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## EUI Ethnic and Racial Equality Plan 2023-2026

### Background

The EUI, as defined in the 2019-24 Strategy, 'is unique in its nature: a European intergovernmental organisation, it is not entrenched in any national scientific approach or culture but is a shared space with a truly European soul [...] created and built on the very idea of promoting diversity and inclusiveness and interconnections between languages, cultures and scientific approaches'.<sup>1</sup> Europe's identity and soul are multi-cultural, multi-ethnic, and multi-racial, and fostering diversity and inclusiveness are priorities within the EUI's Strategy. Particularly, the EUI aims to open opportunities for and does not tolerate discrimination against historically less favoured groups, such as people of different nationalities, religions, or beliefs, people who identify with particular genders or sexual orientations, people who identify as belonging to ethnic or racial minorities, people from disadvantaged social backgrounds, or people living with disabilities.

Through the work and engagement of colleagues and researchers across the EUI, a number of strategic policies and plans have been adopted to realise this goal:

- A disability and special educational needs policy for researchers and students was implemented in 2012. A Disability Working Group was established by the Office of the Secretary General in 2013-2014 to maximise accessibility to services, resources, and activities. Since then, different measures have been implemented, including an accessible website and the current structural modifications to buildings.
- A Gender Equality Plan 2021-24 set out three objectives: equal access to all positions at the EUI, an environment that is equally welcoming and congenial to persons of all sexes and genders, and zero tolerance towards sexual harassment. It is being implemented through the Gender Equality Committee, which advises on institutional priorities related to gender, discusses gender inequality issues at the EUI, and proposes new actions to achieve gender equality.
- In January 2023, a revised Policy on Harassment, Sexual Harassment and Bullying was adopted with the aim of ensuring more transparency and accountability in tackling episodes of discrimination or harassment in the EUI working and research environment.

Ethnic and racial diversity<sup>2</sup> pose particular challenges for the EUI. Researchers and staff are drawn almost exclusively from its member states, and professors and fellows from around the globe. Yet, the 2020 discussion paper on Whiteness at the EUI states that the Institute is a place where 'people of colour are underrepresented'.<sup>3</sup> To support this perception with quantitative data is a recognised challenge across the university sector. However, this should not be an excuse for inaction.

This plan builds on two initiatives. A group of doctoral researchers, postdoctoral fellows, academic and non-academic staff worked to catalyse a discussion on how to make the EUI more inclusive of people from all ethnic and racial identities and more open to perspectives that originate beyond Europe.<sup>4</sup> Secondly, the EUI Diversity Working Group was established in the Autumn of 2021 and submitted a proposed plan in September 2022.<sup>5</sup> Following discussion at the October 22 Academic Council, the President oversaw a redrafting of this plan.

The plan has two premises: 1) social and economic status, EU citizenship (or lack thereof), migrant status, religion and belief, language, and a person's appearance, combine in emphasizing the attribution of ethnic minority status to a person; and 2) ethnic and racial inequalities are not necessarily characterised only by individual incidents, but stem from structural disadvantages and consolidated power structures that contribute consciously or unconsciously to marginalise individuals belonging to certain groups.

Ethnic and racial diversity cannot be addressed without attention to intersectionality, a prism that allows us to attend to the complex ways in which interconnected inequalities (of race, gender, and social inequalities, for instance) are perpetuated. The intersecting dimensions of diversity and inclusion should inform this action plan, which should be read alongside the statement on Equality, Diversity, and Inclusiveness in the above-mentioned 2019-24 EUI Strategy, and often overlaps with the Gender Equality Plan. An Equality, Diversity and Inclusiveness policy will be further developed to set overarching strategic objectives that will guide the EUI's commitment to maintaining the progress that has already been made and to achieving its full potential to become an inclusive environment for all.

