

# EQUITY, DIVERSITY, AND INCLUSIVITY



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## YUFE EQUITY, DIVERSITY, AND INCLUSIVITY (ED&I)

### STRATEGY ACTION PLAN 2024 – 2030

This action plan complements the YUFE Equity, Diversity, and Inclusivity Strategy by setting out the actions YUFE, as an organisation, is committed to taking in support of the Strategy and it reflects other YUFE ED&I-related policies such as our Gender Equity Plan (which has an accompanying action plan) and Community Code of Conduct.

The action plan is also a flexible roadmap for embedding equity, diversity, and inclusivity across our entire alliance. Each partner institution is encouraged to use the YUFE-level policies, practices, and processes developed under this plan to further develop their own policies, practices, and processes, making them more inclusive and more aligned with each other. Partner institutions can do this in a way and sequence that suits their own individual context and setting. The YUFE ED&I Taskforce will support all YUFE partners to bring about these changes through sharing experiences (including challenges faced and strategies to overcome them), knowledge and good-practice examples and by providing a sounding board for testing ideas.

Progress towards delivering the actions will be evaluated at the end of the academic year 2025-26, and the results included in the Work Package 9 impact report, due to be published in November 2026. Further evaluations will be carried out in 2028 and 2030.

The Young Universities for the Future of Europe (YUFE) is one of the dynamic European University Alliances, selected by the European Commission. YUFE aims to shape a holistic and inclusive future for students and learners, and their society in Europe. The YUFE Alliance strives to be the front-running Alliance of European Higher Education in which students, learners, and staff are co-leaders, co-dreamers, and co-creators. YUFE's mission is to become a successful model of a socially responsible European University.



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# Objective



**To build knowledge of, and commitment to, equity, diversity, and inclusivity across all members of the YUFE community**

Action	Objectives
Raise awareness of the YUFE ED&I Glossary of Terms and ED&I Guide (formally ED&I Checklist) and encourage their use widely across all YUFE activities	<p>1.1 Add a link to the ED&amp;I Glossary of Terms and include it in YUFE onboarding documents</p> <p>1.2 Develop YUFE branded versions of the Glossary and Guide</p> <p>1.3 Promote use of the Glossary and Guide through a variety of different communication channels, formats and trainings</p> <p>1.4 Conduct annual surveys to analyse the extent to which the Glossary and Guide are being used and use the findings to develop follow-up activities</p>
Encourage all YUFE students and staff to complete the YUFE ED&I online course	<p>2.1 Make completion of the course a pre-requisite for attending any YUFE ED&amp;I-related development activity</p> <p>2.2 Include reference to the course in YUFE onboarding documentation and encourage managers to specifically ask new staff to complete it</p> <p>2.3 Promote the course through a variety of different communication channels and formats</p> <p>2.4 Share data on course completions by institution in WP Lead meetings at least twice per year to encourage promotion of the course within institutions and increase uptake</p>



## To develop YUFE ED&I-related policies that accelerate progress towards our joint vision

Action	Objectives
Develop and implement a YUFE anti-harassment and bullying policy that includes ways to investigate allegations of <b>discrimination, harassment, bullying and hate incidents</b> , to support those subjected to such behaviour, and to deal effectively with those found to have perpetrated such behaviour	<p>3.1 Develop a policy, with input from stakeholders, considering the YUFE Community Code of Conduct, the role of a YUFE ED&amp;I Ambassador, and the YUFE Conflict Resolution Mechanism</p> <p>3.2 Develop a YUFE branded version of the policy</p> <p>3.3 Promote the policy through a variety of different communication channels and formats</p> <p>3.4 Consider and propose a way of monitoring and reporting on reports received under the policy to identify trends from which follow-up action may be taken</p>
Consider what other ED&I-related policy work is required to support YUFE as we continue to develop as an organisation	<p>4.1 Use findings from survey conducted in September 2023, and seek additional input from stakeholders, from which to develop recommendations</p> <p>4.2 Publish a report with recommendations for further YUFE ED&amp;I-related policies to be developed and a timeline for doing so (<b>Milestone M9.1</b>)</p> <p>4.3 Gather and record what ED&amp;I-related policy development work has taken place within YUFE partner institutions, because of policies developed at the YUFE level, to demonstrate impact</p> <p>4.4 Gather and record impact of YUFE ED&amp;I-related policies, including the YUFE Gender Equity Plan, for inclusion in impact report of ED&amp;I Strategy, policies, and measures (<b>Deliverable D9.1</b>)</p>



