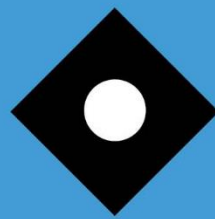


Written and edited by the Members of the ENHANCE Diversity and Gender Equality Work Package



Diversity & Gender Equality In the ENHANCE ALLIANCE 2023 ANNUAL REPORT

2023 Annual Report Diversity and Gender Equality in ENHANCE

Written and Edited by the Members of the ENHANCE Diversity and Gender Equality Work Package

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ETH, TU Delft and Gdansk Tech joined the ENHANCE Alliance during 2023. That's why they are already involved in this report that is an official deliverable of the current ENHANCE.

More information: <https://enhanceuniversity.eu/diversity>

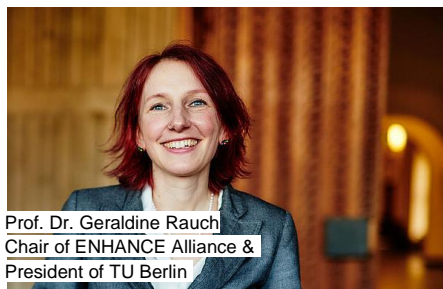
Note From the Ombudsman:

In our efforts to promote diversity and gender equality within our university alliance, we recognize the importance of inclusivity for all gender identities, including non-binary individuals. While we currently face limitations in capturing statistical data on non-binary representation, we want to underscore our commitment to acknowledging and respecting all gender identities. The lack of non-binary data in this report does not mean that we exclude non-binary people. We aspire to a future where we can comprehensively represent the richness of all gender identities in our reports and activities.

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Foreword From the Chair of ENHANCE



Prof. Dr. Geraldine Rauch
Chair of ENHANCE Alliance &
President of TU Berlin

In presenting the ENHANCE Diversity and Equality Report, I am honoured to underscore the profound significance of our shared commitment to inclusion, diversity, and equality (IDE) within ENHANCE to fulfilling our mission.

Over the following pages, we explore our alliance's pivotal goals in IDE: "Mainstreaming IDE" fosters an academic landscape where diversity thrives. "Empowering Underrepresented Groups" amplifies voices that have been historically marginalized. "Training Resources & Fostering Awareness", reflects our commitment to growing community engagement.

IDE finds embodiment in the Work Package "Diversity & Gender Equality", shaping understanding and amplifying inclusivity. ENHANCE is convinced that IDE enriches academia and creates a welcoming and encouraging environment for talents regardless of their background. This conviction echoes our alliance's mission, rooted in European values.

By empowering our community regardless of background, we prepare it for a world defined by interconnectedness and diversity. However, it is critical to emphasize that despite the undoubtedly significant progress we have made, a continued effort to recognize and address the persistent challenges related to diversity and gender inequality within our Alliance must not be wavered.

The pursuit of true equality in many areas of our alliance is not yet complete. It is an ongoing journey that demands our continuous dedication and active engagement. It is only by openly acknowledging the areas where improvement is needed that we can truly live up to this commitment. We hope this report's influence will extend beyond our alliance, sparking transformative shifts that align with our shared mission. Let us continue to champion the values that help us turn global challenges into opportunities by empowering people to drive responsible transformation for the benefit of society.

Foreword From the ENHANCE Ombudsman



Melih Özkardes
Ombudsman and Work Package Lead
Diversity and Gender Equality

We are thrilled to present the third edition of the Annual Report for Diversity and Gender Equality in ENHANCE. This report signifies our continued commitment to fostering inclusion, diversity, and equality within our European University. In 2023, our focus remained on mainstreaming IDE – Inclusion, Diversity, and Equality in our structures.

We are dedicated to mainstreaming IDE, empowering underrepresented groups and providing accessible learning opportunities with a specific emphasis on gender and diversity perspectives in science and academia. That's why we offered two summer schools in Berlin.

Our aim is to break down barriers faced by groups with fewer opportunities and ensure equitable access and participation for all talents regardless of their background. We want to feel everyone welcome in our community. Transparency and addressing unconscious bias in recruitment processes are key priorities for us. The guidelines for bias-aware selection, developed in 2022, have been actively disseminated in 2023 and new anti-bias lunch breaks successfully addressed our community.

