

The challenge of equality and inclusion in higher education: meanings and inspiring practices

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WP2 Webinars



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What are the new challenges we are facing at the University of Cadiz?

Sustainable Higher Education involves challenges of **equality and **inclusion****

designing, developing and evaluating
along two dimensions

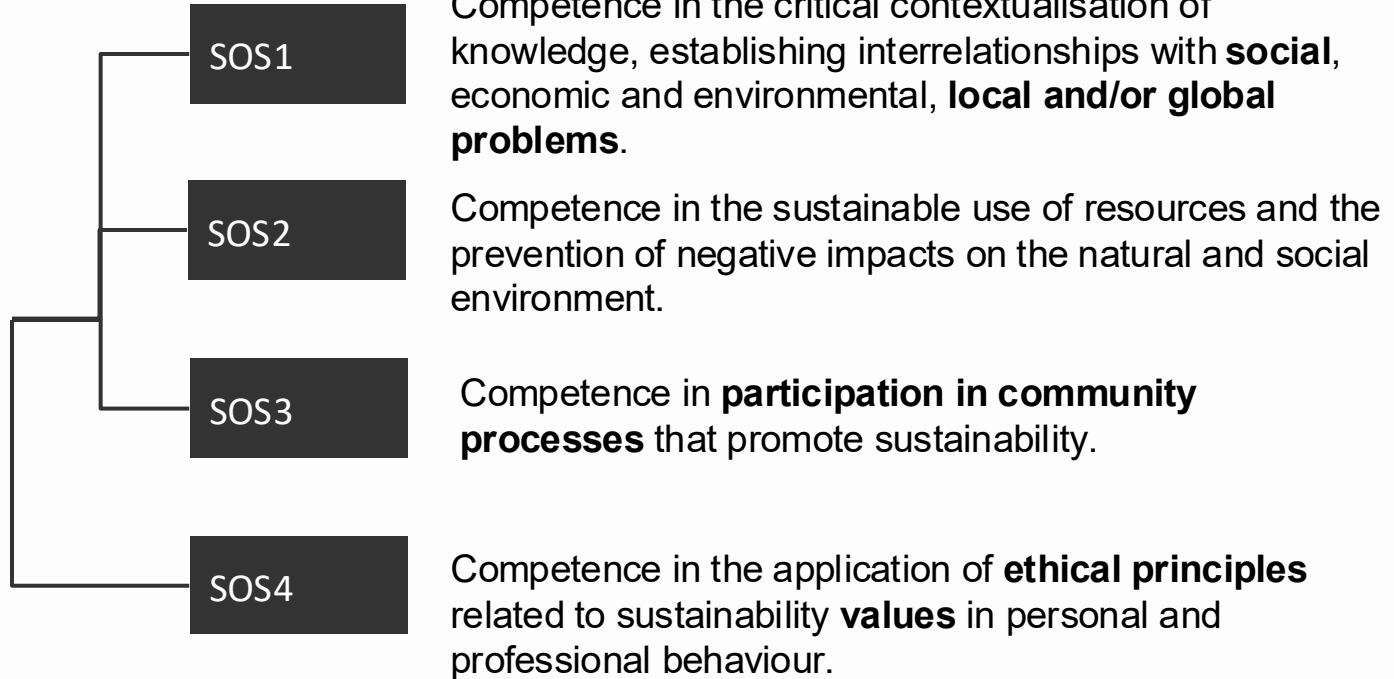
**UNIVERSITY
POLICIES**

**UNIVERSITY
PRACTICES**

**management, research, teaching
and extension**

Sustainable Higher Education Framework at the University of Cadiz

Curricular
approach



Sustainable Higher Education involves challenges of equality and inclusion

We have an excellent opportunity scenario because

- GLOBAL CHALLENGE:

Advancing gender equality policies and practices and developing more inclusive societies



New higher education REGULATIONS in Spain:



- All degrees have to incorporate a gender perspective in their curricula
- All curricula must be accessible to all people.

