

Pursuant to Article 9 of the Statute of Algebra University, the Senate of Algebra University enacted at its 4<sup>th</sup> session, held on 26<sup>th</sup> March 2024, the following

# EQUITY AND DIVERSITY POLICY OF ALGEBRA UNIVERSITY

Equity and Diversity Policy of Algebra University is imbedded in our Mission to create opportunities for Croatian and international students to acquire excellent skills and knowledge and to build globally competitive careers in digital technologies. We are committed to fostering equity and inclusion to reflect the diversity of society and to be responsive to the wider community. In pursuing our Mission, we therefore embrace diversity of our student body and apply inclusive strategies, while providing specific support for vulnerable, disadvantaged and underrepresented students.

Algebra University's Policy on Equity and Diversity is rooted in the overarching European policies on social dimension of higher education that encourage the creation of an inclusive environment in higher education fostering equity and diversity. It is in line with the European strategic documents "Widening Participation for Equity and Growth" (2015) and the "Principles and Guidelines to Strengthen the Social Dimension of Higher Education in the EHEA" (2020), encompassing the principles of accessibility, equity, diversity and inclusion in such a way that access, participation, progress and completion of higher education depend primarily on students' abilities, not on their personal characteristics or circumstances beyond their direct influence.

The principles of equity and diversity are integrated into all our activities related to learning and teaching, research and innovation as well as into our contribution to society.

As a private higher education institution with public responsibility, we have committed to work towards widening the access to, participation in and completion of higher education studies by providing equal opportunities for studying to all students in order to accommodate the needs of a diverse student population.

Moreover, we are committed to equal treatment of all staff members in recruitment procedures as well as in the opportunities to promotion and professional advancement.

Algebra University has committed to strive for equity and diversity by implementing several policy measures. Continuous and systematic monitoring of the implementation of these measures shall be further enhanced and incorporated into the institutional quality assurance system in order to address how the social dimension, diversity, accessibility, equity and inclusion are reflected within our institutional missions.

The following measures are envisaged:

- creating and supporting inclusive learning environments and inclusive institutional cultures,
- promoting student-centred learning and teaching approach, safeguarding flexibility in the design, organisation and delivery of study programmes to reflect the diversity of students' needs (full-time and part-time studies),
- catering for groups of students with specific learning needs, providing special attention to students with physical and psychological health challenges,
- attracting a diverse student population in respect to gender, age, race, religion, ethnicity and language by, among other, delivering all our study programmes in English,
- offering opportunities for the recognition of prior learning for students,
- ensuring counselling and guidance for potential and enrolled students in order to widen their access to, participation in and completion of higher education studies as well as to facilitate their transition into the labour market,
- recruiting diverse profiles of teachers and researchers to create a diverse staff body,
- raising awareness among the staff about the principles of equity, diversity and inclusion,
- providing targeted support to the staff members to become excellent in their research and outstanding in their teaching,
- providing initial and continuing professional training for academic and administrative staff to enable them to work professionally in their fields,
- providing equal mobility and learning opportunities to all staff members by fostering diversity, equity, inclusion and participation of students and staff from vulnerable, disadvantaged or underrepresented backgrounds,
- treating equally and respectfully all our students and staff and enhancing continuous and structured dialogue between students and staff,
- institutionalising student ombudsperson with capacity to mediate any conflicts, particularly those related to equity issues that may arise during accessing or participating in higher education, or conflicts that hinder the completion of studies.

In order to make the Equity and Diversity Policy operational, Algebra University shall further enhance activities in relation to collecting, processing and using data on the composition of the student body, access and participation, drop-out and completion, including transition to the labour market after the completion of studies, by conducting surveys, research and analysis to better understand vulnerability, disadvantages, and underrepresentation in education, as well as transitions of students across the education system. An enhanced monitoring system shall be put in place to inform and support our policy on equity and diversity.

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Assistant Professor, Mislav Balković, PhD

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