ENHANCE

European Universities of Technology Alliance

WP6 – Diversity and Gender Equality			
D6.4		**Name: Concept for diversity and inclusion in SEI**	
Date: 07.07.2022	**Type: Report (Concept paper)**	**Dissemination: Public**	**Lead: WP6 Lead Melih Özkardes** **Authors: Melih Özkardes (RWTH), Maria Saline (Chalmers), Kristina Hejdenberg Sedström (Chalmers), Karen Williams Middleton (Chalmers)**

Description

The Ombudsperson Melih Özkardes has developed a concept for diversity and inclusion in SEI in collaboration with SEI specialists from WP5 Sustainable Entrepreneurship and Innovation. The concept defines "diversity and inclusion" as a core value of SEI in ENHANCE. Work package 5 of ENHANCE focuses on Sustainable Entrepreneurship and Innovation Ecosystems. WP5 is dedicated to encouraging a supportive and inclusive culture to promote diversity and build connectivity across disciplines. Recognizing that ENHANCE is built from a technological and academic perspective, the aim is to create an environment in which individual differences and contributions of team members are recognized and valued and upholds a collaborative environment that promotes dignity and respect. WP5 facilitates the development and dissemination of knowledge contributing to the co-creation of value that is societally and environmentally responsible. Diversity is part of sustainability that consists of economic, environmental and social aspects.

In order to have a concept paper that is also practice-oriented and user-friendly, we developed an interactive support pack for all SEI stakeholders in ENHANCE. The support pack (as an editable Word document) consists of interactive exercises, reflection parts, input sections and external links.

The pack has the following objectives:

Objectives of this support pack

- To reflect critically on diversity and inclusion (D&I) during SEI-related ENHANCE activities
- To explore the connections between SEI and D&I
- To gain awareness of D&I issues (To have some eye-opener and AHA moments)
- To develop a general understanding of these topics

The users can use this support pack to learn and make a record of their observations, experiences, thoughts, and feelings during their journey in SEI. It is considered a learning facilitation tool.

WP5 and WP6 decided to use this deliverable in the next summer school in Chalmers that will be dedicated to SEI (22-28 August 2022). The participants will be asked to evaluate their experience with this deliverable. More information about the summer school can be found here: https://enhanceuniversity.eu/chalmers-hosts-the-summer-school-in-sei/

The support pack for diversity and inclusion in SEI can be downloaded here (as a Word document):

https://enhanceuniversityeu.sharepoint.com/:w:/s/WP6/EbKc19eNHh5GulaO1GnaChsBQ3Fv_U97MzDdRd_xk-hcdA?e=QC8qVy