

Annual Report Diversity & Impact 2025



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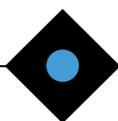
Edited By
ENHANCE Diversity Office & Work Package Diversity, Impact and Dissemination

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Note From the Ombudsperson

In our efforts to promote inclusion, diversity, equity and gender equality within our University Alliance, we recognise the importance of being inclusive of all gender identities, including non-binary. As data protection, among other reasons, precludes the systematic collection of data on the representation of non-binary people, the (partial) absence of such data in this report should not be understood as an exclusion of non-binary people. Rather, it is our aim to fully represent the richness of all gender identities in our reports and activities within the given framework.





Message from the Chair of ENHANCE Board of Directors

As we reach the halfway point of our project period, it is essential to pause and reflect on our journey so far. In the ENHANCE Diversity and Impact Report 2025 you will see us do so: this moment allows us to assess what we have achieved together as a consortium of ten leading technical universities. We have made strides in fostering an environment where every individual feels valued and empowered, guided by the ENHANCE IDE Road Map and supported by the Diversity Office.

However, real progress requires ongoing dedication. As we continue to confront inequalities and promote allyship and solidarity within our academic community, let us reaffirm our collective responsibility to drive responsible innovation that benefits all.



This report serves as both a reflection of our accomplishments and a call to action. Together, let us ensure that diversity is mainstreamed, inclusion is standard practice, and equity is embraced. Our commitment to inclusion, diversity, and equity has been at the forefront of our efforts, shaping not only our governance but also our daily practices.

Prof. Krzysztof Wilde

Chair of ENHANCE Board of Directors

Rector of Gdańsk University of Technology



Message from ENHANCE Diversity Office

The ENHANCE Diversity Office serves as the central hub for advancing inclusion, diversity, equity, and gender equality across the Alliance. In 2025, the Office continued the implementation of the ENHANCE IDE Road Map in close collaboration with member universities, work packages, governance bodies, and student communities, with a strong focus on impact orientation, empowerment, active outreach, peer-to-peer approaches, and bottom-up engagement. Key milestones included the launch of our both Mobility and STEM ambassador programme, the successful continuation of the Diversity Seed Fund, growing participation in IDE-related educational offers, and increased visibility through European dissemination, peer-learning, and policy engagement. 2025 was a year of particularly intense and impactful work, marked by deeper collaboration, stronger ownership across the Alliance, and tangible outcomes for students and staff.



We are proud of the collective commitment and trust that enabled this progress. Looking ahead, 2026 will be an exciting year to further develop our diversity and impact work, strengthen long-term structures, and jointly shape an inclusive, excellent, resilient, and future-oriented European University.

Members of ENHANCE Diversity Office

Executive Summary

This report provides a comprehensive overview of diversity- and impact-related activities within the ENHANCE Alliance in 2025 and documents how these initiatives are implemented, monitored, and disseminated across institutional, inter-alliance, and European levels. It captures key results and developments in inclusion, diversity, equity, and gender equality, combining quantitative indicators with qualitative insights to illustrate progress, challenges, and areas for further action.

Readers will find an overview of governance and participation data, outcomes of educational offers, student- and staff-led initiatives, peer-to-peer approaches, and active outreach formats, as well as examples of how ENHANCE contributes to societal impact beyond the Alliance. The report also highlights how impact orientation is embedded in diversity work and how monitoring, surveys, and reflective tools support evidence-based decision-making.

This annual report is relevant for everyone involved in ENHANCE at both strategic and operational levels, including students, staff, leadership, and external stakeholders. Together, these pages show how ENHANCE translates its commitment to diversity and impact into practice—and how collective engagement helps shape an inclusive, resilient, and impactful European University where everyone feels welcome.



Diversity & Impact

Diversity and impact are two important cross-cutting topics of our Alliance. One of our Key Impact Goals is to build a European University for a Resilient Society. This impact can only be achieved when the diversity of society is acknowledged and embraced. At the same time, diversity-related initiatives can only succeed if they are designed with impact-orientation in mind. Diversity and impact are inseparable—they complement and reinforce each other. The Work Package [explainer video](#) highlights our efforts to promote inclusivity and to increase our impact orientation. In 2024, the February Kick-off Event in Berlin served as the platform for publishing the [ENHANCE IDE Road Map](#) and [inaugurating the ENHANCE Diversity Office](#).

Relevant Key Indicators in ENHANCE

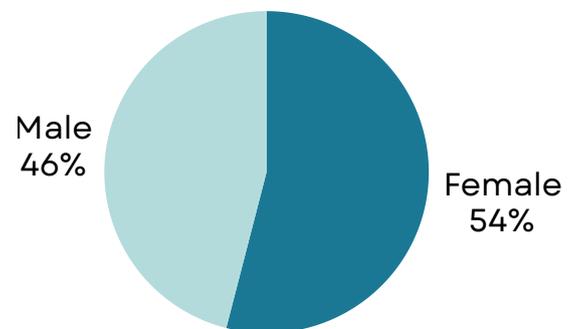
The motto 'You cannot manage it if you cannot measure it' serves as the guiding principle for our commitment to promoting, integrating, and monitoring diversity and impact within ENHANCE.