## Objectives

In order to maintain world-class excellence in all of its activities, the EUI needs to be open to a diversity of experiences and must attract the best, irrespective of their background. This plan sets out four objectives to promote anti-racist practices and increase ethnic and racial diversity at the Institute. These objectives address, in turn, leadership and governance; recruitment; awareness and training; and disciplinary measures:

1. **Promote ethnic and racial diversity within EUI processes and procedures:** EDI institutional governance and leadership commitment and engagement represent crucial elements to ensure that ethnic and racial equality is considered as a priority at the EUI and is embedded in its organisational framework and operations.
2. **Equality of opportunity:** All individuals should have a right to equal access to all positions and roles at the EUI to fulfil the Institute's full potential as a Higher Education Institution and European intergovernmental organisation.
3. **An inclusive environment based on fair and just treatment:** Everyone who works, carries out research, pursues a degree at the EUI, is otherwise a member of the EUI community, or a visitor to the EUI, has the right to be treated equally, irrespective of their ethnic and racial background.

The EUI community shall be aware of the impact of everyone's daily actions, including the conscious or unconscious biases and power imbalance they may carry with them. Creating an inclusive environment implies reflecting on the EUI teaching, research and working practices from an anti-racist intersectional lens, recognising the many ways people belonging to ethnic and racial minorities experience racism in relation to their identities, both as individuals and as a community.

4. **Right to non-discrimination and equal respect:** Everyone at the EUI has an inviolable right to be treated with equal respect and to be free from discrimination, be it direct or indirect, and from harassment, including on grounds of ethnicity and race. Indirect discrimination occurs when policies, practices or procedures are put in place that appear to treat everyone equally but, in practice, are less fair for some people. Discrimination in any form is unacceptable and will not be tolerated at the EUI. All members of the EUI community have a right to a swift, adequate, and safe response to any complaints related to ethnic and racial discrimination.

These objectives will be achieved within three academic years (2023-26) through the following actions.

### Objective 1. Prioritise ethnic and racial diversity within EUI operations

**Action 1. Diversity Policy Committee.** A Diversity Policy Committee, as established by the President, will meet regularly. It will be chaired by the Dean for EDI, discuss issues related to equality and inclusion and advise on priorities. It will focus on improving the representation, progression and support of ethnic and racial minorities at the EUI, monitor progress on the implementation of this plan, and make proposals for new actions to achieve ethnic and racial diversity, e.g. on quantitative targets. It will be easily accessible to all members of the EUI community for raising concerns or making proposals for action. The composition of the Committee will aim to reflect the diverse community the EUI aspires to be in all its aspects. Membership is for two years (renewable), in principle, but can be shorter e.g. in the case of one-year Max Weber and research fellows. For all relevant matters described in this Plan, benchmarks will be sought from partners in the CIVICA alliance as they are institutions with which comparison may be relevant and to which the EUI has privileged access.

*Responsibility: President for the creation, EDI Officer for support*

#### **Action 2. Understanding and monitoring.**

**Action 2a. Understanding the problem.** The Diversity Policy Committee will hold focus

groups to establish and understand the experiences of people of colour and who identify as ethnic minorities within the community. Regular surveys among all the members of the EUI community will be conducted (see action 7b).

*Responsibility: Diversity Policy Committee*

**Action 2b. Monitoring.** The Diversity Policy Committee will act as a monitoring board and produce an annual report based on statistical (where possible) and qualitative data regarding hiring, admission and the employment situation of people who identify as members of ethnic and racial minorities. It will study the feasibility of introducing data analytics in this domain, with the intent to come to ever more sophisticated reporting methods that are compatible with individuals' right to privacy. The Annual Report will also highlight EDI good practice and key activities that took place at the EUI. The report should be as detailed as is compatible with protecting the privacy of individuals. It will be published on the EUI website and highlight progress/regress over time.

