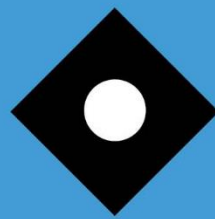


Written and edited by the Members  
of the ENHANCE Work Package  
Diversity and Gender Equality



# Diversity & Gender Equality in ENHANCE

## 2022 ANNUAL REPORT

Annual Report  
Diversity and Gender Equality in ENHANCE

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## Foreword From the Chair of ENHANCE



Prof. Dr. Anne Borg

Chair of ENHANCE and Rector of NTNU

2022 was a busy year for ENHANCE. We offered lots of educational activities and events for our community. Summer and winter schools, staff weeks, mobility programs, online and blended learning offers, workshops and conferences and many more activities created the added value of our European University Alliance. By offering these activities, ENHANCE also aims at creating a University Alliance which empowers people.

We know that we can lead by example as a European University Alliance and be explicit and visible on matters of equality and diversity. We promote and provide equal opportunities to underrepresented groups and groups with fewer opportunities through measures targeting equality, diversity and inclusion.

The Work Package Diversity and Gender Equality contributes to diversity- and bias-awareness in ENHANCE. It makes our alliance more inclusive and gender-equal. This annual report presents an overview of the joint activities in our alliance in the fields of inclusion, diversity and gender equality in the past year. The findings presented in this report help us to accelerate our joint efforts to foster equality, diversity and inclusion, increase awareness and overcome internal resistance. We hope that the second edition of this report will inspire our community and beyond.

## Foreword From the ENHANCE Ombudsman



Melih Özkardes

Ombudsman Diversity and Gender Equality

We are very happy to present the second edition of the Annual Report for Diversity and Gender Equality in ENHANCE. It is time to share the first outputs of our joint work to achieve more inclusion, diversity and gender equality in ENHANCE.

In 2023, we will continue educating and promoting equality, diversity and inclusion by offering free accessible learning offers with gender and diversity perspectives in science and academia. We will work on removing barriers faced by groups with fewer opportunities. We will improve transparency in, and address unconscious bias at all recruitment processes in our alliance. Our guidelines for bias-aware selection that were developed in 2022 will be actively disseminated and promoted.

The reports from 2021 and 2022 will serve as a benchmark to identify the common challenges and monitor improvements within our impact-oriented diversity approach. This new report will spread the word of diversity further into the ENHANCE community. We hope that this report inspires everyone on our common journey toward more inclusion, diversity and equality.

## What Is the Idea Behind This Report?

This report summarizes all the diversity and gender equality-related activities within the ENHANCE Alliance. It is for everyone who is interested to find out more about our approach. The report presents three main activity fields (goals) in relation to diversity and gender equality. This is the second report on Diversity and Gender Equality in ENHANCE. The first report can be downloaded from our [resources page](#). The annual report is meant to help us to capture the results of ENHANCE and provides information on whether there has been progress, or what results in our alliance have been achieved in terms of inclusion, diversity and gender equality.

### Goal #1

#### Ensure, Mainstream, and Control

*"You cannot manage it if you cannot measure it"* was the motto that gave us the foundation to act for ensuring, mainstreaming and controlling diversity and gender equality in ENHANCE. We have worked on several tools and outputs that are assisting us in reaching this goal.

#### Related Deliverables

### 1. Support Pack for Entrepreneurs and Innovators of ENHANCE

We have developed a concept for Diversity and Inclusion in Sustainable Entrepreneurship and Innovation (D&I in SEI). [The support pack](#) is a tool that can be used to learn and to make a record of one's observations, experiences, thoughts, and feelings during SEI activities. It is designed as a learning tool that helps individuals to discover new insights about diversity and inclusion in SEI. The tool was used during the [Summer School 2022](#) at

Chalmers for the first time.