ENHANCE Summit in Warsaw 2025 (Credit Maciej Stępnik)



Gender Representation in Governance Structures

The ENHANCE alliance continues its commitment to diversity, as reflected in the gender representation across its management and governance bodies. Of the **362 individuals** engaged in these structures, **197 identify as female (approximately 54%)** and **165 as male (approximately 46%)**, demonstrating a broadly balanced picture of gender representation across the alliance.



Work Packages (WPs) continue to display notable gender diversity. WP7 European Education Pathways remains the largest team and is relatively gender-balanced, with 31 women and 37 men contributing actively. **The Student Forum** shows a slight male majority, while **the Advisory Assembly** remains close to parity. **Core Officers** stand out with a female majority, whereas the **Steering Committee and Board of Directors** continue to reflect areas where gender balance can be further improved. Overall, these figures indicate a slight increase in the **representation of women (+1%)** compared to the previous reporting period.



Relevant Key Indicators in ENHANCE

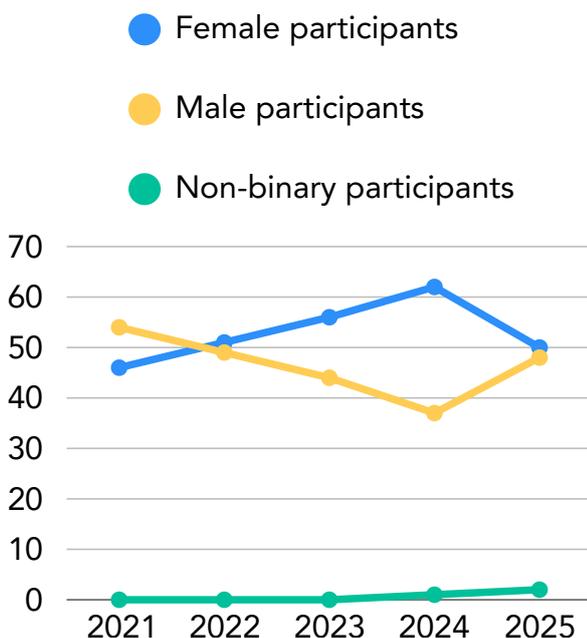
The motto 'You cannot manage it if you cannot measure it' serves as the guiding principle for our commitment to promoting, integrating, and monitoring diversity and impact within ENHANCE.



Spring School in Berlin - Copyright Christian Kielmann

Gender Balance in Joint Activities

This section summarises the documented gender balance in the ENHANCE+ activities that took place in 2025. We documented **5,901 registrations** to joint ENHANCE activities (online, on-site, and hybrid short-term learning offers are documented. Long-term Erasmus+ mobilities are not counted in this statistic). The documented activities were mainly summer and winter schools, staff weeks, events, conferences, public lectures, webinars, online short-term learning offers, and workshops. We documented **50% female, 48% male and 2% non-binary** registrations to our offers.



Clarification on Gender Statistics Gender

Identity is personal and cannot always be inferred from appearance; someone who may appear male could identify as female or non-binary. Thus, we approach these statistics as a soft indicator of gender representation. Much like steam signals that water is boiling, these numbers provide insights into gender equality trends but do not fully capture the complexity of gender diversity within our community. Although we are not capturing the complexity, the balance is positive to see, especially since it developed over time.





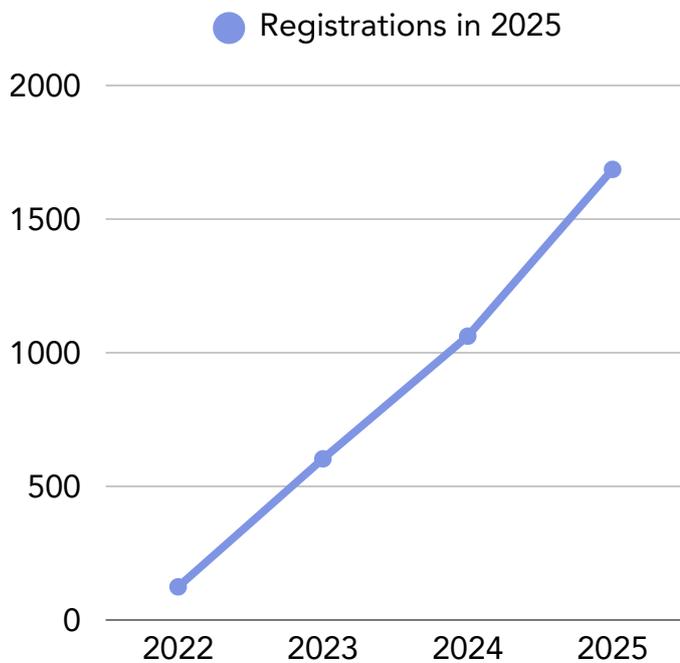
Empowerment, Active Outreach, Bottom-Up Involvement, Peer-to-peer for Impact

Through a holistic approach, ENHANCE aims to create a transformative environment that ensures the engagement and participation of all its members. This is essential for fostering diversity and creating an inclusive and impact-driven alliance.