We also saw positive improvements in gender balance of our offers and governmental structures. The pilot survey gave us very relevant insights about the intersectionality of our community. But the survey showed us also where we need improvement.

This report builds upon the insights gained from the previous years, serving as a benchmark to identify common challenges and monitor the progress made through our impact-oriented approach. It serves as a platform to spread the message of inclusion, diversity, and equality further within the ENHANCE community. As we embark on this new chapter, we hope that this report inspires everyone on our collective journey. Together, we can create and shape an inclusive European university.

What Is the Idea Behind This Report?

This report outlines diversity and gender equality activities in the ENHANCE Alliance. Past reports are downloadable on our [resources page](#). The annual report captures ENHANCE results, showing progress, achieved results and impact in inclusion, diversity, and gender equality and reflecting on questions.

Diversity and Gender Equality Work Package

The Diversity and Gender Equality Work Package (WP) currently has 17 active members, and they meet every month. All 10 ENHANCE universities are represented by their diversity, inclusion, and gender experts. WP members worked on nine deliverables and have published [several resources](#) since 2021. The WP successfully delivered target indicators, annual reports for 2021, 2022, and the current year, a support pack for innovators and entrepreneurs of ENHANCE, a guideline for bias-aware selection processes, Crossing the Borders Campaign, European STEM Competition “ENHANCE Girls in STEM”, a diversity network, *Mobility for All* webpage, and a training repository with new offers.

Goal #1 Ensure, Mainstream, and Monitor


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 gender equality within ENHANCE. With a steadfast focus on achieving tangible results, we have consistently pursued various initiatives that contribute to this goal.

First Diversity and Inclusion Pilot Survey


In Summer 2023, we conducted the first ENHANCE Diversity and Inclusion Survey as a pilot. Monitoring our diversity is an essential step in creating more inclusive and impactful ENHANCE activities. We invited around 500 students and staff who had joined an ENHANCE activity and/or who are actively involved in the Alliance. We received 81 responses. The results of the first Diversity and Inclusion Pilot Survey provide valuable insights into the composition of the ENHANCE community and highlight important areas for reflection and improvement.


Who were the pilot survey participants?


Diversity is not always visible. We wanted to get to know our community in our Alliance. Here are the major results:


 **35% of the survey attendees were actively involved in ENHANCE (e.g., core officer, work package member etc.).** 62% were only participants in an educational ENHANCE activity.


 **The survey participants** have an average age of 36.

 **Rich cultural and linguistic diversity**, with 63% speaking multiple languages at home and a total of 150 languages represented. Celebrating and leveraging this diversity is crucial.

 **A significant proportion (27%) of international participants**, highlighting the importance of cultural sensitivity in program offerings.


 **8% identifying as part of the queer community**, suggesting the need to increase awareness of their unique challenges and implement inclusive initiatives.


 **23% are first-generation students**, requiring recognition and support to create a more inclusive educational environment.


 **10% have chronic illnesses and/or disabilities**, suggesting the importance of raising awareness and improving accessibility in ENHANCE programs.

What is their perception of diversity, inclusivity, and representation?

The first ENHANCE Diversity and Inclusion Survey, conducted in Summer 2023, provided valuable insights into the perception of diversity, inclusivity, and representation within the ENHANCE community. Here is a summary and analysis of the survey results:

 **Awareness of Diversity and Inclusion:** 39% of respondents are slightly or moderately familiar with the concept of diversity and inclusion. This indicates that there is a need 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:** 78% of respondents believe they are part of a diverse and inclusive community at ENHANCE. This is a positive perception, suggesting that many members feel included. To increase this number further, it is essential to continue fostering an inclusive environment and celebrating diversity.

 **Equal Opportunities:** 81% 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 made to maintain and further improve this perception.

🚀🤝 Role of Inclusion in Organization: 68% of respondents believe that inclusion plays an important role in the organization of ENHANCE activities and events. While this is a relatively positive response, there is room for improvement in making the efforts related to inclusion more visible to the community. Communication and transparency can help achieve this.

