

SEA-EU 4.1 Expert group / staff week

The SEA-EU 2.0 inclusion expert group (4.1) organises its physical meeting in UBO, Brest. The first two days will be devoted to inclusion through the prism of gender, with a particular focus on inclusive writing issues, aiming to propose a reference document for inclusive communication within the alliance. This question of inclusive writing will open the second part of the week, focusing on the inclusivity of our campuses to students with disabilities.

All the meetings will take place at the Humanities Faculty, 20 rue Duquesne, Brest.
All lunches are offered, evenings at participants' expense.

For online participation (only for morning sessions) + presentations of Tuesday afternoon: https://teams.microsoft.com/l/meetup-join/19%3ameeting_OGMyMzE5NzktMml2OS00Mjc3LWJkYWQtNTA5NDRjMWZiMmRm%40thread.v2/0?context=%7b%22id%22%3a%221b7e6e5e-5b58-477f-aa5d-fd7dc113d3a4%22%2c%22oid%22%3a%22a9fb4a48-6369-4ad7-8e47-f16918b5e1aa%22%7d

Program

J1: Tuesday, 15/10

Morning – room B001

09:00: Welcoming words by Dorothee Guérin, Vice Rector in charge of Gender equality and Gender-based violences and Adélie Pomade, SEA-EU Vice Rector

09:30: Presentations of SEA-EU universities' gender equality programs and schemes

Speakers:

-**Dorothee Guérin**, Vice Rector for Gender Equality and **Nathalie Narvaez**, leader of task 4.1, (UBO)

-**Natasza Kosakowska-Berezecka**, Head of the Division of Cross-Cultural & Gender Psychology, co-leader of task 4.1. (UG)

-**Paqui Bernal**, General Director of Equality, and **Antonio Zayas**, General Director of Diversity (UCA) -online
-**Iris Werner**, Gender Equality Commissioner (CAU)

11:00 Coffee break

-**Joana Conduto Vieira dos Santos**, Social and Organizational Psychologist, (UALg) - online
-**Maria Ferrara**, Full Professor of Organization Studies and Human Resources Management (UPN)
-**Blanka Čop**, Senior assistant, PhD (Department of sociology) (UNIST)
-**Clémence Le Berre**, HR project Manager for EUniWell, Nantes University, EuniWell Alliance)

Discussions

12:15: Lunch (Crêperie Le Roi Gradlon, 19 rue Fautras)

Afternoon: room B001

2:00 – 3:15: **Presentations:** State of play of the institutional practices and policies regarding inclusive language

Speakers:

-**Viktorija Car**, Full Professor in Media and Communication, Head of Communication and Media University Study Division, UNIST
-**Xuân Creac'h**, Head of the Communication Office, UBO

Discussion: Inclusive language and controversies: The practice of using inclusive language is causing upheaval, and sometimes controversy. What is the situation in your respective languages?

Break

3:45-4:45: What about a BIP on inclusive language? On another gender-related topic?
or

3:45-4:45: Serious game “Career or Barrier” (facilitation by Delphine Muths, Gender equality officer and Paula Jacques, pedagogical engineer at the marine science institute- UBO)

5:00 Cultural visit – “Women of Brest” (*departure directly after the end of the workshops - wear comfortable shoes*)

J2 : Wednesday 16/10

Morning: room B001

09:30 Presentations:

Gender & SEA-EU languages: linguistic approach: Non-sexism in the English language
Joanna Thornborrow, honorary professor in English linguistics (UBO)

University of Malta's inclusive language charter: presentation of the process by **Josann Cutajar (UM)**

Lunch

Afternoon

2 :00: **Workshop** : Reflection on a reference document / inclusive writing toolbox for the alliance – *Facilitation by Julia Fougère and Nathalie Richard – UBO Open Factory*

7:30 : **Social event** – La PAM, 56 rue d'Aiguillon (Welcome drink offered by UBO, dinner at participant's expense)

J3 : Thursday, 17/10

Morning

09:30 : **Presentations and discussions:** Welcoming and supporting practices of students with disabilities in SEA-EU universities

Speakers:

Sabria Belhadj-Tahar, support officer for students with special needs (UBO)

Justyna Rogowska Rector's Representative for People with Disabilities, Head of the Office for People with Disabilities (UG)

Gesa Kobs Managing Director of the Institute for Inclusive Education (CAU)

11:00: Planning of a specific staff week about inclusion and disability for 2025: discussion

Lunch

2:00 **Workshop:** 'Let's cultivate our collective intelligence to support inclusive campus'
Facilitation by Julia Fougère and Nathalie Richard – UBO Open Factory

J4: Friday, 18/10

Morning

10:00: **Presentations and discussions:** How to adapt your pedagogical practices to disabilities?