1

The institutional support of **Equality** and **Inclusion** in our university





Directorate-General for Equality & Directorate-General of Diversity



3 offices on different campuses: Cadiz, Puerto Real and Jerez



<https://dgigualdad.uca.es/>
<https://diversidad.uca.es/>



<https://www.facebook.com/igualinclus.delegacion>



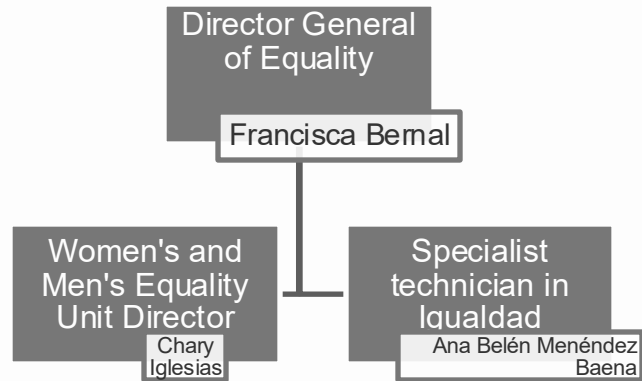
<https://www.instagram.com/uca.igualdad/>
<https://www.instagram.com/uca.diversidad>



Equality Unit

Created in 2009

The purpose of the Unit is to try to **eliminate the difficulties and barriers** that prevent equal participation and the personal, academic and professional development of all members of the university community and to make the principles of inclusion, plurality, diversity, equal opportunities and equity a reality both inside and outside it.



General Directorate of DIVERSITY

NEW – FORMERLY RECTOR'S DELEGATION



To promote and guarantee real and effective equality and respect for the rights established in the current regulations of the people who make up the university community as a whole and who are in a situation of **vulnerability or disadvantage for reasons such as racial or ethnic origin, sex, sexual orientation, gender identity, religion, conviction or opinion, age, disability, nationality, illness, socio-economic or linguistic status, political and trade union affinity, by reason of appearance, or other status.**

Created in 2019



Office of
Disability Care

Created in 2009

What is the meaning of GENDER EQUALITY?

What is the meaning of GENDER EQUALITY?

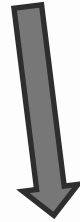
Gender equality means that the rights, responsibilities and opportunities of individuals will not depend on whether they are male or female, handicapped or able bodied, young or elderly, white or black, or from rural or urban settings. Women are entitled to live in dignity, safety and security.

Intersectional Approach



What is the meaning of GENDER?

is an analytical category that emerges from feminisms within the framework of the social sciences



GENDER perspective

What is the meaning of GENDER EQUALITY?

Key dimension in Higher Education policy and practice



Fourth World Conference on Women
(Beijing, 1995)



Incorporation of a **gender perspective** as a fundamental and strategic approach to achieving gender equality commitments.





GENDER PERSPECTIVE

SUBSTANTIVE EQUALITY

... access to equal treatment and opportunities for the recognition, enjoyment or exercise of human rights and fundamental freedoms.



GENDER PERSPECTIVE

GUÍA DE LA AECID PARA
LA TRANSVERSALIZACIÓN
DEL ENFOQUE DE GÉNERO

The **2030 Development Agenda** reinforces the commitment that all institutions must have to these approaches, providing us with social and environmental safeguards as part of our accountability systems.



GENDER PERSPECTIVE

GENDER IN DEPLOYMENT

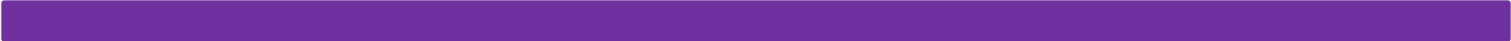


It considers gender equality a
human right.



GENDER PERSPECTIVE

- Gender is not the same as woman(s), and the inclusion of men in the process is necessary.

- 
- Gender has to do with how people relate to **each other based on their sex and what is socially expected of each one**

- 
- Gender is **not unrelated to other attributes** of each person's identity: ethnic or national origin, culture, social group, age, etc.

GENDER PERSPECTIVE

- Gender refers to **the roles, stereotypes, responsibilities and opportunities** socially and culturally assigned to being a man and a woman.
 - They are culture-specific and change over time, among other reasons, as a result of **political action**

The central point of our analysis must therefore be the **relations** between men and women and the questioning of existing **power relations**.

GENDER PERSPECTIVE

GENDER in
international
projects



GENDER INEQUALITY as a direct
object of intervention



Transversalization of the Gender
Approach



COMPLEMENTARY APPROACHES

GENDER PERSPECTIVE

BASIC DECALOGUE



1. **Gender-sensitive indicators allow us to measure social changes for equality.**
2. **Through specific activities aimed at empowering women and girls, we contribute to eliminating gender inequalities.**
3. **Mainstreaming involves specialized human resources and economic resources.**
4. **With a "gender-sensitive" monitoring system, we will be able to identify obstacles to progress towards equality.**
5. **Only with evaluations that measure gender impact will we know if our cooperation is contributing to gender equality**

GENDER PERSPECTIVE

BASIC DECALOGUE



- Don't forget to incorporate "**your gender lenses**" into each of the stages of the management cycle.
- By showing the reality and problems of women and girls in the context analysis, we managed to make the entire **population visible**.
- **Sex-disaggregated data** help us to better describe the target population.
- The active **participation of women and their organizations** contributes to sustainability.
- The involvement of institutions responsible for gender equality ensures a **dialogue with the partner country** of the highest quality.

