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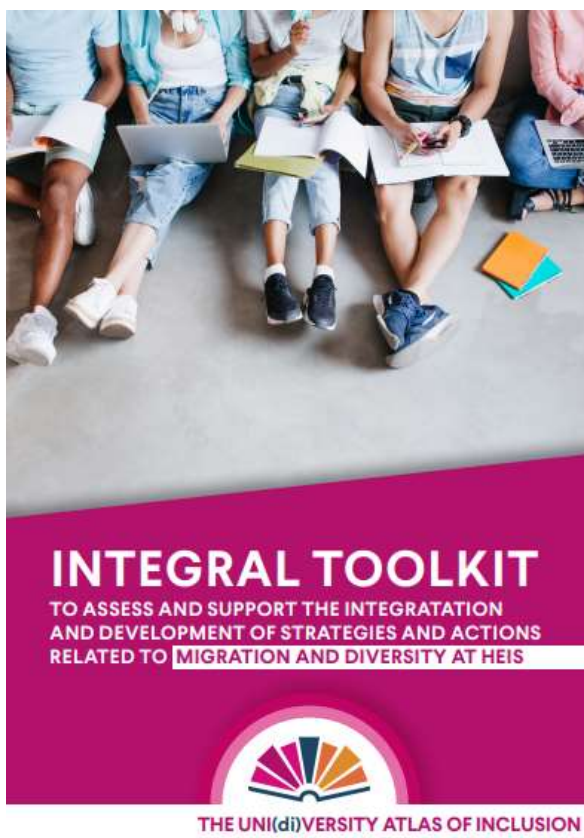
INTEGRAL TOOLKIT

TO ASSESS AND SUPPORT THE INTEGRATION
AND DEVELOPMENT OF STRATEGIES AND ACTIONS
RELATED TO **MIGRATION AND DIVERSITY AT HEIS**



Co-funded by the
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Toolkit



- The Unidiversikit

- A set of instruments to support university staff and services in their efforts to integrate issues related to migration and diversity in these different areas, grounded in a 360-degree approach to migration and diversity through universities' social responsibility

Institutional maturity on diversity and inclusion self-assessment tool

Governance diagnostic tool (GDT)

Interview and focus groups' guides

Policy canvas

Resources



Toolkit: maturity test

- The self-assessment tool, tested and validated through workshops and focus groups, provides a picture of the current state of the art of the institution's maturity level in relation to migration related issues taking into consideration 4 main areas: governance, staff, accessibility and support services. We encourage HEI staff to use it to identify key elements to work and revisit it in order to check the progress achieved and the identification of new objectives

Supporting migrants/refugees during their university years

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
The Organisation has study programmes and/or tutorial plans aimed at promoting the retention of migrant/refugee students, in particular, in the first years					
The University has scholarships aimed at supporting migrant/refugees with low incomes					
The University encourages the adoption of universal design for addressing different learning styles, for example					
The university encourages teachers to add in their syllabus and references authors from diverse ethnic backgrounds					
The university encourages internships that are compatible with the administrative status and needs of migrant/refugee students					
The university supports migrant/refugee students in their access to job market through offering internship opportunities, support in designing CV					

Self-assessment results:

The answers to these 18 questions will give a punctuation that will allow to locate the Organization in one of these 5 possibilities.

- Building the fundamentals (18-32).** The University as an organisation has the opportunity to think about, internally discuss and start to set up strategies and actions to address the topic of diversity and inclusion of migrant and Refugees within the institution.
It is the first phase where the University builds the fundamentals of its diversity and inclusion action.
 - List of Resources:
 - Good practices on Diversity and Inclusion at the University: Atlas for inclusion (<https://www.university.eu/outputs/atlas/>).
 - How to deal with resistance to changes. Main points and tips (<https://ccdi.ca/media/1074/20150217-ccdi-report-addressing-fear-and-resistance-in-di-eng.pdf>)
 - Needs of migrants and refugees: [Higher education for refugees - UNE SCO Digital Library](#)

Toolkit: Governance diagnostic tool

IDENTIFYING PROCESSES OF PARTICIPATION OF THE MIGRANT COMMUNITY IN THE DECISION-MAKING

Questions

- Does your institution introduces actively and encourages the participation in decision-making processes of migrant/refugee background communities (through particular actions/strategies , for example, design, implementation, monitoring or evaluation of inclusion and diversity policies)?
- What degree and what type of participation (surveys, interviews, focus groups,...) and involvement of migrant/refugee background people and services linked to them was defined and implemented in the definition of inclusion in policy documents?
- How does the organization reach out these communities?
- Are there strategies at the governance level to involve the university community on inclusion/diversity actions? (training programs, incorporation of inclusion/diversity in institutional communications,...?)
- Does the communities feel represented and their needs identified in the processes of decision-making?