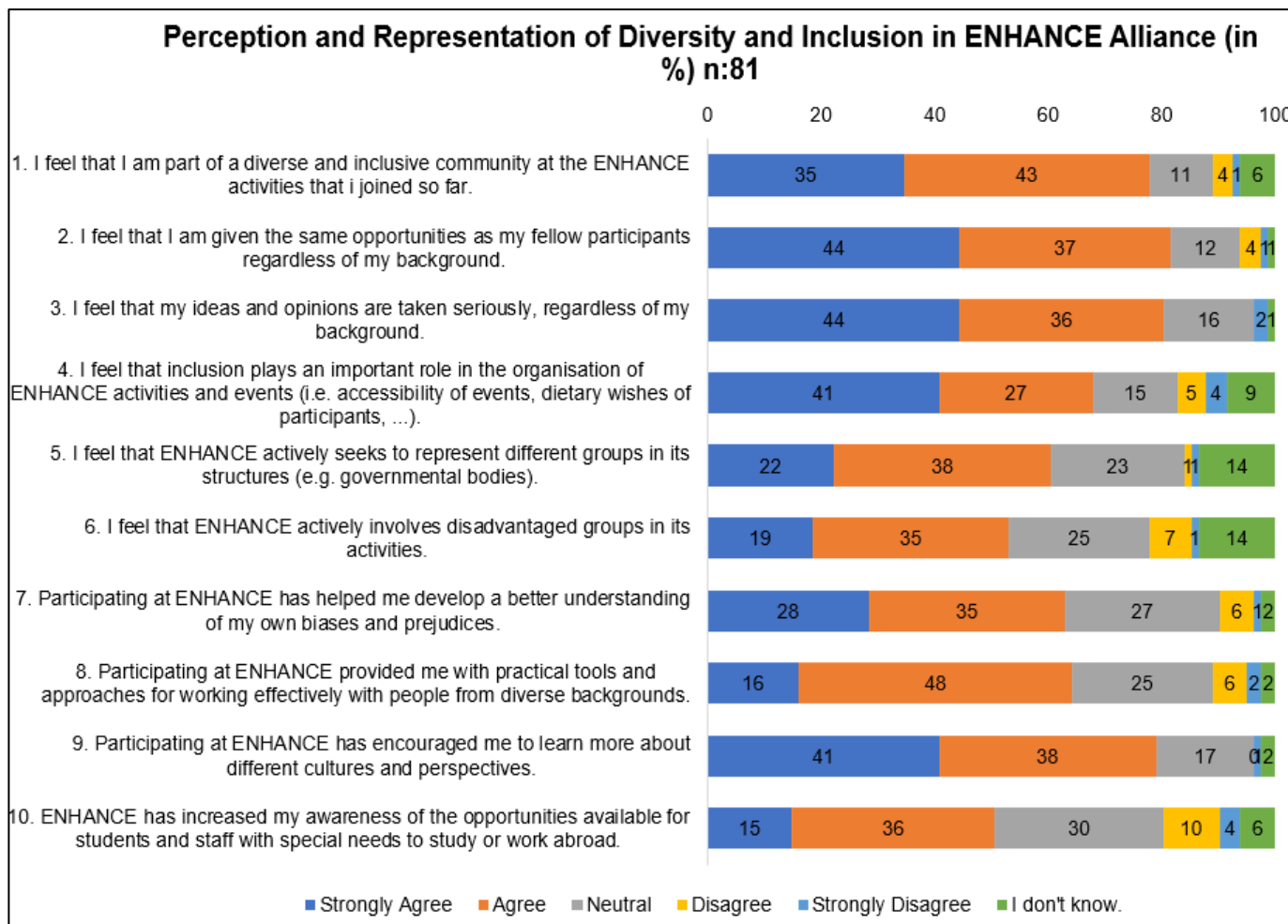
🏠🌟 Representation in Structures: 60% of respondents believe that ENHANCE actively seeks to represent different groups in its structures, such as governmental bodies. This percentage is on the lower side, indicating a need to increase representation efforts. Strategies might include targeted recruitment, diversity training, and clear diversity goals in leadership roles.

🤝👤 Involvement of Disadvantaged Groups: 54% of respondents feel that ENHANCE actively involves disadvantaged groups in its activities,

while 25% are neutral, and 14% do not know. To promote the involvement of disadvantaged groups, we will consider outreach programs, with support from our associated partners.

📖🌍 Awareness of Opportunities: 51% of respondents believe that ENHANCE has increased their awareness of opportunities available for students and staff with special needs to study or work abroad. This percentage is relatively low, suggesting that efforts should be made to enhance awareness through targeted communication and information dissemination.