How are we addressing
Gender equality
at our university?

How are we addressing gender equality in our University?

Gender equality PLAN

- have spread in Europe and countries all over the world as a tool for advancing gender equality in organisations.
- In Spain, the equality plan is compulsory when the company has 50 or more workers.
- **It is compulsory in all universities**
- Coeducation plans exist at other educational levels.
- At the University of Cadiz, our first equality plan dates back to 2011 and now the third equality plan is being developed.

Plan for Equality between women and men

DIMENSION 1. GOVERNANCE & REPRESENTATION

- GENDER STEREOTYPES
- BALANCED PRESENCE
- GLASS ROOF
- EGALITARIAN MASCULINITIES

DIMENSION 2. CARE & SUSTAINABILITY

- WORK-LIFE BALANCE AND CO-RESPONSIBILITY
- HEALTH & WELLNESS
- WAGE GAP

DIMENSION 3.
TEACHING, RESEARCH and EXTENSION with a GENDER PERSPECTIVE

DIMENSION 4. SOCIETY FREE OF SEXIST VIOLENCE

- AWARENESS-RAISING, PREVENTION AND REJECTION OF ALL FORMS OF GENDER-BASED VIOLENCE
- STRATEGIES FOR DEALING WITH GENDER-BASED VIOLENCE

Inspiring activities (good practices)



Celebration of Memorial Days:



School of Feminisms

Awareness-raising and training activities (in-house and with local authorities)

Citizen Network Against Gender Violence (<https://igualdad.uca.es/red-vg/>)



Equality Liaison Network (<https://igualdad.uca.es/enlaces-de-igualdad/>)

- 1 student body on each campus
- 1 PAS liaisons at each campus
- 1 PDI liaison in each centre



Research and transfer projects

P.e. GENRED

Research and transfer projects

GENRED

“Latin American Network for Research and Transfer of Gender Studies and Social Practices” (2019-2022)

- Funded by the Andalusian Agency for International Development Cooperation

EXPECTED RESULTS

1. Transfer of knowledge and methodological tools in the field of gender-based violence.
2. Transfer of knowledge and tools on gender equality.
3. Consolidation of the GENRED

Focused on:

SEXUAL AND
SEXIST
HARASSMENT IN
UNIVERSITIES





AGENCIA ANDALUZA DE COOPERACIÓN INTERNACIONAL
PARA EL DESARROLLO

Consejería de Igualdad, Políticas Sociales
y Conciliación

GENRED

3 Andalusian universities
+ 7 Latin-American universities



CONTEXTUALIZED TRAINING ON SEXUAL AND SEXIST HARASSMENT

- 2 courses (1 on line + 1 blended)
- Training Manual



RESEARCH

- Diagnosis of the situation:
- General study
- one study at each University
- Results: 2 Book



TRANSFER

2 Congresses
1 WorkShop
(+ 3 books of
conference
proceedings)
Web
Videos
PodCasts

GENRED

Latin American Network for Research and Transfer of Gender Studies and Social Practices

EVALUATION

+

- Model of coordination, care and feminist leadership.
- Achieving objectives/effective use of resources.
- Impact on institutions.
- Open format.



-

- Contracting technical assistance/indicators/evaluation.
- Team continuity.
- COVID



Proposals for improvement

- The design of a built-in external evaluation
- Scheduling



CHALLENGES

- Advancing Women's Leadership from a Feminist Ethic





Funded by the Organization of Ibero-American States (OEI), now funded by SEGUIB

CIEDH

Ibero-American Network of Universities Committed to Human Rights Education and Inclusive Citizenship

COMISIONES DE TRABAJO



**Focused on
extending human
rights education in
higher education**

Work in committees

- Sustainability
- Gender and Equality
- Inclusive education and human rights
- Interculturality
- Student Engagement



CIEDH

Ibero-American Network of Universities Committed to Human Rights Education and Inclusive Citizenship

