

The Mission of Diversity, Equity and Inclusion in Una Europa

Offered by the Diversity Council of Una Europa

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We believe Una Europa is a value-based alliance where our actions are planned, conducted, and evaluated in light of diversity and inclusion. Our understanding of [diversity](#) includes three core interlinked objectives:

- **Difference:** The acknowledgement of differences structured by social categories (such as race, ethnicity, gender, social class, ability, sexuality, religion, and age) and programmatic advocacy for those differences to be actively valued and promoted.
- **Equity:** Means providing fair access to opportunities, resources and ultimately power. The approach is to dismantle systemic barriers that delimit access and opportunity.
- **Inclusion:** An environment in which all individuals are visible, feel valued and connected and above all can actively and meaningfully participate, i.e., have agency within the organisation.

We know that missions of diversity do not occur in a social vacuum but are embedded within multiple contexts. Accordingly, issues of diversity must be viewed through the lens of regional differences with a view toward a vision of equality among countries and regions. Therefore, any formulation of objectives of diversity and internationally-minded actions should include profound awareness of the historical and social contexts of action, and of challenges and opportunities contained in those contexts. The challenge for Una Europa universities is to transform elitist structures into more inclusive policies whether on a personal, organisational, societal, or global basis. Toward those ends, examination of admissions and hiring policies, educational programming, financing, internationalisation of research and teaching, and international mobility is essential to identify both overt and covert policies requiring change.

Our processes and policies are formulated in consideration of systemic institutional barriers, including whiteness, classism, ableism, heteronormativity, and dominant language ideologies. We are mindful of social, economic, political and knowledge related power hierarchies that are the result of interlinked processes of colonialism, imperialism and capitalism. We are also aware of the implicit and explicit power relations that are vital for global cooperation. We actively track dystopian global trends, such as war, climate change, the rise of fascism, pandemics, and mass starvation. We know these challenges are existential threats to the whole of humankind. Universities will, as must we all, rise to the challenge of confronting social upheavals.

Specifically, we are engaged in a search for discovering, rediscovering and building better educational approaches through our partnerships in African countries. To truly succeed, we must consider how the histories of colonization and decolonization processes in Europe and African countries inform us now. We are mindful of how power relations define ideas and actions and we will support exemplary projects that build inclusive and sustainable global partnerships and activities.