euacde COUNCIL FOR DOCTORAL EDUCATION

2025 EUA-CDE THEMATIC WORKSHOP

Establishing and Advancing Equity, Diversity and Inclusion in doctoral education

Hosted by University of Minho
16-17 January 2025 | Braga – Portugal

Official opening 16.1.2025

Rui Vieira de Castro, Rector, University of Minho, Portugal

Pirjo Nikander EUA-CDE Steering Committee member,

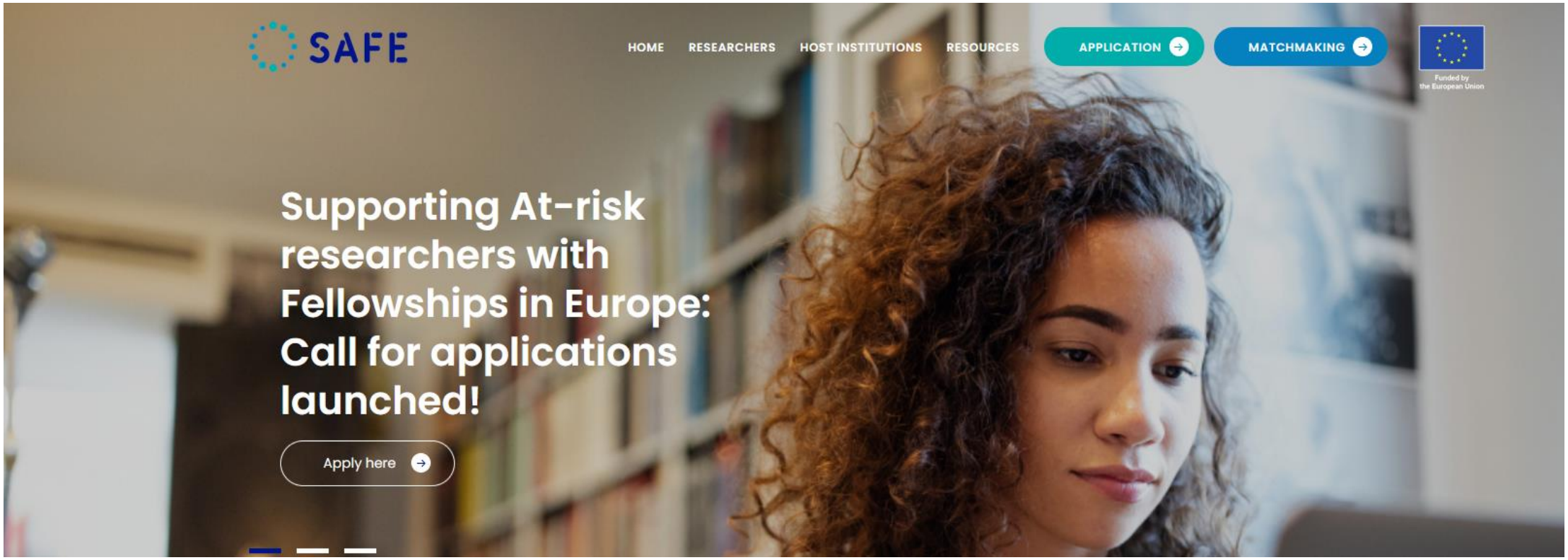
Director, Tampere University, FINLAND

Dimensions of EDI include e.g.,

- Different levels of awareness, explicit policies etc. across universities
- Tokenism, window-dressing and lip-service, instead of making EDI part and parcel in everyday practices and encounters.
- More broadly, EDI is linked to the attractiveness of research careers and ecosystems, recruitment, the inclusive assessment of researchers.
- Increasing complexity: Double minorities and intersectionality

IMAGE: Otto Kroeger associates

Topical global challenges: New EU-funding: “SAFE”



Instead of quotas, or simply ticking boxes, and counting heads, we need to make heads count!