Higher education

Human Rights Education

Network of Networks

IBERO-AMERICAN RESEARCH NETWORK
ON HUMAN RIGHTS EDUCATION AND
DEMOCRATIC, INCLUSIVE CITIZENSHIP
AND SOCIAL SUSTAINABILITY (AUIP)

Mayan Universities

Research

- European Project
- Thematic Projects

Training

- International
Doctorate
- Master

Transfer

Meetings,
conferences,
congresses

Preparing other
projects

CIEDH

EQUALITY & GENDER Commission

Research

- Equality Policies in Universities
- European Project
- Training and Action Project in Education

Management

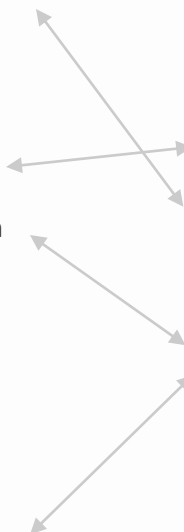
- Women's Leadership
- PG Research Decalogue
- Making referents visible

Trainning

Conversations

Development

Financial Inclusion
Project for Women
(Microcredits)



4

What is the meaning of Inclusion?

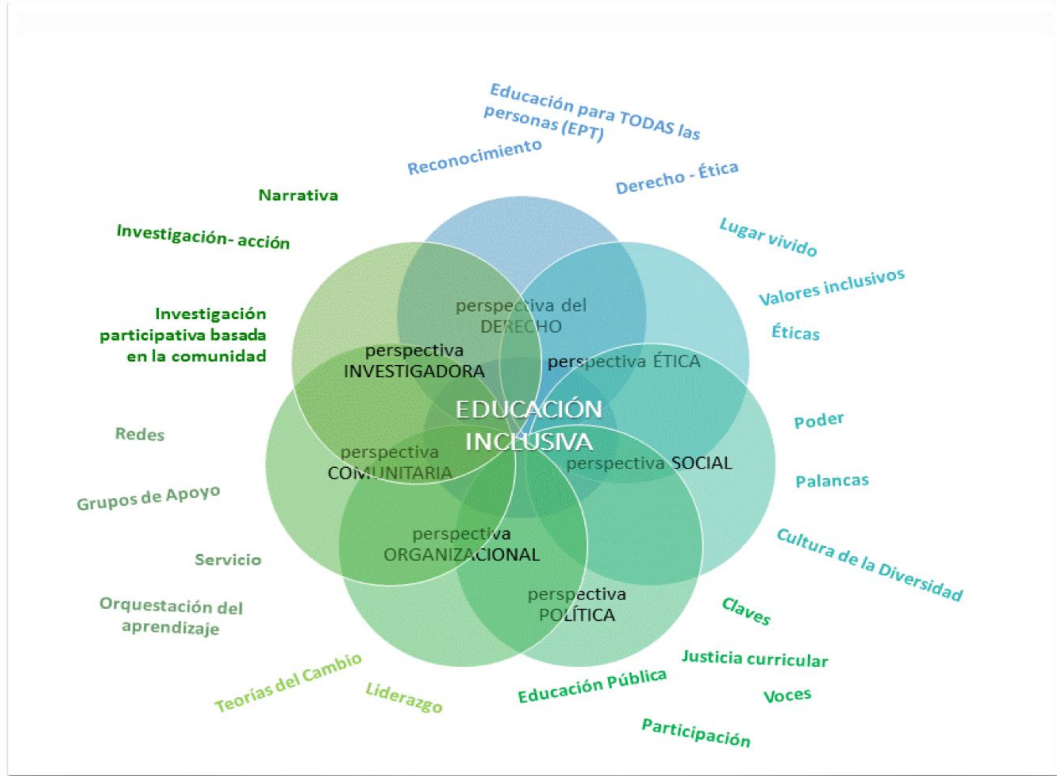


Inclusion

- Inclusion is a theoretical concept that, in its application in **education**, refers to the way in which schools (HIGHER EDUCATION TOO) should respond to diversity.
- It is a term that emerged in the 1980s and aims to replace integration, which until then had been the dominant term in practice.