*Responsibility: Diversity Policy Committee, Central Coordination Unit, Academic Service, Human Resources Service*

**Action 3. Naming.** The EUI promotes diversity in practices of naming and commemoration, of events, rooms, chairs, fellowships, and studentships. In order to create a more positive and empowering environment that values and celebrates the contributions of individuals from diverse backgrounds, future naming will acknowledge individuals from historically underrepresented groups, particularly individuals from ethnic and racial minority backgrounds. The Diversity Policy Committee, in consultation with the community, will assemble a pool of suggested names.

*Responsibility: Diversity Policy Committee, Executive Committee, President*

## Objective 2: Equality of opportunity

**Action 4. Data collection (recruitment).** Applicants for all positions (including ESRs, professors, and support services) will be invited to self-identify as an ethnic or racial minority on a voluntary basis. It will be indicated clearly 1) that this information is gathered strictly for the statistical purposes to monitor the effectiveness and impact of the EUI's diversity policies; 2) that declining to answer the question will have no negative impact on applications; and 3) that no record will be kept of individual answers.

*Responsibility: Human Resources Service & Academic Service (gathering data), legal officer (data protection)*

**Action 5. Recruitment.** The Institute will review and improve hiring and performance management processes at the EUI at all levels, i.e. professors, academic staff and administrative staff, to attract and retain diverse candidates. This entails the following:

- Perform a benchmark in academia and among relevant organisations (EIGE, ERC, etc.) to have an overview of institutional gaps and good practices.
- Take measures that are legally, ethically, and organisationally feasible, to increase the number of candidates from ethnic and racial minority backgrounds for all categories of staff. This may include targeting and actively shortlisting racialised persons and persons of diverse ethnic backgrounds.
- Establish a code of conduct to standardise hiring processes and circulate it to all participants involved in hiring processes (e.g. internal and external panel members, referees). The code, to be approved by the Academic Council for academic appointments and the Appointing Authority for support staff, will describe the EUI's

mission to ensure and promote equality, diversity and inclusion, outline its efforts at doing so, and, by drawing on fictional examples from the entire hiring cycle (interviews, recommendation letters, etc.), offer practical suggestions on how to attract diverse talents, detect and avoid biases. Added to the code of conduct will be a list of clearly defined evaluation criteria that are shared among all members of the search committee in advance. The purpose is to reduce the likelihood that implicit bias and (unconscious) discrimination unduly influence the assessment of individual candidates.

- Ensure that the wording used in job advertisements is equally appealing to candidates of all ethnic and racial backgrounds.
- Ensure that job advertisements are circulated widely, beyond the EUI's usual networks and using diversity-specific recruiters if appropriate.
- Explicitly encourage applicants from minority backgrounds to apply. This should also be expressed in the vacancy notice for Chair selections on the EUI website.
- Whenever head-hunters are involved, ensure that they are briefed to provide viable diverse lists of applicants.
- Ensure that the selection and interview process is inclusive (e.g. diversity in the composition of the selection panels; use of structured interviews). A survey will be set up to collect feedback from selected candidates on their application experience.

*Responsibility: Diversity Policy Committee, Human Resources Service, Academic Units, Academic Service, Academic Council.*

## **Action 6. Admissions and exchanges**

**Action 6a. Admissions (recruitment and selection).** The EUI will take concrete steps to achieve diversity in the population of PhD researchers, master students and fellows belonging to racial and ethnic minorities. This will involve efforts in the way the EUI publicises itself to potential applicants. Work to advertise through a wider variety of networks serving different communities throughout Europe, and explicitly targeting universities in disadvantaged areas, in order to increase the availability of information about the opportunities presented by the EUI among a greater number of students of colour or of an ethnic minority, in particular first- and second- generation immigrants.

*Responsibility: Academic Service, Academic Units*

**Action 6b. Admissions funding.** In addition to grants provided by the Member States, the EUI will seek external funding to increase the number of doctoral fellowships destined to people of colour and who belong to ethnic minorities.