Comments and contributions (this field is aimed to write down comments, ideas, reflections, data, etc that can contribute to the discussion on the topic).
Feel free to use it as part of a working document

- It is a specific tool designed to map the perceived main action fields, key internal actors and types of actions implemented. This tool will help establish how the institution is positioned towards the fulfilment of its third mission and diversity management as well as what can be implemented and how.



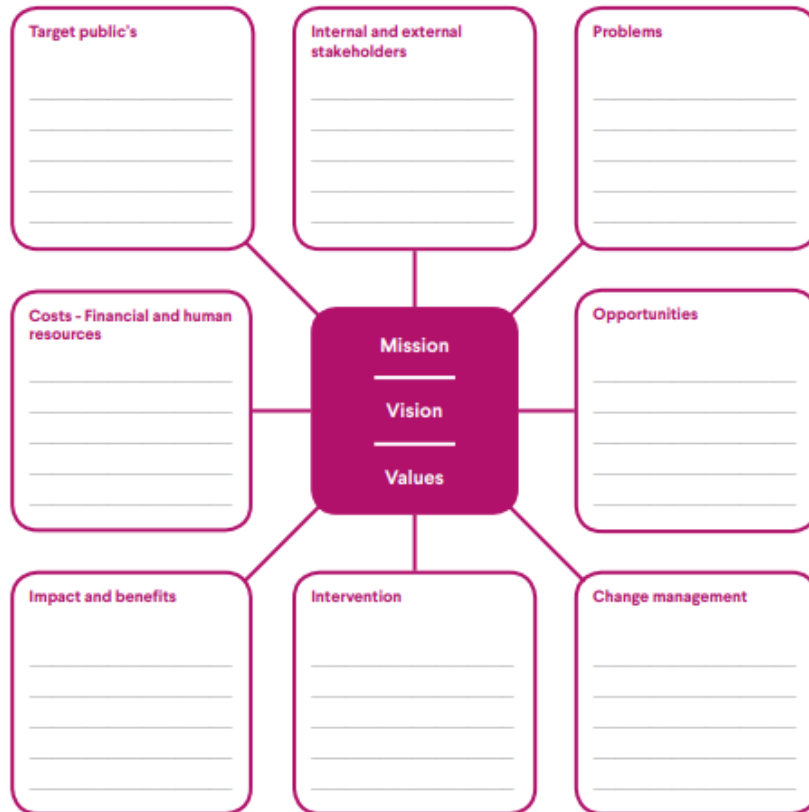
Toolkit: Guides

- These guides will support HEI's staff to identify - through interviews and focus groups- the needs, expectations, challenges and opportunities through an internal and external consultation process (e.g. secondary schools, NGOs, NGOs, local authorities, etc.);

Name of the stakeholder	
Description of the main objectives and actions	
Where is the stakeholder located (outside the university -external- of inside the university -internal) ¹ ?	
What is their importance in terms of the universities' migration and inclusion actions/strategies/policies?	
Current relationship between the stakeholder and the university (coordination, cooperation, beneficiary of actions, opposition, no relation for the moment...)	
Contact details	



Toolkit: Policy canvas



- The policy canvas wants to support the development of a strategic plan providing a practical scheme where main aspects on migrant inclusion can be organized visually in order to facilitate decision-making processes

Toolkit: Resources

RESOURCES

- Atlas of migration <https://bluehub.jrc.ec.europa.eu/migration/app/atlas.html?>
- Atlas of inclusion, Unidiversity project <https://www.university.eu/outputs/atlas/>
- Migrants and their Descendants: Social Inclusion and Participation in Society https://fra.europa.eu/sites/default/files/fra_uploads/social-inclusion-and-migrant-
- Integrating Asylum Seekers and Refugees Education and Training Eurydice Report <https://op.europa.eu/en/publication-detail/-/publication/f1bfa322-38cd-11e9-8d04->
- ECRE <https://asylumineurope.org/>
- Erasmus + Inclusive education in Europe: Learning from Erasmus+ <https://education.ec.europa.eu/news/inclusive-education-in-europe-learning-from-erasmus>
- Erasmus+ Project results <https://erasmus-plus.ec.europa.eu/projects>
- Estudio sobre las necesidades de la población inmigrante en España: tendencias y retos para la inclusión social ACCEM <https://www.accem.es/estudio-las-necesidades-lapoblacion-inmigrante-espana-tendencias-retos-la-inclusion->
- European Commission, Higher education for migrants and refugees <https://education.ec.europa.eu/education-levels/higher-education/inclusive-and-connected-higher-education/higher-education-for-migrants-and-refugees>

- A set of links to bibliography and webinars that will allow to go deeper on topics such as universities' social responsibility, migration and inclusion policies and strategies, ...



THANK YOU!

Get in touch

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