Speakers:

Gwenhalyng Engelibert, English teacher (UBO)

Jonathan Borg, academic lecturer in the Department of Inclusion and Access to Learning within the Faculty of Education/ responsible for coordinating degree programmes focused on training educators in the facilitation of inclusive education (UM)

Lunch: La Bouteille à la Mer, 66 rue Jean Macé, Brest

Afternoon

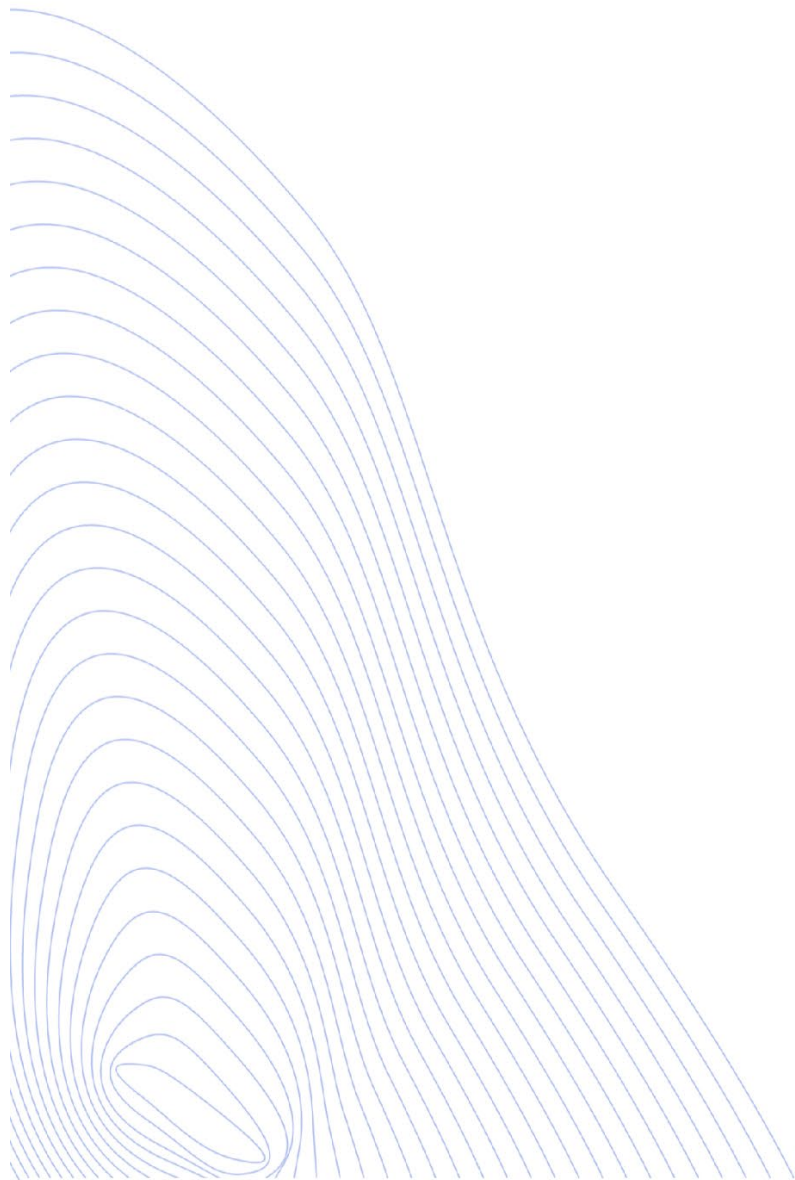
2:00 Workshop: How to facilitate international mobility for students with disabilities: how is the welcoming organized, what are the available resources on each campus? Objective: create a shared document/flyer listing out campus resources for students with disabilities.

SEA-EU Participants and speakers' list

Parthenope University	Ferrara	Maria	Full Professor of Organization Studies and Human Resources Management
University of Algarve	Conduto Vieira dos Santos	Joana	Social and Organizational Psychology
University of Brest	muths	delphine	Support staff - Gender equality referent
University of Brest	JACQUES	Paula	Pedagogical engineer
University of Brest	Gauthier	Arlette	Emeritus Professor of Sociology, Gender, Slavery, Reproductive Policies, Women's Rights, Gender Violence
University of Brest	Narvaez	Nathalie	Teacher and researcher in gender studies
University of Nantes	Clémence	LE BERRE	HR project Manager for EUniWell
University of Brest	GAILLARD	EDITH	Sociologist
University of Brest	Gauthier	Arlette	Sociologist
University of Cádiz	Pinto Buzón	Pilar	Assistant Professor in the Department of French and English Philology. Research areas: contemporary Francophone literature written by women, translation, literary reception.

