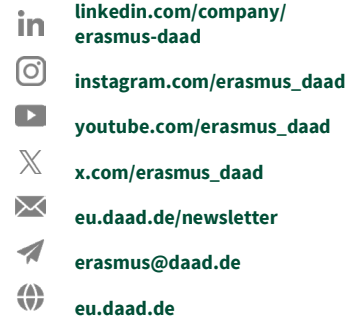


Equal Mobility Opportunities in Erasmus+ - Overcoming Hurdles and Removing Barriers 20-22 March 2024, Bonn

Recommendations from the Community

Erasmus+
Enriching lives, opening minds.



EQUAL MOBILITY OPPORTUNITIES IN ERASMUS+, 20-22. MARCH 2024 IN BONN

During the event university staff, students and representatives of the Erasmus+ National Agency Higher Education at the DAAD discussed hurdles that stand in the way of a stay abroad.

The following recommendations for action were developed with the aim of implementing the Erasmus+ programme in an even more equal way.

RECOMMENDATIONS FROM THE COMMUNITY

PROMOTING CULTURAL CHANGE THROUGH GREATER VISIBILITY

- Transparent attitude and commitment of the organisation to the appreciation and promotion of tolerance and diversity through information and awareness-raising
- Inclusion instead of exclusion: addressing information on funding opportunities and support programmes to everyone instead of selectively addressing individual student groups - realities of life are changing
- Empowerment: promoting students' self-confidence and allaying fears

CREATE STRUCTURES / BUILD UP RESOURCES

- Data collection of diversity attributes
- Create financial resources in organisations
- Establish sustainable personnel structures through continuous contact partners, for example through inclusion officers
- Establish networks and communicate with stakeholders and alumni organisations
- Thematic training and further education for university staff

COOPERATION, NETWORKING AND EXCHANGE

Internal networking

- Create a diversity and inclusion strategy with the involvement of the Department of International Affairs / International Offices or regularly evaluate and adjust the existing strategy in consultation with the International Offices and publicise it throughout the university
- Develop strategies, concepts and opportunities with and for the promotion of minorities and disadvantaged groups
- Network systematically with all relevant (service) centres of a university for the targeted promotion and support of students
- Develop joint interactive information events organised by various service and advice centres (e.g. International Offices, Family Offices, Disability Office, Equal Opportunities Office, student representatives)

External networking

- Create resources for inclusion officers and promote networking and exchange between inclusion officers from different organisations

COMMUNICATION AND CONSULTING

Digital accessibility

- Implement accessibility in documents, on websites and social media

Communication channels and formats

- Recruit multipliers and role models with different backgrounds (professors, students and others) by addressing them directly (including certificates or expense allowances where appropriate)
- Communicate via various media such as social media, podcast, blog, website, direct contact
- Place all contact persons for the relevant university service centres on the website so that they are easy to find

Counselling and support

- Sensitise counsellors to the individual situations of students (e.g. through awareness training)
- Peer-to-peer counselling, information and exchange of experience in the context of courses and information events
- Address challenges honestly in counselling sessions and develop an emergency plan for crises together
- Promote Belonging:
 - Before mobility: give tips on networking in the host country, identify contacts for different topics
 - During mobility: provide the opportunity to stay in contact with the home university, offer buddy programmes
 - After mobility: help students with reintegration

Compensation for disadvantages

- Support incoming students in applying for compensation for disadvantages (provide documents in several languages, at least English)
- Check if disadvantage compensation is also accepted at host university

RECOMMENDATIONS TO THE EU COM AND THE NA DAAD

- European Commission (EU COM): Obligation for universities to provide information on inclusion and diversity in the Interinstitutional Agreements, for example contact details of service centres and specific support services
- NA DAAD: provision of materials for information stands and university events
- NA DAAD: establish a Germany-wide platform with relevant contacts and thematic information (e.g. good practice examples)

IMPRINT

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