In summary, the first ENHANCE Diversity and Inclusion Survey indicates that there is a generally positive perception of diversity and inclusion within the community. However, there are areas for improvement, such as increasing awareness, representation, and visibility of inclusion efforts. We will focus on education, communication, and concrete actions to further enhance diversity and inclusion in our activities and structures.



Self-assessment about measures to end gender-based violence (GBV) in academia*

** In this context GBV also includes sexual harassment and harassment based on gender.*

ENHANCE supports the [Call to Action to End Gender-based Violence](#) that was published on our homepage in August 2023. As a result of the call, we conducted a self-assessment about this topic. The self-assessment highlights ENHANCE member universities' dedication to tackling GBV in academic settings through a combination of policies, awareness efforts, and data-driven approaches.

2.1. What initiatives or actions has your university taken to address gender-based violence in academia?

This question aims to understand the existing efforts and measures implemented by each university to combat gender-based violence. It helps identify the baseline level of engagement and serves as a starting point for further evaluation.

Chalmers has a zero-tolerance policy for sexual harassment and gender-based discrimination cases are handled by a select group. Several efforts for awareness raising are ongoing such as bystander training for students and staff. Relevant gender specific data is collected.

ETH has established a help desk for all those affected by disrespect and discrimination with a special focus on sexual harassment, plus a possibility to report anonymously. ETH also has an E-Learning offer about gender-based violence. ETH takes part in the National Day against Sexual Harassment in Academia. In ETH's Code of Conduct, it is stated that sexual harassment is not tolerated at ETH.

Gdansk Tech: In 2017, 2019, and 2022, three different surveys were conducted at all levels, including academic staff, administrative staff, and students. The results were used to identify the main biases, and forms of any possible gender-based violence. These results were considered in the preparation and implementation of the Gender Equality Plan.

NTNU has zero tolerance for sexual harassment, sexual abuse, and other abuse of power. There is a reporting channel that is made known to new staff and students. Local initiatives to conduct awareness courses are advised by management.

PoliMi strives to act against gender-based violence through activities and initiatives aimed at raising awareness and through different forms

of training, delivered throughout the year and on the International Day for the Elimination of Violence against Women. Furthermore, a dedicated contact email address is available (stalkingsos@polimi.it) to report cases of discrimination and violence. Further compulsory online training on discrimination and gender-based violence is currently being developed.

RWTH has a [Guideline for Protection against Discrimination](#) (including harassment). The Equal Opportunities Office supports all members of the university with confidential counselling, information, awareness trainings, empowerment trainings and inputs for teams. Furthermore it moderates [the Equal Treatment and Non-Discrimination Round Table](#).

TUB has introduced [guidelines](#) to address gender-based discrimination, harassment, and violence, applicable to all university members, visitors, and affiliates. The guidelines cover protection against gender-based disparagement, sexual harassment, and violence, with accessible support through various university resources and regular anti-discrimination training sessions.

TU Delft has no data on this question. On its page about [Social Integrity](#), the institution's general approach to this topic has been described. The concrete data will be added in the next report.

UPV offers specific training and support for its community, including women, children, and employees. The Equality Unit is responsible for coordinating various services, ensuring safety, providing psycho-pedagogical and medical care, adapting academic performance, and offering urgent accommodation for those in dire financial situations. Additionally, women and their children facing violence are exempt from tuition fees, as they are covered by the Generalitat Valenciana.

WUT strictly prohibits discrimination, any harassment, including sexual harassment, and bullying within its academic community. All members are expected to prevent and report any such incidents. In 2023, the Council for Equal Treatment was established to address these issues, holding four meetings to plan activities based on a 2022 gender equality survey. WUT also conducted training sessions and expanded mental health support, emphasizing its commitment to fostering a safe and inclusive environment.

2.2. How does your university integrate gender-based violence prevention and response in its gender equality plans or policies?

This question focuses on examining the extent to which combating gender-based violence is incorporated into the University's broader gender equality framework. It helps assess the institutional commitment and the level of integration of gender-based violence prevention and response measures.

Chalmers: Prevention is key and part of all leadership trainings and the responsibility of all managers. Gender-based violence prevention is part of the Gender Equality Plan for the University and resources to increase knowledge and how to act are offered online.