Empowerment

ENHANCE empowers its community by promoting inclusion, equity, and respect, with a strong focus on supporting groups with fewer opportunities. Through **increased visibility, networking, and awareness-raising**, alongside **targeted educational offers** such as trainings, shared learning opportunities, public discourse formats, and the development of an interdisciplinary micro-credential, ENHANCE embeds Inclusion, Diversity, and Equity across its educational framework in collaboration with other work packages.

Educational Offers in IDE



59% increase compared to 2024

Registrations for documented IDE-related learning offers increased from 1,062 in 2024 to **1,686 in 2025**, representing a growth of **nearly 59%**. This strong year-over-year increase highlights the continued and growing engagement with these learning opportunities.

Anti-Bias Lunchbreak, Intercultural Prep Seminars, Inclusive Communication and ENHANCE Lunchinars were the most popular IDE-related offers.



The learning offers are showcased in our [Innovative Learning Campus Catalogue](#)



The ENHANCE Lunchinars were viewed more than 400 times on [YouTube](#).

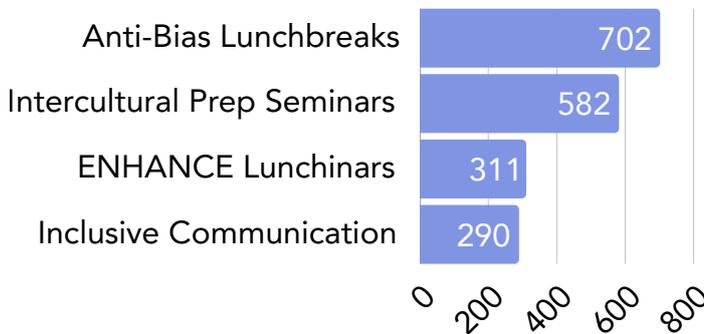


Summer School in Berlin (Copyright Christian Kielmann)

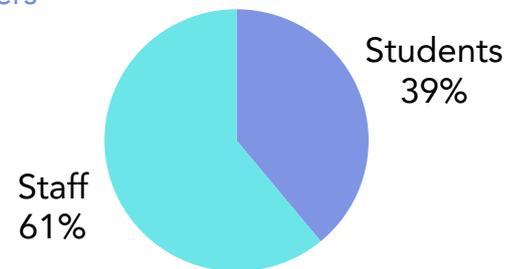
Educational Offers Insights & Strategic Opportunities

Our IDE-related educational offers have reached a broad audience, but popularity varies significantly, indicating strong demand for certain topics and formats. Also gender participation is not balanced. We analysed total number of 1,885 registrations for this analysis. See the insights below.

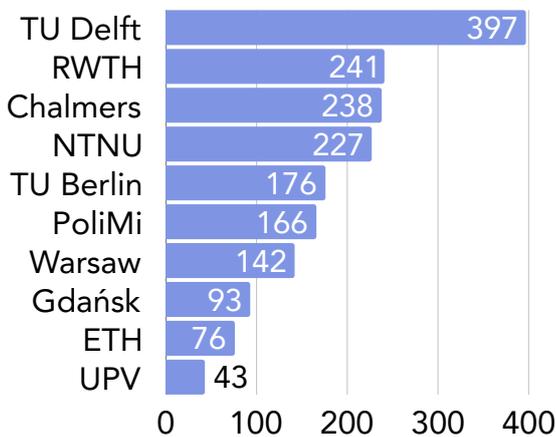
Total Registrations by offers



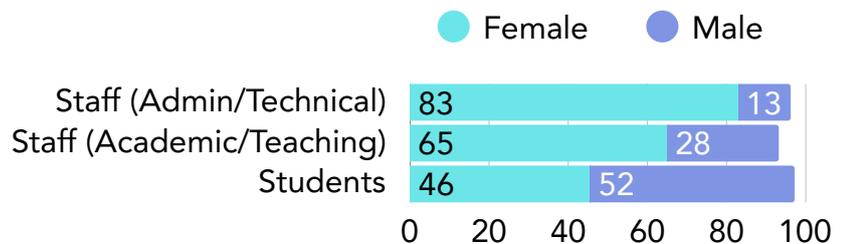
Participants in IDE-related educational offers



Numbers of registrations per university



Gender (im)balance in IDE-related educational offers



Overall participants satisfaction with educational offers



Participants who would join an educational offer again



The offers are showcased in our Innovative Learning Campus Catalogue:

