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About inclusion and accessibility

SOCIAL IMPACT OF HIGHER EDUCATION ON
SUSTAINABLE DEVELOPMENT

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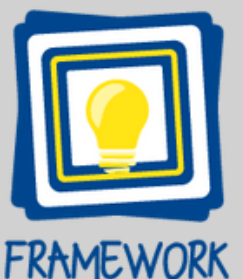
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Aim of this presentation

01 Introduce the main concepts

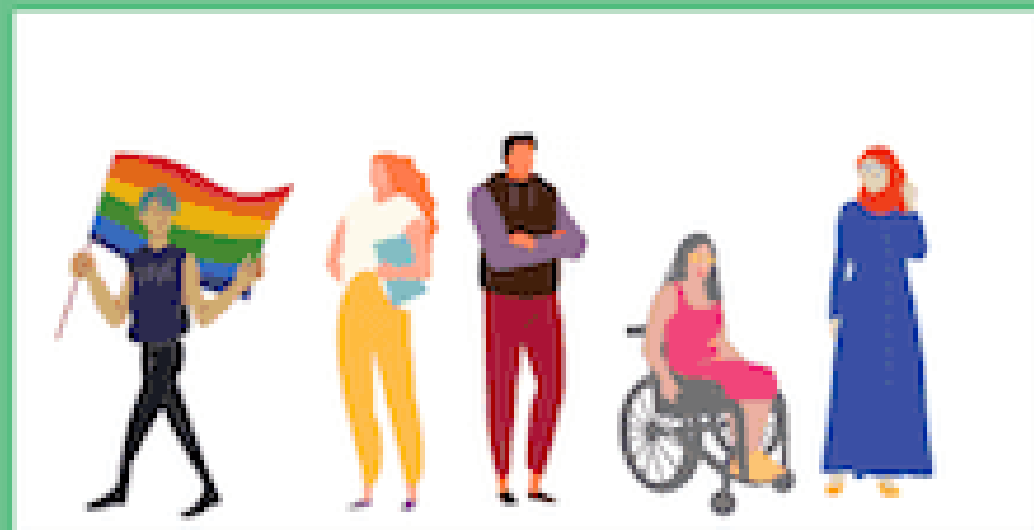
02 Create and share vision

03 Present common guidelines



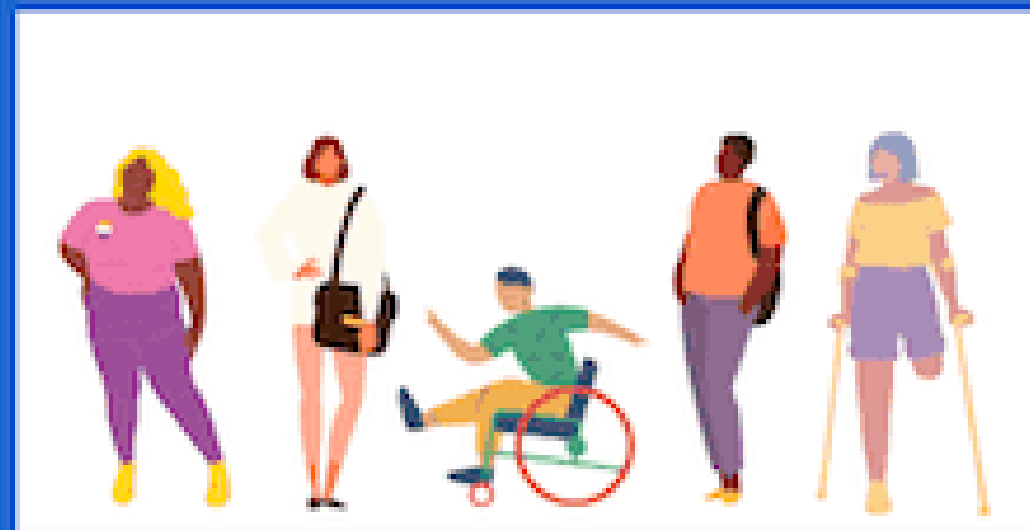
The basics

Presence of
differences



DIVERSITY

Fair access,
opportunity, and
support



EQUITY

Genuine sense of
belonging and value



INCLUSION

About perspective



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Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.