INCLUSION as a confluence of perspectives

**Inclusion is the
process of
COEXISTENCE in
DIVERSITY**



INCLUSION in HIGHER EDUCATION

MAIN IDEAS



BARRIERS

The focus is on transforming
the **context**
(the person is not a
problem)



PROCESS

Progressive changes



ALL

It does NOT refer only to
people with disabilities

INCLUSION in HIGHER EDUCATION

Focused on



IDENTIFY BARRIERS



ACCESSIBILITY



SUPPORTS

CULTURE

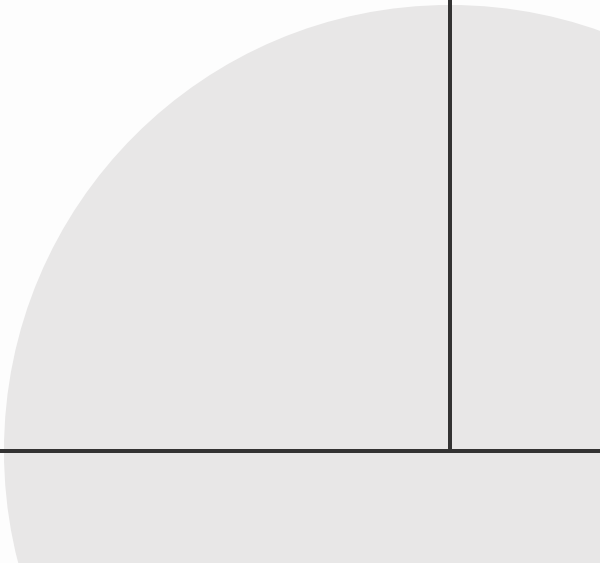
Values and how to build a community

POLICIES

Plans and Programs

PRACTICES

Methodologies & Community Resources



How are we addressing
inclusion
in our university?

Inspiring activities (good practices)



School of inclusion

Mapping Accessibility on Campuses

Peer mentoring

Direct Care

Students Help Other Students

Students, families and teachers



Inspiring activities (good practices)

Celebration of Memorial Days:



Inspiring activities (good practices)

DISABILITY CARE Reception and support Guidance & Advice Job placement



Inicio | Programa de becas Prácticas Fundación ONCE-CRUE

REQUISITOS:

- Estudiantes de 16 años o más.
- Con discapacidad legalmente reconocida igual o superior al 33%.
- Poseer, al menos, el título de Educación Secundaria Obligatoria.
- Estar preinscritos/as, matriculados/as o cursando un programa formativo en el ámbito tecnológico y/o digital en el momento de la solicitud telemática.

OS FACILITAMOS

El 80% de la cuantía total del programa formativo y hasta un máximo de 10.000€.

2º. 25% restante al acreditar la superación de la formación.

- Plazo de la solicitud telemática:** Abierto hasta agotar la totalidad de la dotación presupuestaria prevista.
- Bases de la Convocatoria e Inscripción:** <https://portalentodigital.fundaciononce.es/>
- Envío de documentación acreditativa:** portalentodigital@fundaciononce.es
- Plazos de abono:** 1º. 75% del importe concedido a la presentación del documento acreditativo de la matrícula, certificado de titulación bancaria y documento de aceptación de la beca (D.E.C.A.)

Desde la Fundación ONCE queremos que los/as estudiantes con discapacidad podáis cursar acciones formativas en áreas digitales y tecnológicas que os ayuden a impulsar vuestras carreras en este ámbito.

Más información:
www.portalentodigital.fundaciononce.es

Escribenos:
portalentodigital@fundaciononce.es

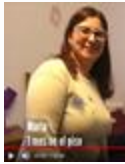
IMPULSA TU CARRERA TECNOLÓGICA
BECAS PORTALENTO DIGITAL

talento digital

Inspiring activities (good practices)

Project

**VOCES Y VIDA
INDEPENDIENTES**
Apoyos a la inclusión social de jóvenes con capacidades diversas



"We make mistakes, sometimes those who seem to be more prepared are not and those who seem to be less prepared, are clear about their possibilities and limits, which is essential for an independent life"

Inspiring activities (good practices)

Research project "Personal assistance in Andalusian Universities. An exploratory investigation".



Service-Learning Project and Accessibility: Let's take a look at our inclusion.



Project for the creation of a framework for the self-evaluation of Spanish universities in the improvement of their actions in the field of inclusion of people with disabilities (ANECA)



Guía de orientaciones para la autoevaluación
de instituciones de educación superior en el
Espacio Iberoamericano del Conocimiento

6

What are the new challenges we are facing at the University of Cadiz?