<https://ilc.enhanceuniversity.eu/>





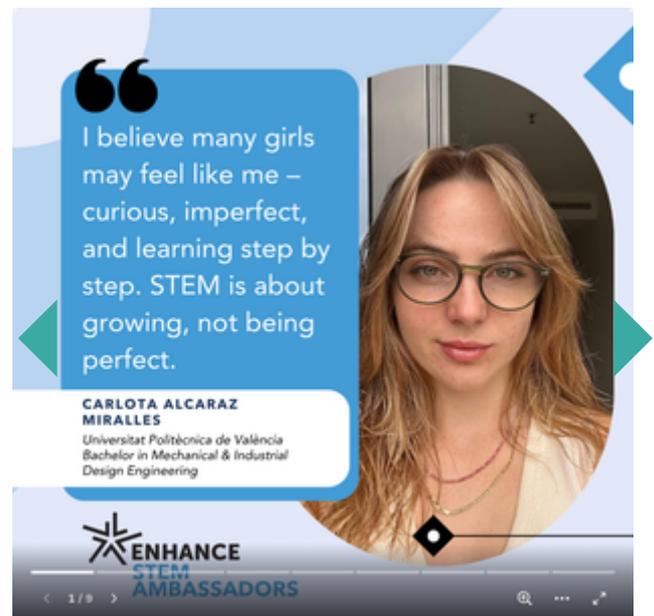
Impressions from Women and Girls in STEM Forum in Brussels

Active Outreach

We proactively engaged with underserved and underrepresented groups by meeting them where they are, listening to their perspectives, and tailoring communication and networking strategies to support their inclusion and participation. We launched our **STEM Ambassadors Programme** and co-organised a European **STEM Competition** to reach women and girls in STEM.

STEM Competition and STEM Ambassadors

For organising the **Europe-wide STEM challenge**, we collaborated with the **EIT Girls Go STEM Initiative**. We contributed with jury expertise, mentoring, coaching, and audience engagement and award. The event was in Brussels. The STEM challenge brought together high-school girls from across Europe and combined an online competition phase with a large-scale onsite event at the EIT Women and Girls in STEM. Finalist teams pitched live on stage, ENHANCE STEM ambassadors participated as role models, and the event attracted strong online engagement and visibility.



Announcement of the STEM Ambassadors, ENHANCE Alliance Instagram

400 high school girls
28 European countries
2000 online votes
1 STEM Challenge

In collaboration with  **Community Girls Go STEM**

Bottom-Up Involvement: ENHANCE Diversity Seed Fund

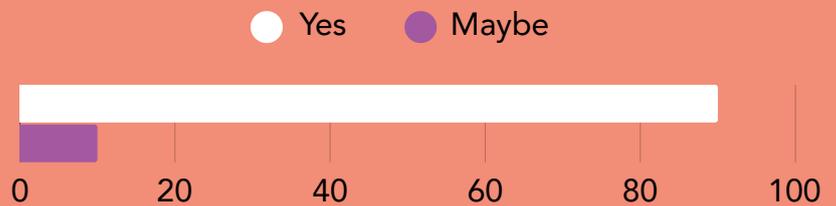
The ENHANCE Diversity Seed Fund continued to empower student-led initiatives addressing diversity, equity, and inclusion across the Alliance. Across both funding rounds, the programme received 56 applications, reflecting strong interest and commitment from students. **In 2025, 11 of the 12** selected projects were successfully implemented, covering a wide range of themes including gender equality, mental health, international student inclusion, LGBTIQ+ representation, accessibility, and social awareness through art, technology, and community engagement. We spent **€14,250** in the 1st round.

The projects demonstrated significant impact on their target groups, fostering safe spaces, dialogue, and a stronger sense of belonging within university communities. Several initiatives reached dozens of participants directly, while others engaged hundreds of students and staff or created lasting infrastructural and cultural change on campus. Feedback highlighted increased awareness, empowerment, and motivation to continue or scale activities in the future.

94% of all project leads are happy about their project.



90% of all projects plan to continue their initiative after the funding period (in %)



"I want to thank you and all the ENHANCE team for giving me the opportunity to start this project, and providing all the support I needed. It has been such a huge chance for me to learn and complement my university education. What's more, getting to know that projects like these, like ENHANCE, exist and are accessible for students has opened my mind on all the things we can do."

Marcos, UPV Student and Seed Fund project lead

The ENHANCE Diversity Seed Fund projects directly engaged over **1,200 students and staff**, with additional indirect and long-term reach through exhibitions, digital tools, and permanent campus infrastructure.



All project leads are awarded with the **ENHANCE Badge**.