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Inclusion and accessibility

The boundaries between ‘accessibility’ and ‘inclusivity’ often become blurred, with the two terms frequently being used interchangeably in the design world. But understanding how the two differ and, more importantly, how they complement each other is essential to creating the best possible experience for your audience.





The activities with respect to its participants will take into account

- Assist you with onboarding and will be your guide for your first week
- Help you understand your current role and responsibilities
- Guide you in figuring out your personal and professional objectives
- Your mentor for your first six months at work

About the barriers

- Disabilities
- Health problems
- Barriers linked to education and training systems
- Cultural differences
- Social barriers
- Economic barriers
- Barriers linked to discrimination
- Geographical barriers





Common principles shared by the partners to contrast those barriers

- No discrimination
- Promotion of inclusion
- Promotion of diversity
- User-friendliness approach
- Equity
- Equality
- Transparency
- Multi-culturalism, multicultural approach

An accessible organization is one that:

- Fosters independence for all students
- Has improved engagement, retention and achievement
- Foster accessibility at every step, incorporated into all aspects of the partners' organisation structure
- Foster participation in different ways
- Share information on different channels in different format
- Use differ tools in different format





Guidelines and tips on how to implement the common principles

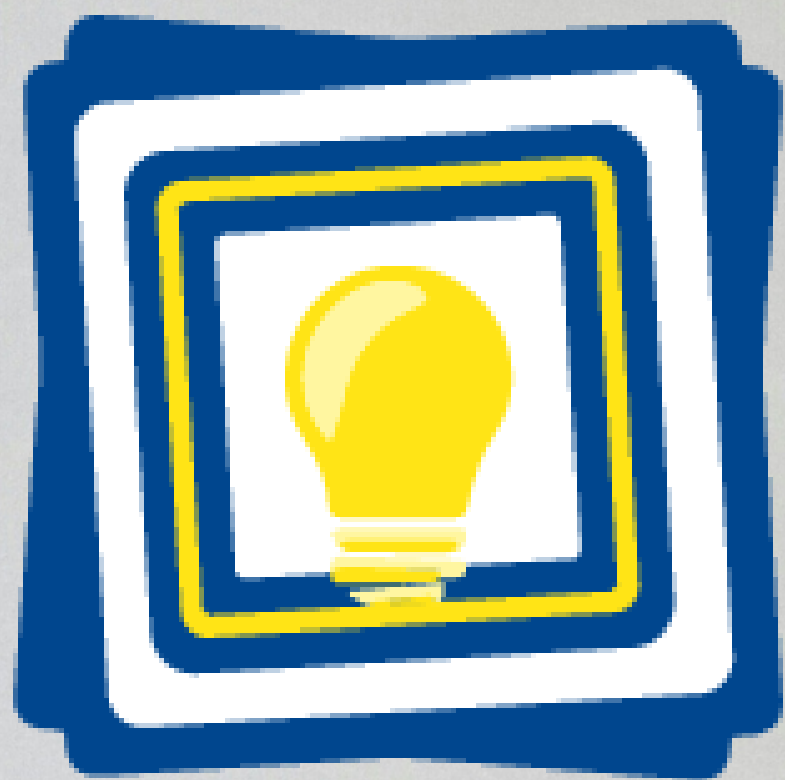
- Show commitment.
- Plan for change/for impact. Document your plans and share results with your stakeholders.
- Upskill staff and management to measure and evidence impact.
- Report on the progress.
- Involve more people. Develop social capital. Create synergies.



Fostering participation

- Foster an intercultural environment
- Use of easier language and concepts
- Set ground rules for all meeting and other gatherings
- Set ground rules for all team/group activities - included online meetings & teaching
- Simplify procedures. Make an application less daunting, shorter waiting times. Develop alternative ways of applying. Use simple terms. Communicate from the target group's perspective,
- Supporting participants. Consider the use of Reinforced Mentorship





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Thank
you

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