

STRATEGY OF INCLUSION AND EQUALITY

IN ERASMUS+ AND INTERNATIONAL MOBILITY

Goal: This strategy has been developed to make international mobility more accessible to both students/staff, and in particular people with fewer opportunities

Why? International mobility is an important tool to support an education of architects that is knowledgeable, inclusive, and creative for an efficient, innovative, and productive profession.

Keywords: equal opportunities and access, inclusion, diversity and fairness across all actions

For whom? The people is the greatest resource at BAS, meaning students and staff. This strategy applies to both our own students and staff at BAS, but will also have impact on our incoming mobility participants

Qualitative Objective through mobility activities is to:

1. educate competent students,
2. ensure life-long learning and competence development for our academic, administrative and technical personnel
3. have an up-to-date and qualitative education offer
4. support for everybody's growth
5. have an effective education system and resources management.
6. Have partners that represent different academic approaches and from different geographical regions in the world.
7. have partners that contribute and complement our own study programme.

Quantitative objective: to increase the number of outgoing mobility participants at BAS from today's 15% up to 40% of the total student/staff mass.

10% share out of this number should be participants with fewer opportunities. All those that want to do mobility should have the possibility.

Have close to equal number of in-and outgoing student mobility. Aim for reciprocity in our partner agreements.

Main target group: we want all students and staff at BAS to have the opportunity to undertake a mobility period. We want to put special attention towards people with fewer opportunities.

In this context this includes people as defined by the European Commission *being "people who, for economic, social, cultural, geographical or health reasons, due to their migrant background, or for reasons such as disability or educational difficulties or for any other reason, including a reason that could give rise to discrimination under Article 21 of the Charter of Fundamental Rights of the European Union, face obstacles that prevent them from having effective access to opportunities under the Programme" [9]*

How: In order to achieve this objective, BAS must put measures in place of to remove the obstacles that may prevent such access. The aim is to leave no one behind and contribute to a more inclusive society. Our approach shall be to develop, spread knowledge and understanding of the possibilities, and design activities that facilitate a successful implementation.

Key Actions:

Awareness: Address inclusion and diversity in all areas of the schools activities. Explain the benefits of international mobility.

Information: Regular information flow. Assure up-to-date and user-friendly information to applicants via a wide range of media, social networks, Build the capacity of newcomers by various info seminars, info materials, on-line resources, kick-off meetings, thematic seminars to become fully familiar with the process leading up to a mobility experience

Transparent procedure: make available the routine for nomination, application and selection of participants.

Outreach: Build on experience from previous E+ projects/participants through reports, travel letters and videos. Introduce previous participants as ambassadors. Invite incoming participants to do presentations of their home institutions.

Designated personnel in the form of an International Officer to be clear contact point for students and staff.

Targeted facilitation and universal design in all matters related to this process.

Support: Equal means of support are provided to all applicants, especially for the new-comers and people with fewer opportunities, in order to reduce obstacles to their full participation. Prior, during and after the mobility activity is important to reach the goal of this strategy.

Prior:

Information seminars and materials, face to face and online communication, guidance through the whole process. The goal is to make the administrative burden as smooth as possible for our participants. Advice the participants on pedagogical, linguistically, intercultural, legal and financial aspects. Logistical support when it comes to travel arrangements, accommodation, insurance, residence etc.

Make available preparatory material on things that can be a barrier for many participants, e.g intercultural issues, language, adaptability, tolerance, uncertainty, communication.

During the mobility: guidance and active communication via e-mail and phone are offered at all times. Contingency and support system in place in case of crisis. Encourage participants to be open-minded, ask questions, be independent, make friends, and embrace their own culture. Monitoring of the mobility activity shall ensure constant support to participants and must be given by both sending, receiving and hosting organizations.

After the mobility: Reintegration and evaluation after return. Conduct talks with returning participants to hear 1:1 about their experience. Written reports supplement this feedback. Ensure quick recognition, issue transcript of records without delay. Conversion of grades if necessary.

Monitoring and reporting of the Strategy

Monitoring takes place on a regular basis by reporting to the European Commission and other authorities after ended project period. Our objectives in relation to quality and quantity will be assessed by looking at how successful the activities have been implemented.

Reports from the participants after completed mobility activity serve as an indicator of the quality.

All participants are asked to report back halfway through their period to review their status. This shall catch any discrepancy or challenges that participants may experience. BAS will then take measures to correct these whenever possible.

BAS monitors destinations where participants are located for potential risks, and have a contingency plan how to handle different scenarios.

BAS has partnered with The Norwegian Church Abroad that will assist in case of emergency.

International officer will conduct annual meeting with the head of school to discuss the progress, evaluate and make adjustments to our portfolio of partners, and make action plan for the upcoming year.