University of Cádiz	Violeta	Luque-Ribelles	Lecturer/Associate Professor in Social Psychology.
University of Gdańsk	Natasza	Kosakowska-Berezecka	Head of the Division of Cross-Cultural & Gender Psychology, co-leader of task 4.1.
University of Gdańsk	Justyna	Rogowska	PhD - Rector's Representative for People with Disabilities, Head of the Office for People with Disabilities
University of Kiel	Werner	Iris	Gender Equality Commissioner
University of Kiel	Raak	Lea	Projekt coordinator for action plan on CRPD and inclusion/accessibility in studies and teaching
University of Kiel	Kobs	Gesa	Managing Director (Institute for Inclusive Education
University of Malta	Jonathan	Borg	Dr. Jonathan Borg is an academic lecturer in the Department of Inclusion and Access to Learning within the Faculty of Education at the University of Malta. He is responsible for coordinating degree programmes focused on training educators in the facilitation of inclusive education.
University of Split	Car	Viktorija	Full Professor in Media and Communication, Head of Communication and Media University Study Division
University of Split	Blanka Čop	Blanka	Senior assistant, PhD (Department of sociology)
University of Brest	Belhadj Tahar	Sabria	Support officer for students with special needs
University of Brest	Engelibert	Gwenhalyne	Associate Professor in North American Studies
University of Brest	Creach	Xuân	Head of Communication Office

+ UBO lecturers and support staff



Description of task 4.1 "European campus starts with equity promotion " (as described in the proposal)

Gender equality in higher education is a guiding principle in many national education policies, also contributing to the EU Gender Equality Strategy. This strategy aims at significant progress by 2025 towards a more gender-equal Union where women and men in all their diversity have equal opportunities. Mainstreaming gender equality across SEA-EU universities for staff and students is one of the Alliance's priorities.

Based on previous activities (Gender booklet, Gender indicators and Gender webinar), mainly drafted to foster mutual knowledge, the Alliance will implement a series of activities to **raise awareness in the student community about equality and diversity**. The minimal commitment for each university will be to organise two activities every year about inclusion (one about gender equity, one about other related topics) targeting students. Possible awareness-raising actions that each University can undertake (at least one per year) are:

- Activities proposed in the 'Gender Initiatives booklet', developed in SEA-EU 1.0, with updates from new partners.
- Activities targeting students in disciplines where a gender-bias is observed (STEM), to enhance women's research and teaching careers. These activities could take the form of communication events that involved SEA-EU scientists and be based on already existing world-awareness days (i.e., 11th February, International Day of Women and Girls in Science) or of Empowerment Prizes rewarding and promoting SEA-EU female students in scientific careers (STEM).
- Conferences focused on the influence of stereotypes on school and career guidance, for pre-service and in-service teacher training students.
- A week of disability awareness, with a program that includes lectures, awareness-raising activities and simulation experiments (e.g., blind meal).
- Sport events that aim to be largely inclusive (e.g., the solidarity race that involves people with disabilities and integrates a SEA-EU dimension since 2021).
- Any other action raising awareness on inclusion proposed spontaneously by students or staff.
- The Equality expert group (two experts per partner university) will also share information on existing expertise within each university, and explore other related topics, such as:

- o Inclusive language: establishing a common understanding about inclusive language in sound and vision, with exchange of guidelines and recommendations.

- o Gender Equality Plans (GEP): exchanging information on respective practices, implementation and indicators (including support of those partners who develop their first GEP).

- o Diversity sensitive teaching methods: Sharing best-practice examples of gender and diversity sensitive teaching methods.

The expert group will meet, together with student representatives, every three months and they will be in charge of updating the Gender Indicator report (done in 2021 – to be updated in 2024).

Milestone 18, due to April 2026: Agenda of the inclusion awareness raising events

Qualitative KPIs:

Assessment of the students' level of awareness about gender issues.

Assessment of the implementation of guidelines and recommendations on inclusive language.

Information exchange about Gender Equality Plans.

Expected Impact:

Students with disabilities from 9 universities will have access to SEA-EU	They will benefit from inclusion adaptations in courses and events	Adding audio description and sign language when necessary, in order to include everyone
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