Bottom-Up Involvement: ENHANCE Diversity Seed Fund

Students creating real impact



Advancing Together Women in STEM Innovation and Networking Conference - TU Delft



African Students Day - RWTH Aachen



Mosaic - TU Berlin



Dzień Równości (Equality Days) - Gdańsk Tech



Connect Empowering Global Students - WUT



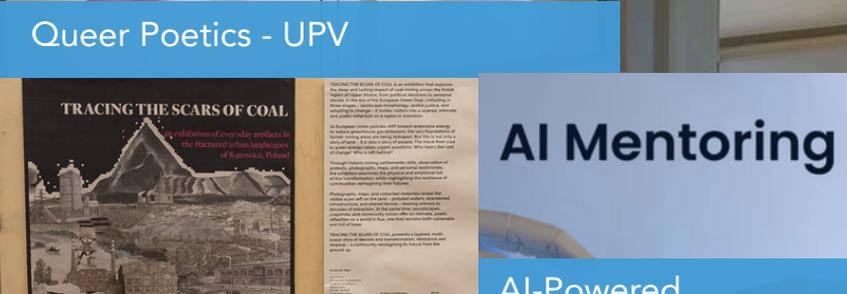
To pee in peace - UPV



Queer Poetics - UPV



Mental Health Week - Gdańsk Tech



AI Mentoring

AI-Powered Mentorship Platform - Chalmers



Valencian Innovative Engineering Women - UPV

Tracing the Scars of Coal - TU Delft

Bottom-Up Involvement: ENHANCE Diversity Seed Fund

Explore all Seed Fund projects



Bottom-up involvement is essential for an inclusive approach, and these projects made a significant contribution to this process. By engaging students and staff at different levels and fostering allyship, they ensured diverse voices were heard and actively involved in shaping ENHANCE. This helps embed inclusivity and diversity as core elements of the Alliance.

[Click here and explore the whole interview.](#)



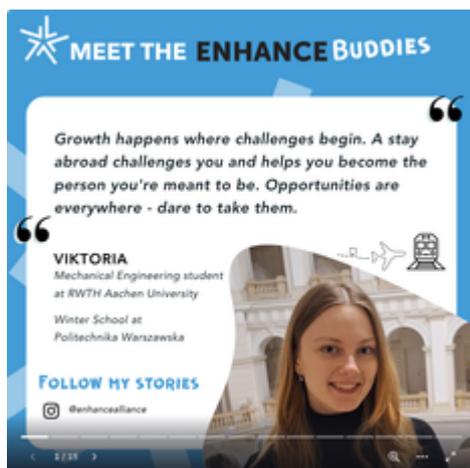
Peer-to-Peer Approach

In 2025, ENHANCE strengthened its **peer-to-peer** and **community-based approach** to inclusion and diversity through a range of interconnected initiatives. From **ambassador programmes** and **Gender and Diversity Representatives** to **cross-alliance networking** and leadership within the European Community of Practice, these activities create safe spaces, amplify diverse voices, and embed IDE perspectives across ENHANCE. Together, they foster collaboration, visibility, and long-term impact both within the Alliance and beyond.



ENHANCE Ambassadors

In 2025, we launched two ambassador programmes. **ENHANCE Buddies** and **ENHANCE STEM Ambassadors** are the core of our peer-to-peer approach. Both ENHANCE ambassadors produced **24 videos** so far, which collectively reached audiences with over **56,000 views** on Instagram, significantly amplifying peer-to-peer visibility and impact across the Alliance. Find their stories on our [Instagram channel](#).



ENHANCE Buddies introduce themselves to the ENHANCE Instagram Community

Peer-to-peer networking

Building on earlier outreach efforts, ENHANCE continued its **peer-networking** activities in 2025 by connecting existing

diversity-focused networks across the Alliance. This included bringing together **women's networks** from ENHANCE universities as well as organising a dedicated exchange between **units supporting people with disabilities**. These meetings strengthened cross-institutional collaboration, increased visibility, and supported the sharing of challenges, practices, and solutions across borders.

Gender and Diversity Representatives

ENHANCE continued to actively engage its **Gender and Diversity Representatives (GDRs)** throughout 2025, ensuring a strong IDE orientation across all Work Packages.

D&I Hub

Within the European Universities Community of Practice (**FOREU4ALL**), ENHANCE organised eight networking meetings with other European alliances, fostering exchange and collaboration on diversity and inclusion. ENHANCE also serves as co-chair of the **D&I Hub**, actively shaping discussions and contributing to the strategic development of inclusion and diversity practices across alliances.





Diversity Office Annual Meeting

In June 2025, the ENHANCE Diversity Office held its annual network meeting in Gdańsk and Sopot, bringing together representatives from all 10 ENHANCE universities. The meeting was very positively evaluated, receiving an overall score of 9 out of 10, with participants highlighting the strong international exchange, high level of engagement, and inspiring peer collaboration.

Strengthening Collaboration and Task Sharing

The meeting strengthened collaboration within the ENHANCE Diversity Office and across work packages, with a shared focus on embedding inclusion, diversity, and equity (IDE) structurally rather than through isolated actions. Participants agreed on clearer task sharing across key areas, including Mobility for All, educational offers, Gender and Diversity Representatives, Diversity Seed Fund, and STEM Ambassadors.

Key Outcomes and Strategic Priorities

The meeting also generated concrete forward-looking outcomes, including priority topics for future ENHANCE activities (such as neurodiversity, gender-based violence, and equity versus equality).

World Café: Shaping Inclusive Futures Together

A central highlight was the World Café workshop, which facilitated cross-

pollination of ideas across universities and addressed four strategic themes: **inclusive campus cultures, IDE in research, embedding DEI in organisational structures, and student voice and engagement.** The discussions underlined the importance of ethical awareness, bias-sensitive research practices, leadership accountability, co-creation, and meaningful student involvement. Participants highlighted that IDE must be integrated into governance, mission statements, research culture, and everyday university practices to ensure long-term impact.

A Strong Community of Practice

Overall, the Gdańsk/Sopot meeting reinforced the Diversity Office as a vibrant community of practice, and set a clear direction for sustaining and scaling IDE impact in ENHANCE.

