

The logo for ENVHEI is a large dark blue circle containing the text "ENVHEI" in white. The letter "V" is stylized with a green plant sprout growing from its center. The logo is surrounded by several smaller circles in various shades of blue, green, and white, scattered across the page.

ENVHEI

## DELIVERABLE REPORT

**WP1.** Project Management

**D1.1\_1**

**Inclusion and Diversity Strategy**

P. No. 2024-1-ES01-KA220-HED-000246733

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## PROJECT DETAILS

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## ENVIHEI CONSORTIUM



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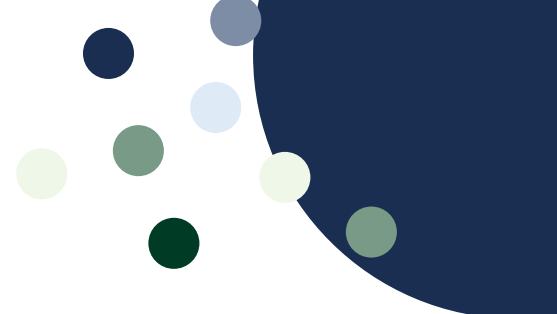
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## CONTENTS

<b>PROJECT SUMMARY</b> .....	5
<b>WORK PACKAGE 1 – MAIN AIMS &amp; TASKS</b> .....	5
<b>INCLUSION AND DIVERSITY STRATEGY</b> .....	6
Purpose.....	6
Objectives/Principles .....	6
1. Inclusive Access to Educational Materials .....	6
2. Target Underrepresented Groups.....	6
3. Diverse Teaching Examples and Case Studies.....	6
4. Inclusive Pedagogy Training for Lecturers .....	6
5. Equity in Student Participation .....	7
6. Gender and Inclusion Monitoring.....	7
7. Outreach and Communication.....	7
Commitments .....	7
<b>ENVIHEI Inclusion and Diversity Evaluation Template</b> .....	8
<b>CONCLUSIONS</b> .....	8



## PROJECT SUMMARY

The ENVIHEI project (Student-centered learning for ENVironmental sustainability at Higher Education Institutions) is a two-year Erasmus+ KA220-HED initiative that brings together five European universities: Universidad de León (Spain, coordinator), Montanuniversität Leoben (Austria), Silesian University of Technology (Poland), Hasselt University (Belgium), and Aalborg University (Denmark).

The project addresses one of the most pressing challenges for Europe: the need to integrate environmental sustainability and green competences into higher education curricula in order to support the goals of the European Green Deal and the EU's GreenComp framework. Despite the publication of the GreenComp conceptual model in 2022, there is a lack of tested tools and approaches for adapting these competences to real higher education environments and, in particular, to technical and engineering study programs.

## WORK PACKAGE 1 – MAIN AIMS & TASKS

Work Package 1 (WP1) focuses on overall Project Management and ensures the effective coordination, implementation, and monitoring of the ENVIHEI project. Its main objectives include **supervising all project management aspects**, **monitoring project progress**, establishing and applying **quality assurance procedures**, and implementing a **risk management strategy** to anticipate and mitigate potential challenges. WP1 also covers the development of the **project's visual identity**, including logo creation, the preparation and periodic revision of a comprehensive **green project plan**, as well as **the facilitation of effective communication** among partners, the Advisory Board, and external stakeholders, to support strategic decision-making, continuous risk detection, evaluation, and alignment with project goals. Additionally, it comprises tasks such as organizing meetings, preparing and submitting financial and internal reports, and administering the budget in connection with task implementation and the quality of project outcomes.





## INCLUSION AND DIVERSITY STRATEGY

### Purpose

The ENVIHEI project is committed to fostering a learning and research environment that embraces diversity, promotes equity, and ensures inclusive participation across all project activities. This Inclusion and Diversity Strategy outlines our collective strategy to embed inclusive values into the design, implementation, and dissemination of the project, ensuring that all participants, regardless of gender, background, ability, or identity, can meaningfully engage with and benefit from ENVIHEI.

### Objectives/Principles

#### 1. Inclusive Access to Educational Materials

- Ensure learning resources are accessible to all, including those with disabilities (e.g., screen-reader compatible, alternative text for visuals, captioned videos).
- Translate key materials into multiple languages to reach non-native English speakers in participating Higher Education Institutions (HEIs).
- Design materials considering neurodiversity (clear structure, flexible formats, optional visual/audio elements).

#### 2. Target Underrepresented Groups

- Actively involve students from underrepresented groups (e.g., women in STEM, students with disabilities, ethnic minorities) in project activities like the Winter School.
- Include gender and social equity lenses when analysing sustainability case studies.

#### 3. Diverse Teaching Examples and Case Studies

- Develop case studies and real-world challenges that reflect diverse cultural, geographic, and socioeconomic contexts, especially from underrepresented communities.
- Highlight sustainability challenges in Global South countries or in underserved EU regions to foster global awareness.

#### 4. Inclusive Pedagogy Training for Lecturers

- Train teaching staff in inclusive, student-centered approaches that accommodate diverse learning approaches and identities.



- Include a module on diversity and intercultural communication in the professional development program for educators.
- Encourage critical reflection on equity, power, and justice within sustainability education.

## 5. Equity in Student Participation

- Actively encourage the participation of students from underrepresented disciplines or marginalized backgrounds in pilot programs like the Winter School.
- Offer financial support or mobility grants for students with fewer opportunities to attend in-person training events.

## 6. Gender and Inclusion Monitoring

- Ensure gender balance and diversity in participation across all project activities and events.

## 7. Outreach and Communication

- Use inclusive language and imagery in all communication and dissemination materials.

## Commitments

As a consortium, we commit to:

- Actively identify and remove barriers to participation.
- Prioritize diversity and equity as cross-cutting themes in all work packages.
- Reviewing and updating this plan to reflect feedback and evolving needs.
- Ensuring that diversity and inclusion are not treated as add-ons, but as integral components of sustainability and transformative education.





## ENVIHEI Inclusion and Diversity Evaluation Template

This template is designed to support ENVIHEI partners in planning, tracking, and evaluating inclusiveness and diversity efforts across all project activities. Each row outlines a strategic area, the associated indicator, target objectives, planned actions, responsible roles, and the method of monitoring.

Area	Indicator	Objective	Actions Planned	Responsible	Timeline / Monitoring Method
<b>Participant Representation</b>	% of students from external universities	30% of all participants	Prioritize outreach to diverse groups; ensure balanced participation	Project Coordinator (WP1)	2024-2026 / Selection criteria
<b>Accessibility</b>	% of educational materials meeting accessibility standards	100% of materials	Apply Universal Design for Learning (UDL); use captions/contrast options	Content Development Team (WP2, WP3, WP4)	2025 / Accessibility checking
<b>Gender Balance</b>	% gender representation in activities	At least 40% of each gender	Monitor applications and adjust outreach if needed	Training Team (WP2, WP3)	Ongoing / Participant records
<b>Inclusive Pedagogy</b>	% of sessions using inclusive teaching methods	80% of sessions	Provide staff training in inclusive practices	Training Team (WP2, WP3)	2025 / Trainees' surveys

## CONCLUSIONS

An inclusive approach is essential to the success of ENVIHEI’s vision: to prepare all learners, regardless of background, to contribute meaningfully to a more sustainable and just world. By embedding diversity and inclusion into the composition of our project, we enrich the learning environment, strengthen collaboration, and model the values that sustainability education aspires to promote.

