



Third Una Europa Staff Week: Diversity and Inclusion

Università di Bologna – 16-20 October 2023

Call for applications 05.06.2023

Alma Mater Studiorum Università di Bologna and the Una Europa Diversity Council are organizing the third Una Europa Staff Week, which will take place in Bologna from 16 to 20 October 2023.

We are now launching a call for participants for the Staff Week, which will be targeted to professionals working in the following areas:

- 1) Human resources, in particular services for inclusion of diversity and employment protection
- 2) Student services, in particular services for special needs, the right to study and the management of specific targets (for example: minorities, international students, diverse abilities, LGBTQI+ groups)
- 3) Any other administrative area working and providing services on diversity, equity and inclusion

The online call for applications is open from 5 June to 30 June¹

Participants will be selected by their home university, up to five per university.

The selection will take place locally at each university by 31 July and selected participants will receive the confirmation of acceptance during August 2023, along with practical information on the programme and logistics aspects.

1. Goal

Diversity and Inclusion is one of the six transversal themes identified by Una.Futura and will guide all the actions of the project. The Staff Week has two goals in this regard: to train staff by raising awareness about these topics and to promote the work and vision of the Diversity Council. Through the provision of an adequate methodological framework, the staff training week will allow the sharing of good practices in addressing challenges in participants' daily work and nurture discussions on the theme of Diversity and Inclusion. By the end of the Staff Week, participants will have learned the theoretical structure proposed by the Diversity Council on the theme of Diversity and Inclusion. They will have engaged in discussions about the diversity management methodologies employed in the universities of the alliance and will have acquired awareness on the necessity of an intersectional approach. Moreover, participants will have exchanged good practices and will be equipped to find useful solutions for managing diversity efficiently and effectively in two strategic professional areas of an international European university:

- Human resources management
- Student services.

¹ Please check your university webpage or contact the Senior Local Lead in Annex 1 as specific timing may vary

2. Practical information

The Staff Week will be delivered exclusively in person, with no online or hybrid options available. The total number of participants should not be less than 22.

Language requirements: The working language is English. We highly recommend at least a B2 level of proficiency in communication (according to the CEFR).

Accommodation: Selected participants will be responsible for arranging their own accommodation. The organizing university will share some practical information along with the acceptance notification in August at the latest.

Financing: the Una Europa Staff Week is free of charge for participants. Travel and subsistence costs, including accommodation, local transportation, and dinners, can be reimbursed using the institutional Una.Futura budget or other sources of funding, such as Erasmus+ STT funds. For further information about funding, interested participants are invited to contact their Una Europa Senior Local Lead (contact list attached).

3. Draft programme

Day	Topics	
16 October 14.30 – 17.30 <i>(Welcome coffee)</i>	Introductory day: setting the scene and inspiring each other	
	<ul style="list-style-type: none"> • Introduction to the Staff Week: practical information • Introduction to Una Europa and Una.Futura • Diversity and Inclusion @UNIBO and @the Municipality of Bologna (TBC) • Diversity, Equity and Inclusion – theoretical framework <p>The Una Diversity Council</p>	<p>Participants will be informed about the main context and set of activities of Una Europa and Una.Futura. Representatives from the Una Europa Diversity Council will provide a methodological framework, inspiring the work of the following days by presenting the Una Europa approach towards “Diversity and Inclusion”.</p>
17 October 10.00 – 15.30 <i>(Lunch)</i> <i>Afternoon: social programme to be confirmed (museum visit/cineteca/aperitivo)</i>	Hands-on: Diversity and inclusion services for students and staff	
	<ul style="list-style-type: none"> • Working group 1: Student services • Working group 2: Human resources management • Plenary wrap up of working groups activities 	<p>Smaller working groups will be organised according to the two targeted participants’ working areas: Human Resources Management and Student Services. The aim is to stimulate a discussion on diversity issues through the lens of their specific field of expertise with the help of moderators coming from the DC and/or other experts. The number of participants per working group, and the number of the working groups will depend on the number of selected participants.</p>
18 October	Hands-on: Diversity indicators	

<p>10.00 – 15.30</p> <p><i>(Lunch)</i></p> <p><i>Afternoon: social programme to be confirmed (museum visit/cineteca/aperitivo)</i></p>	<ul style="list-style-type: none"> • Working group 1: Gender • Working group 2: Interculturality • Working group 3: Diverse abilities and wellbeing • Working group 4: Socioeconomic circumstances • Plenary wrap-up of working groups activities 	<p>Participants will be divided into four working groups according to some of the diversity indicators identified by the DC in the document “Engaging with diversity in European Universities”. By working on a selected number of indicators, participants will discover how diversity is intersectional, but also how each indicator is approached (similarly or differently) in the two professional areas represented.</p>
<p>19 October</p> <p>10.00 – 17.00</p> <p><i>(Welcome coffee and lunch)</i></p>	<p>Open conference</p> <p><i>Diversity and Inclusion in European Alliances (title to be confirmed)</i></p> <p>Other European Alliances will present their approaches to Diversity. Staff Week participants and, possibly, a broader audience of professionals will get insights about other European Alliances in general and, more specifically, about their approach on the theme. The open conference will constitute an opportunity to meet other experts/practitioners working in similar environments and involved in similar initiatives on the theme and to make participants aware of the possible synergies offered by the European Universities Initiative.</p>	
<p>20 October</p> <p>10.00 – 13.30</p> <p><i>(lunch)</i></p>	<p>Wrap up and take-home messages</p> <p>Keynote speaker(s) (expert on the theme – to be confirmed)</p> <p>Discussion on potential follow up within Una Europa</p>	

5. Application, contact and further information:

[Link to application form](#)

Alma Mater Studiorum Università di Bologna - Una Europa Unit

Email: una.europa@unibo.it

Annex 1: list of the Una Europa Senior Local Leads

Annex 2: list of the Una Europa Diversity Council members

Annex 1 – Una Europa Senior Local Leads



Senior Local Leads		
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Annex 2 – Una Europa Diversity council members

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