ETH: One theme of ETH's Diversity Strategy will be "Non-Discrimination and Non-Harassment". Under this theme, ETH will group all measures against sexual harassment.

Gdansk Tech: The matter has been addressed in the Statute of the University, the University Strategy for 2020-2024, Codes of Ethics, as well as the Gender Equality Plan for 2022-2024. The internal regulations, such as Staff Regulations, anti-bullying, and anti-discrimination procedures, are other integrated elements of this process.

NTNU: Prevention measures are outlined in the Development Plan for Gender Equality and Diversity and Personal Plan. Specific online awareness trainings are offered.

PoliMi: Prevention of gender-based violence is listed in the PoliMi Gender Equality Plan, being also one of the five principal dimensions of the plan itself. Furthermore, since 2022, PoliMi has been part of UN.I.RE – Università in rete contro la violenza di genere (Universities networking against gender-based violence), thus participating in wider initiatives and nationwide policies.

RWTH: In the [Gender Equality Plan 2022 – 2027](#), RWTH intends to promote staff mobility programs for managerial staff.. RWTH's Guideline for Protection Against Discrimination will be evaluated and updated to identify and eliminate any existing gaps in protection or hurdles to accessing counselling services and complaint offices.

TUB: Prevention is an important part in dealing with structural gender-based discriminations, harassment, and violence. The faculties of TUB aim at including measures of prevention, such as trainings on anti-discrimination and action strategies in the Gender Equality Plans of the faculties. The University is working on re-assessing their complaint structures regarding all cases of discrimination.

TU Delft has no data on this question. On the

webpage about [Social Integrity](#) the general approach to this topic has been described. The concrete data will be added in the next report.

UPV: The Equality Plan incorporates 10 actions aimed at the prevention, detection, and attention to gender violence. In addition, the UPV has the "Protocol of action in cases of sexual harassment, harassment based on sex, sexual orientation" and the "Regulations on Coexistence and disciplinary procedure for students" that includes specific action measures.

WUT: Gender-based violence prevention is one of the aims mentioned in the Gender Equality Plan and, above all, it is the basis of the policy of counteracting unequal treatment and harassment, regulated by the Rector's Directives (No. 27 and 28 of 2022), resulting from the WUT's Social Responsibility Strategy and the WUT's Development Strategy until 2030.

2.3. How does your university collect and utilize data on gender-based violence incidents and case handling?

This question addresses the importance of data collection and utilization in addressing gender-based violence. It aims to evaluate whether the university conducts prevalence surveys, collects intersectional gender-disaggregated statistics, and utilizes the data for decision-making, policy development, and identifying areas of improvement.

Chalmers: The university has an employee survey to monitor the situation. Reported incidents are handled by a selected team and management, anonymous reports are used for statistics and preventive work.

ETH: Data is collected on reports made in the reporting channel. Complaints made are treated internally or externally, depending on the assessment of the consulting team (Respekt-Stelle). Routines are currently under assessment. ETH has not conducted a survey thus far.

Gdansk Tech: Both by conducting surveys and directly registering any related incidents reported by individuals, the Office of the Ombudsperson for Academic Values and Rights, in cooperation with the Ombudsperson for Equality and the HR Department, processes the results of the surveys and any complaints that are registered.

NTNU: Data is collected on reports made in the reporting channel and communicated to the board yearly. Complaints made are treated by an external committee. Routines are currently under assessment.

PoliMi: Data is collected with the aim to generate

aggregated frameworks of cases for identifying the dimension of the problem and implementing further actions, at university and inter-university level.

RWTH had participated in 2011 in a survey in the framework of the project EU Gender Crime. The Equal Opportunities Office's Annual Report includes documentation of cases and incidents handled by the EO Officers. Furthermore, RWTH evaluates publications referring to the topic in the academic context.

TUB: Collecting data is handled anonymously by dedicated offices, such as the Coordinating Office for Women's Advancement and Gender Equality, but not reported on publicly. Faculty II – Mathematics and Sciences has conducted a survey on gender-based discrimination, harassment, and violence.

TU Delft has no data on this question. On the page about [Social Integrity](#) the general approach to this topic has been described. The concrete data will be added in the next report.

UPV: One of the actions in the Equality Plan is the collection of statistical data that contribute to improving prevention and detection. According to these data, the situations reported by women themselves have occurred in cases without connection with the UPV and by men unrelated to the university. In a residual percentage, the female victims have been assaulted by a man linked to the university.

