assess the extent to which undergraduates' projects or research address issues of discrimination, whether through the content of their posters, reflections on institutional or disciplinary biases, or experiences of systemic discrimination.

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