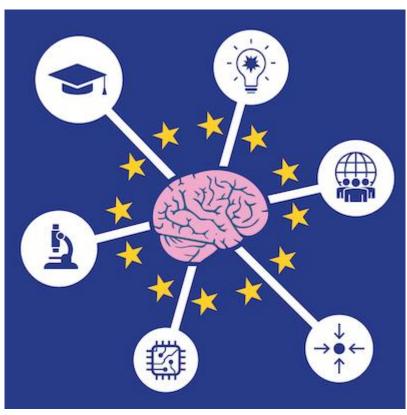# NeurotechEU

The European University of Brain and Technology

[D7.5]
[Policy & Action Plan]

Deliverable information	
Work package number	WP7
Deliverable number in work package	D7.5
Lead beneficiary	UMF
Due date (latest)	28/02/2021

Document History		
Version	*Description*	*Date*
0.1	Drafted by UMF	10/01/2021
1.0	Revision after WP7 consultation	01/02/2021
1.1	Revision after BoG consultation	01/06/2021

NeurotechEU Policy & Action Plan
on Equity, Diversity, and Inclusion

Context

The domain of higher education is quintessential for the social and economic development of society. Although the last centuries have brought significant progress for improving the education environment and access to academia, stark disparities remain unaddressed. Underrepresented individuals, whether students or faculty staff, experience barriers in the pursuit of achieving their academic and human potential. These barriers can occur at all stages, from admission to continuing studies and transition to the job market. The impact of these inequities and barriers is translated into a high loss for the economy, academia, and society.

NeurotechEU aims to remove the borders between educational institutions throughout Europe and create an ecosystem that supports education, research, innovation, and fosters (societal) impact. This plan is resolved to implement evidence-based actions to promote equity, diversity, and inclusion in the NeurotechEU Alliance. We are focusing on inclusivity and accessibility at all levels and for all involved. We are confident that the steps mentioned below will positively impact all academia and the research community members.

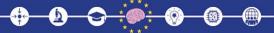## Actions planned inside and across NeurotechEU

Widening access
- Establish policies for widening access by adopting an Equity, Diversity & Inclusion charter.
- Define vulnerable populations, map issues of access to education, and research capacity must be prioritized to support the development of a progressive strategy of implementation of all feasible and desired best practices for widening access, as to promote effective use of available time and resources in the consortium.
- Adopt examples of successful practices from other institutions.
- Educate all students on inclusivity, diversity, and equity using courses on topics such as cultural awareness or unconscious bias.
- Commit to innovation in all areas of university life. Provide the necessary tools for students to succeed and reward innovative ideas.

Advocacy and inclusivity
- Amplify the voices of minority students and staff - highlight the stories of students and staff coming from disadvantaged backgrounds who adapted and thrived in and beyond academia.
- Identify monitoring mechanisms for issues related to widening access and participation to education, following students early (i.e., starting at high-school level) and longitudinally across their educational and career track.
- Develop an inclusive learning environment to address the needs of all students and staff members.

- Provide ongoing support and orientation, especially for new students, to better navigate throughout the organizational aspects of academic life.
- Encourage mentoring for students and students' associations.

Recruitment and continuation of studies

- Ensure flexibility in learning for working or students with caring responsibilities.
- Encourage application for members of underrepresented groups.
- Adapt the evaluation criteria to make admission accessible to students without a formal educational background.
- Offer a voice to students from underrepresented groups through students' associations, representation in faculty boards.
- Make adjustments to the campus and the curricula for students and staff living with disabilities.
- Provide a set of hard and soft skills adapted to the needs of the job market.
- Establish partnerships and ensure internship opportunities.
- Recognize and reward all contributions (e.g., funding opportunities).
- Provide orientation and career counseling for students.

Support and encourage the development of human potential

- Promote research focused on vulnerable but overlooked groups, such as older students, carers, ethnic minority students and vocational students, disabled students, and LGBTQAI students.
- Ensure an intersectoral approach to learning.
- Encourage opportunities for volunteering, advocacy, internships, and study mobilities.
- Integrate talents and passions as a part of the academic experience (e.g., competitions, grants).
- Support the acquisition and development of hard and soft skills, focus on transferable skills, and encourage a wholesome approach to education.