*Responsibility: President, Academic Council, Academic Service, Coordinator for fundraising*

**Action 6c. Exchange programmes.** In line with its overall policies and action concerning external relations, the EUI facilitates exchange programmes for researchers and professors with universities and research and policy institutions outside Europe and North America. The exchanges will be in both directions, and funding will be sought for incoming visiting researchers from the Global South.

*Responsibility: Dean of External Relations, External Relations Officer, Academic Units*

## **Objective 3: An inclusive environment based on fair and just treatment**

### **Action 7. Assessing and improving awareness about ethnic and racial diversity**

The EUI will carry out an assessment of all its activities and structures to identify possibilities for increasing awareness as to conscious and unconscious bias on grounds of ethnicity and race and overcoming structures that perpetuate discriminatory incidents, harassment, micro-aggressions, other forms of racist aggression, and indirect discrimination. In particular, the EUI will:

**Action 7a. Training.** Training will be provided on a regular, compulsory basis: 1) to inform members of the EUI community who take part in hiring and selection procedures, about unconscious bias; 2) to raise awareness amongst all members of the EUI community, in alignment with the implementation of the EUI policy on harassment, sexual harassment and bullying, about cultural diversity and how to deal with cases of harassment, bullying or micro-aggressions. Training will also be available on how to cope with situations of harassment and unequal treatment based on ethnic and racial identity outside the EUI, e.g. at conferences, on research missions, and at job interviews.

*Responsibility: Academic Service, Human Resources Service, Dean for EDI, EDI Officer*

**Action 7b. Surveys.** Regular surveys will be carried out among all the members of the EUI community in order to understand the composition of the current EUI population and learn about experiences regarding ethnic and racial dimensions at the Institute. The outcome of the surveys will inform specific new actions. The Dean for EDI, working with the EDI Officer, will oversee both the content of the surveys and the analysis of their results.

*Responsibility: Dean of EDI, EDI Officer and Diversity Policy Committee, with the support of Academic Service, Human Resources Service and CCU where necessary.*

## **Action 8. Learning and Teaching Practices**

**Action 8a. Reading lists and citations.** All training, teaching and course readings will aim to reflect an awareness of diversity and avoid potential bias. All academic units will be asked to examine whether relevant contributions to the subject by people of colour or from minority ethnicities have been overlooked, with full respect for each instructor's academic freedom and their responsibility for their seminars or courses. Researchers will be supported in ensuring that their citation practices are inclusive.

*Responsibility: Academic Units*

**Action 8b. Fostering Inclusive Learning Environments.** Academic Units will be asked to promote learning environments that mitigate the negative impact of bias. They should encourage inclusive course design and foster inclusive classroom interactions. The objective is to ensure that all researchers and students, regardless of their characteristics, have equal learning opportunities.

Furthermore, Academic Units are encouraged to share any identified best practices that effectively contribute to creating inclusive learning environments. By doing so, the EUI can collectively learn from these examples and further enhance efforts in promoting equality and inclusivity within our academic community.

*Responsibility: Academic Units*

**Action 8c. Teaching surveys.** New questions will be proposed in evaluations on seminars and supervision practices to assess if equal opportunities and attention are offered to participants/supervisees regardless of their racial and ethnic identity. Should the evaluations point toward notable inequalities, Heads of Department should explore with individual instructors' potential ways forward to reduce inequalities.

*Responsibility: Academic Units and Dean of Graduate Studies*

**Action 8d. EUI Events.** Steps will be taken to increase the number of invited speakers and panelists from ethnic and racial minorities at EUI events, including the most prestigious platforms at the EUI such as the State of the Union, honorary doctorates, or the keynote address at the graduation ceremony.

*Responsibility: Academic Units, SOU Scientific Committee*

### **Action 9. Inclusive practices, support, and wellbeing at the EUI**

**Action 9a. Information for newcomers.** The EUI's welcome policy and booklet should provide proper attention to the needs and concerns of new members of colour and from ethnic minorities (information on visa policies and navigating settling in logistics for extra-European citizens, attention to religions, relevant contacts within and outside the EUI).