## To develop a YUFE equity, diversity, and inclusivity profile

Action	Objectives
Make YUFE's approach to, and work on, ED&I visible both within and beyond the YUFE community	<p>5.1 Seek opportunities to speak about YUFE's ED&amp;I values, approach and work at conferences and other awareness-raising events</p> <p>5.2 Use different communication channels and formats to showcase YUFE's ED&amp;I values, approach and work</p> <p>5.3 Encourage use of the YUFE Community Code of Conduct as a framework for setting out the principles of engagement for all YUFE activities</p> <p>5.4 Use 'diversity days/months' such as LGBT+ History Month to promote YUFE's ED&amp;I work on that topic</p> <p><u>5.5 Consider the value of re-introducing YUFE ED&amp;I Grants.</u></p>
Specifically link YUFE's characterisation as a 'values-based' alliance to our ED&I work and ensure consistency of language and visuals when doing so	<p>6.1 Continue to develop relationships with WP Leads, Institutional Coordinators, and the Strategy Council to build trust and to show how the work of WP9 aligns with the YUFE 'identity'</p> <p>6.2 Work with YUFE communications colleagues to develop ED&amp;I-related content for the new YUFE website</p> <p>6.3 Ensure all WP9 outputs have a consistent look and feel that aligns with the YUFE brand and presents us as a values-based alliance</p> <p>6.4 Encourage other WPs to adopt the language of YUFE as a values-based alliance in their outputs</p>
Attract and maintain a diverse staff and student population.	<p>7.1 Introduce diversity monitoring to assess and address underrepresentation.</p> <p>7.2 Consider introducing a wellbeing survey for YUFE staff and students.</p>



## To ensure the lived experience of staff and students matches the YUFE equity, diversity & inclusivity values

Action	Objectives
Raise awareness of the YUFE Community Code of Conduct and the expectations it places on all members of the YUFE community	<p>8.1 Translate the Code of Conduct into all YUFE local languages to enable engagement with it by members of the wider YUFE community</p> <p>8.2 Develop a mechanism, as part of the YUFE anti-harassment and bullying policy for people to raise concerns if they have experienced or witnessed behaviour that does not align with the Code of Conduct</p> <p>8.3 Provide examples of how the behaviours in the Code might play out in different, specific contexts</p> <p>8.4 Have printed versions of the Code visible in the new YUFE Central Office in Brussels</p>
Build a community of people who can help promote the YUFE values	<p>9.1 Develop a role profile and responsibilities of a YUFE ED&amp;I Ambassador</p> <p>9.2 Identify training needs of an Ambassador and develop new materials as necessary</p> <p>9.3 Develop advertising material and recruit and train the first cohort of Ambassadors (<b>Milestone M9.2</b>)</p> <p>9.4 Assess success of the ED&amp;I Ambassador programme and consider ways to modify it/expand it as appropriate</p>



**To provide opportunities for YUFE students and staff to participate in specific equity, diversity & inclusivity related training and development activities**

Action	Objectives
Develop and offer role-specific ED&I training and development activities, in collaboration with other WPs as appropriate	<p>10.1 Build a programme of inclusive leadership workshops for those in leadership positions within YUFE in which everyone participates on an ongoing basis</p> <p>10.2 Encourage anyone involved in recruitment and selection for any YUFE activity to complete the 'in-depth knowledge' section of the online ED&amp;I course on Inclusive Recruitment and Selection</p> <p>10.3 Invite those interested in developing their knowledge and skills in ED&amp;I training to observe sessions delivered by WP9 to build capacity among the YUFE community in this area</p> <p>10.4 Use the YUFE Matrix to identify other opportunities for offering role-based ED&amp;I training, either as a stand-alone activity or within a broader training session</p>
Develop and offer content on topics that help to deliver the YUFE ED&I Strategy	<p>11.1 Work with the WP9 Taskforce, in the first instance, on 'being courageous', and include this in future inclusive leadership activities if it proves to be impactful</p> <p>11.2 Develop an 'in-depth knowledge' section of the ED&amp;I course on Allyship to encourage members of the YUFE community to be allies to those from under-represented or marginalised groups</p> <p>11.3 Consider the possibility of introducing a YUFE role models programme to provide opportunities for diverse groups of students and staff to explore what it means to be an authentic and inclusive role model</p> <p>11.4 Consider the value of re-introducing a YUFE ED&amp;I lecture series</p>