The 2025 meeting was funded by the **Polish National Agency for Academic Exchange (NAWA).**



Diversity & Impact Survey

How does our academic community perceive diversity and impact topics in ENHANCE?

The annual survey collected 123 answers representing diverse members of our community. Here are the results.

The **Diversity and Impact Survey** takes a comprehensive approach to measuring progress and driving change. By capturing perceptions and experiences, it goes beyond simple metrics like gender balance to deepen understanding of diversity and impact within ENHANCE. The survey identifies challenges and opportunities, revealing gaps between intentions and practices, and highlighting areas for improvement.

At the end of 2025, we conducted the third ENHANCE Diversity and Impact Survey. Monitoring our diversity is an essential step in creating more inclusive and impactful ENHANCE activities that empowers our community. We invited the ENHANCE community including students and staff who had joined an ENHANCE activity and/or who are actively involved in the Alliance. We received 123 responses (+28 more compared to 2024). The results offer valuable insights into the composition of the ENHANCE community and highlight key areas for reflection and improvement.

Who were the survey participants?

Diversity is not always visible. We wanted to get to know our community in our Alliance. **39,3%** of the survey attendees were actively involved in ENHANCE (e.g., core officer, work package member.). **53,3%** were only participants in an educational ENHANCE activity. The comparison shows **no fundamental perception gaps** between the two groups. However, deeper engagement appears to strengthen feelings of agency and clarity, while structural inclusion measures and targeted support mechanisms require greater visibility. Practical learning outcomes are particularly valued by participants in educational formats.

Respondents have a rich cultural and linguistic diversity, with **67% (+5 compared to 2024) speaking two or more languages** at home.



41% of respondents have experience **living in another country** than their country of birth.



32% (+3) are **first-generation students**.



The survey participants have an **average age of 38 (-1)**.

18% (+2) identify as part of the **queer community**.



11% (-8) have **chronic illnesses and/or disabilities**.



Celebrating and using this diversity is crucial for a diversity-aware and impact-driven European Alliance.

Diversity & Impact Survey

What is participants' perception of diversity, inclusivity, and representation?

The survey offered valuable insights into the perception of diversity, inclusivity, and representation within the ENHANCE community.

Awareness of Diversity and Inclusion: 38% (No change compared to 2024) of respondents are slightly or moderately familiar with the concept of diversity and inclusion. There are opportunities to increase awareness and education on these topics within the ENHANCE community (e.g., via workshops, training sessions, and awareness campaigns to enhance understanding.).

Perception of Diversity and Inclusivity: 77% (+1 compared to 2024) of respondents believe they are part of a diverse and inclusive community at ENHANCE. This is a positive perception, suggesting that members feel included. 3% (+1) disagree.

Equal Opportunities: 79% (-8) of respondents believe they are given the same opportunities as their fellow participants regardless of their background. This is a positive indicator, suggesting a fair and inclusive approach within ENHANCE. However, efforts should be kept to further improve this perception. 2% (-4) disagree.

Representation in Structures: 59% (+7) of respondents believe that ENHANCE actively seeks to represent diverse groups in its structures, such as governance bodies. 17% does not know. 5% (+3) disagree. Visibility of governance-related inclusion measures could be improved.

"I think ENHANCE is moving in the right direction in terms of representation and inclusion. A possible improvement could be to further increase the visibility and involvement of disadvantaged groups in governance and decision-making processes, ensuring their perspectives are consistently reflected."

Anonymous respondent

Involvement of Disadvantaged Groups: 40% (+6) of respondents feel that ENHANCE actively involves disadvantaged groups in its activities, while 32% (+3) are neutral, and 22% (-5) does not know. Monitoring of effective involvement, communication and transparency can help increase this number.

ENHANCE as an Opportunity: 62% of respondents believe that being a part of ENHANCE has given them an international opportunity that they wouldn't have found anywhere else. 19% is neutral while 11% disagree. Participants benefit particularly from concrete tools and learning formats.

Role of Inclusion in Organisation: 75% (-4) of respondents believe that inclusion plays a significant role in the organisation of ENHANCE activities and events. There is still room for improvement in making the efforts related to inclusion more visible to the community. Communication and transparency can help achieve this. 1% (-3) disagree.

"Overall, I feel that ENHANCE provides an inclusive environment where different backgrounds and perspectives are genuinely valued. To further improve, it could be helpful to continue investing in clear communication and accessibility, especially for participants with diverse educational and personal contexts."

Anonymous respondent

Diversity & Impact Survey

What do the results of the survey mean for our work?

The survey offered valuable insights into the perception of diversity and impact within the ENHANCE community.

Overall, **perceptions of diversity and inclusion** within ENHANCE remain positive. A strong majority (77%) consider ENHANCE to be a diverse and inclusive community, while 79% believe they are given equal opportunities regardless of background. Furthermore, 75% perceive inclusion as playing a significant role in the organisation of ENHANCE activities.

Only 38% report being moderately familiar with diversity and inclusion concepts, suggesting **potential for increased awareness and training**.