WUT collects data on gender-based violence incidents reported to various university ombudsmen. The annual report, reviewed by the Rector's plenipotentiary for equal treatment, is submitted by the University Trust Ombudsman. Cases not suitable for mediation are referred to the Rector and may result in a disciplinary investigation. The Equal Treatment Council assesses reported cases for their underlying causes and effectiveness through anonymous surveys among the academic community.

In conclusion, the self-assessment conducted by ENHANCE member universities reveals a strong commitment to addressing gender-based violence (GBV) in academia. ENHANCE universities have implemented a variety of initiatives and policies to combat GBV, including zero-tolerance policies, awareness-raising efforts, and data-driven approaches. Furthermore, ENHANCE universities have integrated GBV prevention and response measures into their gender equality plans and policies, emphasizing the importance of

prevention and awareness. Data collection play a significant role in their efforts, with many universities collecting data on GBV incidents and utilizing this information for policy development and decision-making. Overall, ENHANCE universities are taking proactive steps to create safe and inclusive academic environments and contribute to the Call to Action to End Gender-based Violence.

[New ENHANCE Charter of Rules and Procedures](#)

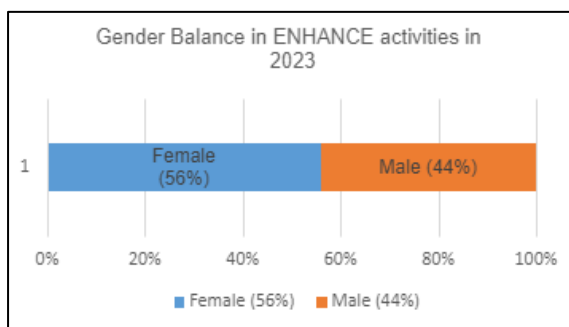
The Board of Directors (BoD) decided the new ENHANCE Charter of Rules and Procedures in Gdansk on October 5 2023. The preamble of the new charter significantly reinforces the alliance's commitment to Inclusion, Diversity, and Equity (IDE). It introduces core values of IDE, ensuring these principles are integrated into all rules and procedures in the Alliance. The preamble emphasizes comprehensive inclusivity for all individuals, regardless of various factors, and promotes gender parity and intersectional diversity. It signals a proactive approach to advancing IDE in all aspects, fosters a shared understanding of these principles, and highlights the role of the Diversity Office (DO) in implementing and promoting inclusivity and accessibility. In summary, this preamble strengthens IDE as a fundamental aspect of the alliance, emphasizing its practical integration into the alliance's operations and culture.

[ENHANCE Diversity Newsletter](#)

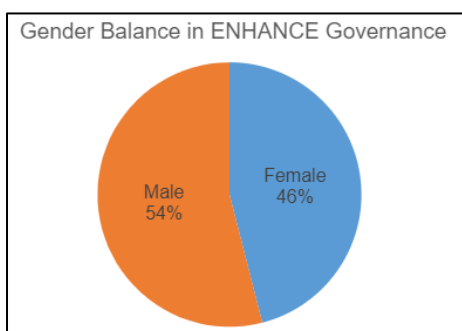
Our newsletter has been continuously growing in 2023. In the meantime, we have exceeded 500 recipients in the ENHANCE community from all member universities.

[Monitoring Gender Balance in Joint ENHANCE Activities and Bodies](#)

This section summarizes the gender balance in the current ENHANCE bodies and all major ENHANCE joint activities and offers that took place in 2023. We documented **1,465 registrations to 30 joint ENHANCE activities** (online, on-site, and hybrid - long term Erasmus+ mobilities are not counted) in 2023 (January until October). The activities were mainly summer and winter schools, staff weeks, events, conferences, public lectures, webinars, online short-term learning offers, and workshops. We documented **56% female** persons and **44% male** persons registered.



The governmental bodies of ENHANCE (Board of Directors, Steering Committee, Advisory Assembly and Student Forum) consist of **46%** female population in total that is very close to gender balance.



The Steering Committee and the Board of Directors both have 30% females. The Student Forum has approximately 42.11% females. The Advisory Assembly (Former General Assembly) has 55% females.

The ENHANCE Alliance comprises seven thematic work packages (WPs), with a combined active membership of 236 individuals. The total female representation across all seven ENHANCE work packages is **52%** which is almost well balanced.

