Statement on Equality and Diversity (revised)

1. Introduction

1.1 The *Erasmus +Programme Guide* (2018), page 10, provides the following advice under the heading 'Equality and Inclusion':

> The Erasmus+ Programme aims at promoting equity and inclusion by facilitating the access to participants with disadvantaged backgrounds and fewer opportunities compared to their peers whenever disadvantage limits or prevents participation in transnational activities for reasons such as:
> - disability (i.e. participants with special needs): people with mental (intellectual, cognitive, learning), physical, sensory or other disabilities;
> - educational difficulties: young people with learning difficulties; early school-leavers; low qualified adults; young people with poor school performance;
> - economic obstacles: people with a low standard of living, low income, dependence on social welfare system or homeless; young people in long-term unemployment or poverty; people in debt or with financial problems;
> - cultural differences: immigrants or refugees or descendants from immigrant or refugee families; people belonging to a national or ethnic minority; people with linguistic adaptation and cultural inclusion difficulties;
> - health problems: people with chronic health problems, severe illnesses or psychiatric conditions;
> - social obstacles: people facing discrimination because of gender, age, ethnicity, religion, sexual orientation, disability, etc.; people with limited social skills or anti-social or risky behaviours; people in a precarious situation; (ex-)offenders, (ex-)drug or alcohol abusers; young and/or single parents; orphans;
> - geographical obstacles: people from remote or rural areas; people living in small islands or in peripheral regions; people from urban problem zones; people from less serviced areas (limited public transport, poor facilities).
>
> In the field of youth, an Inclusion and Diversity Strategy has been designed as a common framework to support the participation and inclusion of young people with fewer opportunities in Erasmus+. The Strategy is available on the website5 of the European Commission.

1.2 In addition to the European Commission's advice, there will be national legislation and institutional regulations, policies and requirements that each DESTIN partner will need to observe.

1.3 In so far as we are able to, it is important that we recognise and act upon the challenges of inclusivity and diversity, and do whatever we reasonably can to help address these challenges within our project. This GB paper aims to raise awareness of the range of challenges and to provide a first step toward ensuring that we try to plan and deliver our project activities and outputs with equality and diversity in mind.

2. Equality and Inclusion in DESTIN

2.1 The need to promote and support equality and inclusion should inform all aspects of our work, and there are particular elements of our project to which our attention might obviously be focussed. These would include, for example,

I. the ways that we select, manage and support staff who will be working on various aspects our project (e.g., in selecting staff for mobilities, in managing staff activities, and in supporting appropriate reward and recognition within our partner organisations);
II. the ways in which we gather information about (current and prospective, disabled and disadvantaged)student needs, experiences and aspirations to inform the development of our new/revised Journalism/Media programmes;
III. our activities to engage with external stakeholders (particularly with stakeholders who aim to address matters of inclusivity and diversity);
IV. the development of our website;
V. the production of our 'Outreach Media-Literacy Courses';
VI. the development of the goals, curriculum, learning activities and assessment tasks for our new/revised Journalism/Media programmes;
VII. the way we think about our 'sustainability' plans and the legacies for our project.

2.2. This list is not comprehensive, and members may well wish to include other fields to which we should give particular attention.

2.3 Following discussion at Governing Board 2, we propose the following amendments to the Erasmus+ statement given at 1.1 (above):

- cultural differences: migrants or refugees or descendants from migrant or refugee families; people belonging to a national, ethnic and/or indigenous minorities and communities; people with linguistic adaptation and cultural inclusion difficulties;
- health problems: people with chronic health problems, severe illnesses or mental health conditions;
- social obstacles: people facing discrimination because of gender, age, race, ethnicity, religion, sexual orientation, disability, etc.; people with limited social skills or anti-social or risky behaviours; people in a precarious situation; (ex-)offenders, (ex-)drug or alcohol abusers; young and/or single parents; orphans;
- geographical obstacles: people from remote or rural areas; people living in small islands or in peripheral regions; people from disadvantaged urban zones; people from less serviced areas (limited public transport, poor facilities).

3. BSU Policy

As the Project Coordinator for DESTIN, we will be guided by Bath Spa University's 'Equality and Diversity Policy' which can be accessed here:

https://www.bathspa.ac.uk/work-at-bath-spa/equality-and-diversity/

4. Recommendation

4.1 The Board is asked:

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a. to review this Statement *in its revised form*, to share it with DESTIN colleagues, and to advise project leaders and managers on ways in which we can help to promote and support equality and diversity both within our partner organisations and across the project as a whole.
b. To agree that discussion of opportunities for, and progress towards, promoting equality and diversity be included as a standing item for Governing Board meetings.

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