While 40% feel that disadvantaged groups are actively involved, a considerable proportion remain neutral or unsure. Additionally, 21% report facing barriers related to nationality, such as visa challenges.

Awareness of Opportunities: 40% (-1) of respondents believe that ENHANCE has increased their awareness of opportunities available for students and staff with special needs to study or work abroad. It could mean that more efforts should be made to enhance awareness through targeted communication and information dissemination.

Barriers Based on Nationality: 77% of respondents indicate that they can fully benefit from "Freedom of Movement in EU" thanks to their nationality. 21% indicate to face barriers due to their nationality (such as visa issues).

The 2025 **ENHANCE Diversity and Impact Survey** confirms sustained progress in embedding inclusion, diversity, and equity across the Alliance. A clear majority of respondents perceive ENHANCE as a diverse and inclusive community, with strong agreement that equal opportunities are provided regardless of background. The data also reflects a socially and culturally diverse participant base, underlining the Alliance's broad reach.

At the same time, the findings highlight strategic priorities for further action.

Awareness of diversity and inclusion concepts remains moderate, and a notable proportion of respondents are uncertain about the visibility and effectiveness of inclusion measures. Reported nationality-related barriers further indicate the need for structural and policy-level responses.

Overall, the survey reinforces that while ENHANCE's inclusion framework is positively perceived, continued efforts are required to strengthen awareness, transparency, and targeted support mechanisms in order to consolidate long-term institutional impact.

"ENHANCE provided me valuable exposure to diverse perspectives and practical tools for working in international and multicultural contexts. To further strengthen this impact, it could be useful to make these tools more explicit and transferable, helping participants apply them more clearly beyond the ENHANCE experience."

Anonymous respondent

ENHANCE appears to generate increasing positive impact through sustained involvement. Short-term or one-off participation produces positive impressions, but not the same depth of perceived transformation or structural understanding.

Focus on Impact

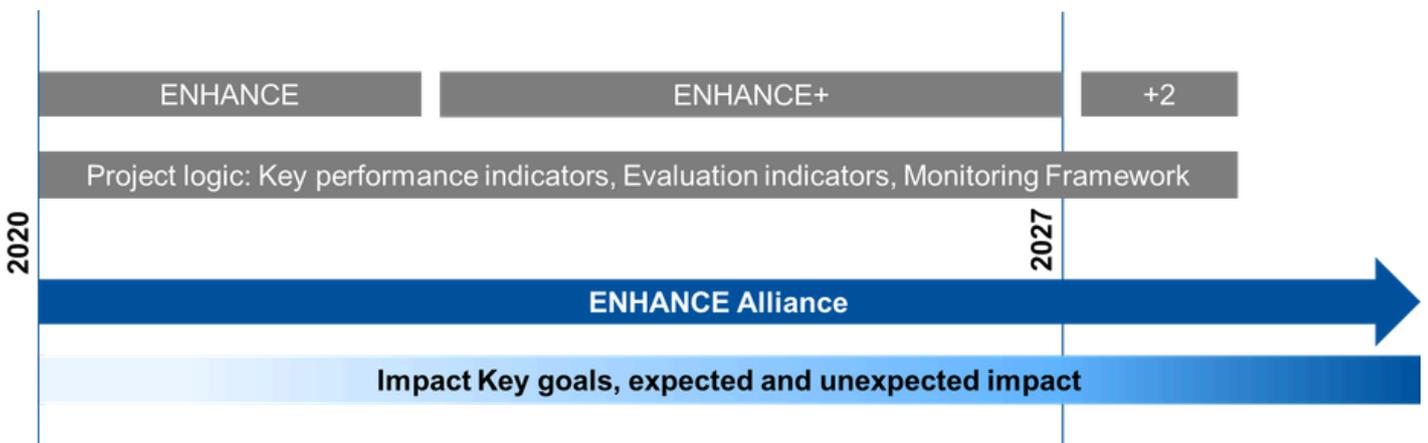


Photo: ENLIGHT Impact Conference, Groningen (NL), 2025

Impact Orientation

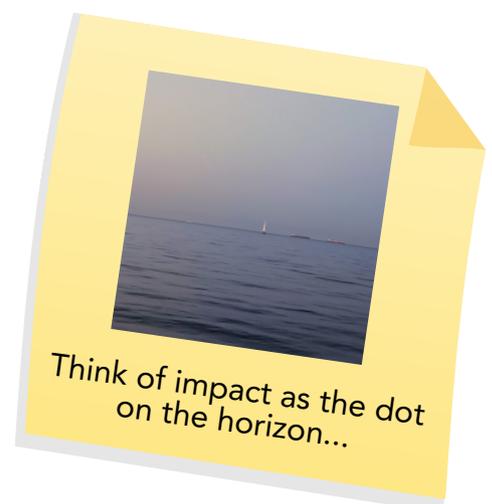
2025 was the year in which assessing our impact became more and more important. We want to understand the effects of our actions. And we want to understand the ways in which impact orientation informs diversity orientation and vice versa.

Impact is abstract. It is connected to performance, but it is not the same.