Goal #2 Empower Underrepresented Groups

This goal directly encompasses the entire ENHANCE community, with a specific emphasis on individuals facing barriers in accessing mobility offers. The target groups for these initiatives align with the [Implementation Guidelines for Erasmus+ Inclusion and Diversity Strategy](#). Our aim is to empower and provide support to underrepresented students and staff. We strive to create a more inclusive and equitable environment within ENHANCE, where individuals from all backgrounds can thrive and contribute to their fullest potential. The statistics presented in the previous part indicate that we are making progress in fostering gender diversity and inclusivity in our activities and leadership roles. However, it's essential to continue monitoring and promoting gender balance to ensure

that all voices and perspectives are adequately represented and to work towards even greater gender equity in our Alliance. We also continue our networking activities.

Erasmus+ Mobility in ENHANCE

A total of **1223** students participated in an Erasmus+ mobility program in the **2022/2023** academic year between ENHANCE partners. The female population was **40%**. The documented proportion of students with fewer opportunities was **15%**.

1305 students were selected for Erasmus+ mobility in the 2023/2024 academic year. The female population was **38%**. The proportion of students with fewer opportunities was **13%**.

Several student groups have received extra financial support, including those with disabilities and chronic illnesses, students with social support, first-generation academics, students with children, working students within specific income ranges, refugee status. The top-up funding of Erasmus+ program aims to provide assistance and inclusivity for a diverse range of student needs and circumstances.

Enhance Challenge on Inclusion

The ENHANCE Alliance launched two [challenges](#). One of these addressed the inclusion topic within the European Education Area. The winner teams related to inclusion were 1) *Inclusive design for students with disabilities* 2) "Includ" 3) *Chatbot* 4) *Student drop-out*. All teams joined an [incubation program](#) throughout 2023.

ENHANCE Network of Diversity and Gender Equality

WP Members had their [annual meeting](#) in June 2023 in Trondheim. Focus was on current work package evaluation, ENHANCE+ activities from November 2023 on and good practice sharing.

ENHANCE LGBTQ+ Network Meeting

In the build-up to Pride Month 2023, ENHANCE organized its first network meeting of LGBTQ+ student associations in our Alliance. Queer associations from RWTH, NTNU Trondheim, ETH Zürich, PoliMi, TU Berlin, and UPV Valencia were connected in this network. On our homepage, we

have prepared a [special page summarizing relevant information for queer students and staff](#) interested in international mobility activities.

Inter-Alliance Exchange (Diversity & Inclusion Hub)
In 2023, we intensified our efforts to network with other European alliances and continue dialogue about diversity and gender equality in European higher education. Our inter-alliance exchange (Diversity and Inclusion Hub) increased to 19 alliances, connecting more than 100 experts in our working field. Good practice sharing and learning from each other are the main pillars of our exchange.

Goal #3 Training Resources & Fostering Awareness
ENHANCE places a strong emphasis on providing training resources and fostering awareness regarding diversity, inclusion, and gender equality. The target groups were students, researchers, academic and administrative staff members. All the offers are presented in a new online repository [here](#). We offered **19 learning opportunities in 2023** in total. We attained **529 registrations** from our community.

Top 3 learning opportunities in 2023 related to diversity and inclusion topics with the most registrations:

- Summer and Winter Schools at TU Berlin on Gender and Diversity in Science with 214 registrations overall, Technology and Society (Average score 4.8 out of 5)
- Pre-Departure Seminars for outgoing students with 162 registrations overall (Average evaluation score is 7.6 out of 10)
- Anti-Bias Lunch Breaks with 140 registrations overall (Average evaluation score by the participants is 4.5 points out of 5)

We are very happy with the great interest of our community. We will continue offering a diverse program for our target groups (students and staff).

Quotes from the Participants of the Anti-Bias Lunch breaks:

"When we know better, we can do better." - A participant plans to share this insightful quote to emphasize the importance of awareness and improvement regarding bias.

"I will try to include minorities into my work activities." - A participant aims to foster inclusivity by involving minority groups from their university in workplace events.

"Keep in mind that each and every person does not only have one identity... which will hopefully help me to be more open towards people I know or do not know yet." - A participant emphasizes the need to recognize and respect the diverse identities of individuals.