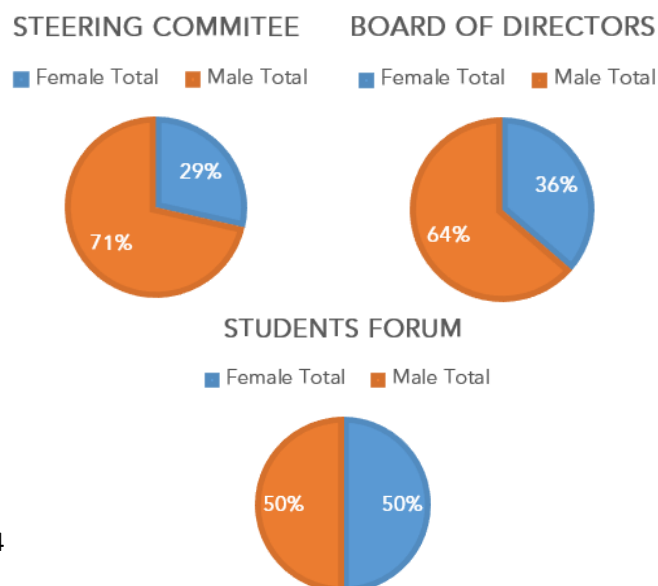
### 2. ENHANCE Guidelines for Bias-Aware Selection

We have developed [a new set of guidelines](#) that can assist anyone in becoming aware of their biases and breaking these habits. This guide has been created for all those who are involved in the selection processes for activities in the ENHANCE Alliance, such as summer schools, staff weeks, workshops, seminars, training offers, mobility activities, or any other cross-border educational activity.

### 3. 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 that took place in 2022. The 2022 report only focuses on seven ENHANCE members. The three new members who joined ENHANCE at the end of 2022 will be integrated into the report from 2023 on.

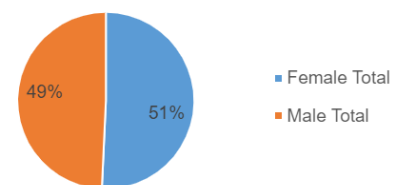
The female proportion in our governing bodies compared to 2021: Steering Committee: -14%, Board of Directors: +22%, Student Forum: -7%



## Joint ENHANCE Activities

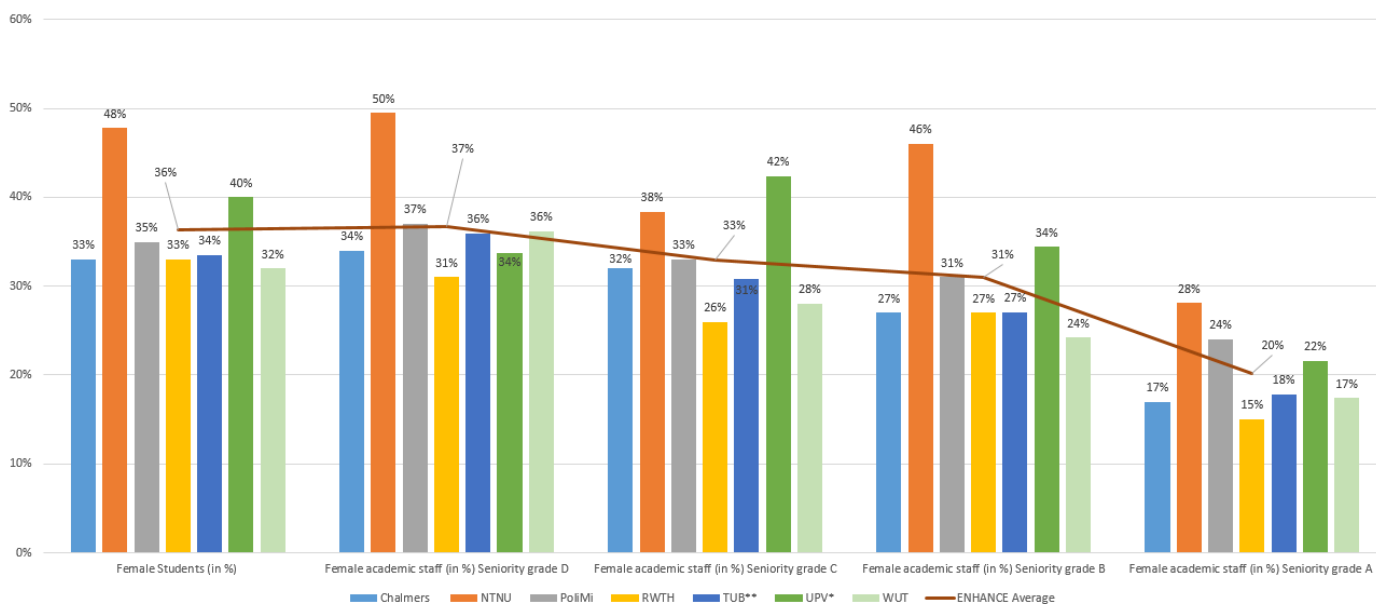
We documented 2,239 participants in 31 joint ENHANCE activities (online, on-site and hybrid) from 2021 until the end of 2022. The documented activities were mainly summer and winter schools, staff weeks, public lectures, webinars, short-term learning offers and workshops. The gender balance remained the same as in the 2021 report. We continue to monitor a gender balance of 51% of female participants to 49% of male participants.