Let's make it less abstract!

To do so, we tested the impact assessment tool **"Most Significant Change"** during a workshop at our Diversity Office meeting in Sopot (June 2025). The goal of the workshop facilitated by Hannah was to foster **impact awareness** and **impact literacy** among participants. We focused on how their actions contribute to support diversity and inclusion in higher education. Participants were invited to share personal stories of change and to reflect on their experiences within the ENHANCE framework.



Based on our strategic documents and plans, we identified five **Domains of Change**:



- Culture & Values,
- Leadership Support,
- Inclusive Organisation,
- Inclusive Infrastructure,
- Beyond the University.

Each domain includes specific goals aligned with promoting diversity and inclusion in the scope of our Work Package. Overall, the workshop highlighted both achievements and areas for improvement in fostering a culture of inclusivity while encouraging participants to reflect on their contributions as Change Agents within their communities. We want to express our gratitude to the Polish National Agency for Academic Exchange NAWA for funding the annual 2025 DO meeting.

ENHANCE Diversity Office in Sopot

ENLIGHT Impact Conference

As a jury member for the 2025 Impact Awards, Hannah attended the conference where she engaged in sessions centred on impact literacy and fostering collaborations between universities, businesses, and society. The conference emphasised that **impact is a collective effort**, supported by work environments that promote collaboration and meaningful exchanges. There is a clear need for European University Alliances to enhance joint learning experiences to prepare **students as future researchers, entrepreneurs, and policymakers**.

Special thanks to the ENLIGHT team for organising the conference and for bringing together the FOREU4ALL Impact group.

 Interested in offering a similar workshop? Contact us.

Did you know?

We finalised our **ENHANCE Impact Statement and Change Agents Manifesto** in April 2025 - putting impact on the agenda as a strategic focus topic.

RWTH Aachen and ENHANCE alumna Lily Hashemi shared how an ENHANCE interdisciplinary workshop enabled her team to secure funding for their project, illustrating the importance of trust, autonomy, and long-term support in fostering student-led innovation and international collaboration in alliances. [Explore here.](#)

Dissemination of Diversity and Impact Expertise

In 2025, ENHANCE actively disseminated its IDE-related work across European higher education, policy, and alliance networks. Through high-level political engagement, expert contributions, inter-alliance collaboration, and campus-based communication, ENHANCE strengthened the visibility and transferability of its good practices. Here is a selection of dissemination initiatives:

- ENHANCE’s Inclusion, Diversity and Equity approach featured as a good-practice example in the DAAD Erasmus+ publication “Chancengerechtigkeit über Grenzen hinweg – Erasmus+ in der Hochschulbildung”
- ENHANCE was visible during the Karlspreis Lecture at RWTH Aachen University by Ursula von der Leyen.
- ENHANCE Diversity Seed Fund and Mobility Ambassador Programme showcased as good practices on the FOREU4ALL Initiative.
- ENHANCE represented at international expert events, including the *Una Europa* workshop “Contested Spaces of Democracy and Inclusion in European Universities”.
- Contributions to ENLIGHT, and EELISA alliances and European Association for International Education event formats on service-learning, civic engagement, gender equality in STEAM and impact, reaching participants from multiple European University Alliances and the European Commission.
- ENHANCE students at Warsaw University of Technology in STEM met with Roxana Mînzatu, Executive Vice-President of the European Commission, to discuss gender equality, career aspirations, and EU support for women in STEM.

[ENHANCE Diversity & Impact Newsletter](#)

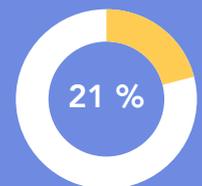
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External visitors at ENHANCE Lunchinars



Public resources for knowledge sharing

1) [ENHANCE Alliance - Resources for Anti-Bias, Inclusive Communication and Lunchinars](#)

2) [Diversity & Inclusion Resources in European University Alliances](#)

3) [Resources for Facilitators of Anti-Bias Trainings](#)

Visit of the EU Commission President Ursula von der Leyen at RWTH Aachen

Dissemination and European Representation

Over the past years, our Alliance has demonstrated a strong and visible presence across Europe through extensive participation in local, regional, national, and EU-level events.

With **more than 100 recorded engagements**, ENHANCE has been represented at conferences, workshops, and a wide range of external forums throughout the continent. **A geographical mapping of in-person events** highlights the broad territorial reach of the Alliance.

Brussels has emerged as the most frequently visited location, underlining ENHANCE's strong connection to European policy dialogue and stakeholder networks.

ENHANCE members have contributed in **numerous formats**, including conference presentations and keynote speeches, panel discussions and roundtables, working group meetings and consultations, competitions and fellowship evaluations; position papers and input notes; lightning talks; expert interviews; and breakout sessions.

Representation of ENHANCE Alliance in European events.



Contact the ENHANCE Diversity Office

The ENHANCE Diversity Office implements the ENHANCE Road Map on Inclusion, Diversity and Equity together with all relevant actors in our alliance (e.g. Clusters, Work Packages, Governance Bodies and further stakeholders).

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