*Responsibility: Real Estate and Facilities Service, with guidance from the Dean of EDI*

**Action 9b. Mentorship, Coaching and Buddy Programmes.** The EUI will map current programmes at the EUI and propose recommendations with a view to meeting the needs of underrepresented groups.

*Responsibility: Academic Service, Academic Units with input from the EDI Dean and Officer*

**Action 9c. Mental health support.** Provide professional mental health support that caters to the specific needs of individuals who identify as belonging to ethnic and racial minorities to enable them to live flourishing lives as full and equal members of the EUI community. Use is also to be made of the self-help groups developed by the EUI's psychological support services. Organise training for psychologists on assisting members of the EUI community in responding to discriminatory behaviour and implicit bias.

*Responsibility: Academic Service, Psychologists, Dean of Graduate Studies*

**Action 9d. Awareness events.** The EUI will work together with staff, researchers, and students to mark events that promote inclusion and diversity in society, such as Black History Month.

*Responsibility: Communications Service, Dean of EDI, EDI Officer*

**Action 9e. Diverse religious and cultural observances** that are represented at the EUI will be recognised within the calendar of events and related activities. Attention will be given to ensure that celebration of holidays and occurrences is communicated with inclusive language, acknowledging diverse religions and beliefs.

*Responsibility: Communications Service, Dean of EDI, EDI Officer for support*

**Action 9f. Multifaith spaces.** The EUI will assess whether its current provision of multifaith spaces is sufficient and continue to monitor demand for such spaces. If necessary, the Diversity Policy Committee will propose recommendations for people of differing religious beliefs, or none at all, to be able to spend time in contemplation or prayer.

*Responsibility: Diversity Policy Committee, Real Estate and Facilities Service*

## **Objective 4: Right to non-discrimination and equal respect**

**Action 10a.** The EUI publicises its commitment to zero tolerance towards any act of ethnic or racial discrimination.

*Responsibility: President and Dean of EDI*

**Action 10b.** The **EUI Policy on Harassment, Sexual Harassment and Bullying** will be reviewed to ensure that mechanisms for safe, effective, and timely responses to discriminatory incidents, including micro-aggressions and racist incidents, are in place.

*Responsibility: President, Harassment Policy Committee and Diversity Policy Committee*

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<sup>1</sup> *EUI Strategy 2019-2024* (IUE 546/19 (CS 15), High Council 6 December 2019), pp. 3 and 16, available at <https://www.eui.eu/en/public/about/eui-strategy-2019-2024>, Priority 5: Diversity and inclusiveness.

<sup>2</sup> This Plan refers to the definition of ethnicity as stated by the European Court of Justice in the judgment of 16 July 2015, *CHEZ Razpredelenie Bulgaria*, C-83/14, EU:C:2015:480, paragraph 46: ‘the concept of ethnicity [...] has its origin in the idea of societal groups marked in particular by common nationality, religious faith, language, cultural and traditional origins and backgrounds [...]’. Racism was defined by the Council of Europe’s European Commission against Racism and Intolerance as ‘the belief that a ground such as “race”, colour, language, religion, nationality or national or ethnic origin justifies contempt for a person or a group of persons, or the notion of superiority of a person or a group of persons’.

<sup>3</sup> ‘Whiteness at the EUI - a discussion paper ’(December 2020), available at [<https://www.eui.eu/Documents/AboutEUI/Whiteness-at-the-EUI.pdf>], accessed on 28/06/2023.

<sup>4</sup> See Whiteness at EUI paper, *supra* note 3.

<sup>5</sup> The members of the Diversity Working Group were: Sule Alan, Daphne Budasz, Donato di Bartolomeo, Nikita Divissenko, Costanza Hermanin, Martijn Hesselink (co-chair), Sébastien Huber, Enise Seyda Kapusuz, Ellen Immergut, Neha Jain (co-chair), Revital Madar, Luisa Marin, and Zeineb Mazouz.