Gender Balance in joint ENHANCE activities



## Female Population at ENHANCE Universities

Female Students and Academic Staff



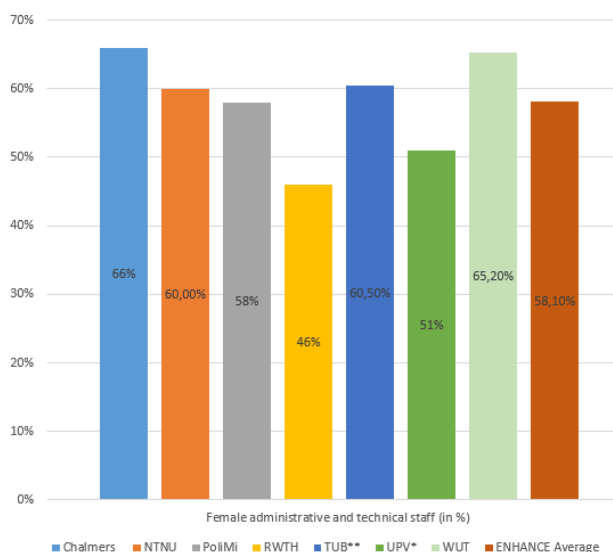
The female proportion of students and academic staff compared to 2021 remains underrepresented with little progress (less than 1% at all levels as ENHANCE average). The female proportion of administrative and technical staff compared to 2021 increased 2% as ENHANCE Average.

All seniority grades of academic staff are defined in [SHE FIGURES 2021](#). The EU27 Average in STEM (SHE FIGURES 2021): Grade D: 35% C: 35% B:28% A: 19%

\* UPV: At UPV there are two types of administrative staff: PAS refers to administration and services staff. PI refers to research staff who do not have a teaching profile. The table includes only the total average.

\*\* TUB: The figures for 2022 have not been documented yet. These are the figures from 2021.

Female Administrative And Technical Staff (in %)



## Goal #2

### Encourage, Empower and Support

This goal directly addresses the whole ENHANCE community: people without and with fewer opportunities are the main target groups of these activities. The groups with fewer opportunities are defined in [the Implementation guidelines – Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy](#). We would like to encourage, empower and support students and young researchers with fewer opportunities and train everyone in new skills and competencies in the field of diversity, inclusion and gender awareness. For example, we focus on encouraging female high school students to start a degree in STEM. Furthermore, we also focus on students and staff with fewer opportunities to participate in European mobility activities.

### Related Deliverables

#### 4. Social Media Campaign: CROSSING BORDERS

The ENHANCE Alliance's "Crossing Borders" campaign disseminated several videos showing students talking openly about their experience of studying abroad. Through testimonials of students who have spent time abroad, the campaign aimed at breaking down stereotypes and opening prospective students up to new experiences in other cultures. "Crossing Borders" showed beautiful pictures based on real stories of people like us who shared their fears, emotions, and especially their final achievements. The videos can be found here: [Crossing Borders](#). The campaign reached 28,519 people in total on Twitter, Instagram, and LinkedIn between July and October 2022. There were 34 posts on

Twitter and Instagram and one article on LinkedIn. Specifically, we reached 9,606 screen impressions on Twitter from the 17 posts published on this social network. These views generated 355 engagements. Meanwhile, we reached 14,698 accounts on Instagram with 12,497 reproductions of the different testimonial videos. In addition, the campaign obtained 169 likes. The only article on LinkedIn received 4,215 impressions and 53 clicks.

### Erasmus+ Mobility in ENHANCE

We documented Erasmus+ mobility between ENHANCE universities in the 2021/2022 and 2022/2023 academic years. A total of 831 students participated in an Erasmus+ mobility initiative in the 2021/2022 academic year. The documented proportion of students with fewer opportunities was below 1%. The real number is certainly higher than this because it is not always documented.