Current situation & problems statement

Our Needs



01

GENDER

- New equality plan
- Incorporating a gender perspective into titles
- Combating violence in a preventive manner



02

INCLUSION

- Improving accessibility and inclusion
- Consolidating the School of Inclusion
- Identify needs of the LGTBQIA+ community



03

+

- Identify sceptical problems associated with interculturality

Introducing inclusive methodologies in studies

New Teacher Training Plan

Current situation & problems statement



project



The European University of the Seas Alliance navigating towards modern and **cotransformative** inter-campus life; **people-driven, planet-friendly and knowledge-based progress for all**

The vision is to create the Hub that will be self-sustainable for the future through project funding, resistant to challenges from the environment and open to all stakeholders, oriented to the sustainable development of the universities.

Main key points for the SEA-EU Society Hub

- Standing up to challenges
- Challenge-based learning
- Education, research and innovation at the highest level of the internationalization
- Transdisciplinary models of learning for students
- Transversal skills improvement
- Sustainable development of the society
- Addressing the societal challenges
- Students as Changemakers.

Proposal of actions:



Mapping



Education



Promotion



Co-creation and innovation



Institutionalisation

WHAT ARE OUR SOCIETY ACTIONS?

To foster cross-border knowledge exchange and assemble teams encompassing diverse disciplines, knowledge bases, and backgrounds for the purpose of addressing societal challenges, it is imperative to formulate events that stimulate goal-setting. The initiative envisions an annual event hosted at a SEA-EU university focusing on one of the pivotal themes of the SEA-EU Society Hub.

Organized SEA-EU activities:

SEA-EU Service-Learning conference "Community-engaged University". University of Split, Croatia, 20th May 2022.

SEUp! Competition held at the University of Split (Faculty of Economics, Business and Tourism) on 30th June and 01st July 2023

SEA-EU Service-Learning conference "Higher Education in the Service of Society". University of Cadiz, Spain, 24th and 25th April 2024

LEARN MORE ABOUT SOCIETY INITIATIVES

SERVICE LEARNING

SOCIAL INNOVATIONS

SOCIAL ENTREPRENEURSHIP

Click on the image to enter the Conference 2024 site

Current situation & problems statement



Project



COMPASS

Active Citizenship (AC) in secondary schools and prepare students to be active citizens in Europe. To achieve this goal, the consortium will work on raising students' and teachers' awareness of CA in Education, create an AC Compass, design and implement learning activities on CA, and develop CA policies as best practices for secondary schools. The project will design a roadmap for the removal of obstacles with the main actors and stakeholders: national authorities, quality assurance agencies, universities, student associations, alumni and employers, and university networks within and beyond Europe.

Current situation & problems statement



Proyect



JUST

JUSTIN

The Jean Monnet Module "Inclusive Justice" (JUSTIN) addresses the problem of achieving inclusive justice in the face of the growing desire of the Member States of the European Union (and also of third countries that are not European Union) **to make the administration of justice increasingly efficient and digital, without sometimes guaranteeing equal access to justice for all.**

For this reason, a team made up of professors and researchers from universities belonging to Member States of the European Union (Spain, Portugal, France and Poland) and Latin America (Bolivia, Chile and Colombia) will carry out teaching, research, communication and dissemination activities of European Union regulations to make equal access to justice compatible with its efficiency and digitalization. so that citizens do not see their rights and guarantees in their name undermined.

Current situation & problems statement



Proyect



ANGLOSAP

To **create and develop a Centre for Psychological and Psychoeducational Diagnosis and Guidance (CDOP)** at the Óscar Ribas University (UÓR), transferable to the universities of Namibe, Lueji A'Nkonde and the Escola Superior Pedagógica de Bié, based on the service model of the Psychological and Psychopedagogical Care Centre (SAP) of the University of Cádiz (UCA) and the good practices of the Faculty of Social Sciences of the RheinMain University of Applied Sciences

Current situation & problems statement



Project



enForcing gender
equality and cOntributing
tosexual oRientation
respeCt in a higher
Education institutions
alliance

The project aims **to promote gender parity and fight for the acceptance of sexual orientation** by promoting equality and providing state-of-the-art digital tools and resources.

Current situation & problems statement



New projects



Right to equal university studies for the most vulnerable groups

Goal: To improve the ACCESS, RETENTION AND PROGRESS of the most vulnerable groups of students in higher education

How can vulnerable groups be conceptualized in higher education?

Who are you?

- People with disabilities and learning difficulties
- People with families in problematic situations
- People living with gender inequality and the LGBTIQ community
- People with diverse languages and cultures
- People who suffer violence
- Displaced and deprived of liberty

Plan of Action:

- Identify good practices at each university
- Design concrete actions---MENTORING process BY VOLUNTARY TEACHERS
- Developing an Action Manual for Higher Education



Thank you for your attention

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