856\* students were selected for Erasmus+ mobility in the academic year 2022/2023. The proportion of students with fewer opportunities was 7.48%. This change is a consequence of the new inclusion funding that has been introduced in [Erasmus+](#). But we know this number must be higher in reality because it is not completely documented. ENHANCE partners are currently developing a new way to monitor the inclusion of groups with fewer opportunities into the mobility programs.

\*: Some universities are still getting applications for the 2022/2023 academic year. The numbers may, therefore, be higher after the publication of this report.

#### 5. ENHANCE Girls in STEM

The ENHANCE Alliance organized the ENHANCE Girls in STEM competition, which took place in June 2022 at the [Women in Tech](#)

[Summit](#) – Europe’s largest event for women in IT, technology and science, hosted in Warsaw, Poland. 13 young women, aged between 16 and 19, took part in the finals: 5 students from Poland, 4 from Italy, 2 from Spain, and 2 from Sweden. The event homepage can be found [here](#). You can find a series of interviews with the finalists on [this page](#) and you can read the full article [here](#).

## 6. ENHANCE Network of Diversity and Gender Equality

We hosted our first on-site network meeting in Aachen in June 2022. The members of the Work Package Diversity and Gender Equality met in Aachen for a two-day event. The topics were current WP deliverables, the development of the next ENHANCE proposal, good-practice sharing, a meet and greet with international mobility officers, and a discussion about inclusive mobility.



## 7. Mobility for All Tool

We launched the online information tool "[Mobility for All](#)" in October 2022. This page shows all the services and contact persons that might be relevant for an individual who might face additional barriers when considering going abroad for study or research reasons. ENHANCE Universities\* committed themselves to encouraging all students and staff to realize their plans even if barriers on the way seem difficult to overcome. The tool was presented at the conference "[Welcome HOME – Promoting](#)

[Quality Student Accommodation for Erasmus + Mobilities](#)", hosted by PoliMi in Milano.

## Goal #3

### Training Resources & Fostering Awareness

#### 8. Training Opportunities for Everyone

We have compiled existing learning opportunities and developed new training resources related to diversity and gender equality. All the offers are presented in a new online repository [here](#). We offered 13 training offers between March and December 2022. The offers are currently listed in [our repository](#). In total, we attained 124 registrations from the ENHANCE community.

#### 9. Webinar Series: European University for Everyone?

We carried out a webinar series about diversity and gender equality to increase awareness about diversity and gender topics. Speakers from the member universities talked about these transversal topics during three webinars in March 2022. The webinar series addressed three key questions: How to mainstream diversity and gender equality? How to empower underrepresented groups? How to train staff and students about diversity and gender issues?

The public evaluation was very positive: 4 of 5 stars. The webinars attracted a wide audience from the ENHANCE community and beyond. We had 166 registrations, with 50% of the participants coming from universities outside of ENHANCE. Read the article about the webinar series [here](#).

Find the videos here:

[-How to Mainstream Diversity and Gender Equality](#)

[-How to Empower Underrepresented Groups.](#)

[-How to Train Staff and Students](#)

## 10. ENHANCE Conversations: Diversity and Inclusion via Artificial Intelligence?

Our annual flagship event ENHANCE Conversations brings together eminent speakers to discuss global challenges and seek solutions. It provides a forum for critical thinkers, change and policymakers, entrepreneurs, researchers and interested citizens from Europe and beyond. This year's topic focused on "Diversity, Inclusion and Gender Equality" and its evident connection to "Digitalization and Artificial Intelligence (AI)". The event was live-streamed from RWTH Aachen University in November 2022. The event reached more than 400 online visitors and 60 guests on-site from the ENHANCE community and beyond. Find out the highlights and watch the full stream [here](#).

### Highlights From 2022:

**Chalmers:** Chalmers focused most of its gender equality work on the faculty level in order to learn more about the faculty culture. Chalmers started to discuss what a good academic culture is and how to achieve it. [Rules of Procedure at Chalmers](#) has a new section about "academic citizenship". The current Gender Equality Plan can be found [here](#) (only in Swedish). The current initiatives for gender equality are listed [here](#).

**NTNU:** In 2022, NTNU worked on the development of the new Gender Equality and Diversity Plan (2023-2025). With increased demands on plans and a wish to contribute to a society with increased diversity and inclusion, NTNU chose to widen its scope and create a plan that is ambitious and encompasses diversity in a broad sense. NTNU also has several innovative social media campaigns aimed at recruiting the underrepresented gender in STEM, teaching and medicine.

**PoliMi:** Offered a series of seminars in the field of diversity and inclusion to all administrative staff. They also dedicated training on disabilities and learning disorders to specific roles. A special edition for the Enhance Community of Fostering Women to STEM through MOOCS was offered. Four sessions of training in the field of women's empowerment were designed and delivered to students and PhDs. A new edition of the [Gender Budget](#) was published, together with the first monitoring of the Gender Equality Plan's annual achievements.

**RWTH:** In 2022, several awareness-raising offers in the frame of the anti-bias concept took place, including offers for the ENHANCE community. A new project aiming at the Development of Competence and Structures for Gender-Sensitive STEM Research at RWTH Aachen University was initiated and Prof. Tomas Brage was invited for a [Lunch Talk](#). The Senate adopted the new [GEP \(2022-2027\)](#) and RWTH's 2022–2027 Diversity Strategy ([Online magazine](#)). RWTH Aachen was re-audited as "familiengerechte Hochschule" (audit for family-friendly universities). The Gender & Diversity Consulting for Researchers widened the [offers](#) for researchers and research groups.

**WUT:** In 2022, WUT focused on improving the ethical structure and the policy against unequal treatment and harassment. We set up the Office for Social Responsibility, headed by the University's Trust Officer. We started the implementation of the Gender Equality Plan. A research has been conducted on gender equality among the entire university community, enabling the diagnosis of the current state, expectations of stakeholders, strengths, and weaknesses. We made studies



as accessible as possible to refugees from Ukraine. The Ukrainian language room was launched on the WEBEX platform of the ENHANCE Language Tandems project.

- Training course package as part of the project '[Warsaw University of Technology as an Ambassador of Innovation for Accessibility](#)' co-financed by the European Union. This package is aimed at academic staff and is based, among other things, on inclusive education for teachers, educational support for students with disabilities, communication and forms of support for students in mental health crises and others.

TUB established new programs for the professional advancement of women ([Frauenförderplan](#)) for the central administration and all faculties for the period 2022 to 2028. The Coordinating Office for Women's Advancement and Gender Equality organized workshops and events focusing on empowerment strategies for FLINTA regarding sexual harassment in academia and the workplace while also offering workshops for cis men on how to be an ally and not a bystander when they are witnessing sexual harassment.

UPV has made significant progress in equality between women and men and in developing equal treatment and non-discrimination. The Equality Indicators System was developed within the UPV Equality Plan. The [STEAM Chair](#) aimed at attracting female talent was initiated. A collaboration agreement was signed with the [Association of Gypsy Jurists](#) for realizing training and informative activities in non-discrimination by origin. Training activities have reached more than 800 people to date, with participants earning a certificate upon completion. A new stage of the journal

Ciencia, Técnica y Mainstreaming social – [CITECMA](#) was initiated for the promotion of gender equality. The Psychological Care Service for Students ([SAPE](#)), which is of a clinical nature, was also launched.

#### Selected Activities From the Ombudsman

##### 1. Foundation of an Inter-Alliance Network and a Subgroup: Diversity and Gender Equality

The ENHANCE Alliance initiated the foundation of an official subgroup “Diversity and Gender Equality” within the network of European Universities Initiatives. The ENHANCE ombudsman chairs this subgroup and facilitates sharing of best practices between European alliances. The subgroup met three times in 2022 and will continue its exchange of good practices in 2023.

##### 2. ENHANCE Challenge on Diversity and Artificial Intelligence in May 2022

The “ENHANCE Challenge” promoted the diversity and inclusion of higher education students and the use of artificial intelligence in university administration. Read [this article](#) about the challenge event in Valencia.

##### 3. European Research and Innovation Days in September 2022

The ENHANCE Ombudsman was invited as speaker to the session “Stream the STE(A)M: Gender Equality 4 Studies and Careers” – The European Research and Innovation Days are the European Commission’s annual flagship Research and Innovation event, bringing together policymakers, researchers, entrepreneurs and the public. Watch the session [here](#).

Visit our resources page:

<https://enhanceuniversity.eu/diversity-and-gender-equality/>