

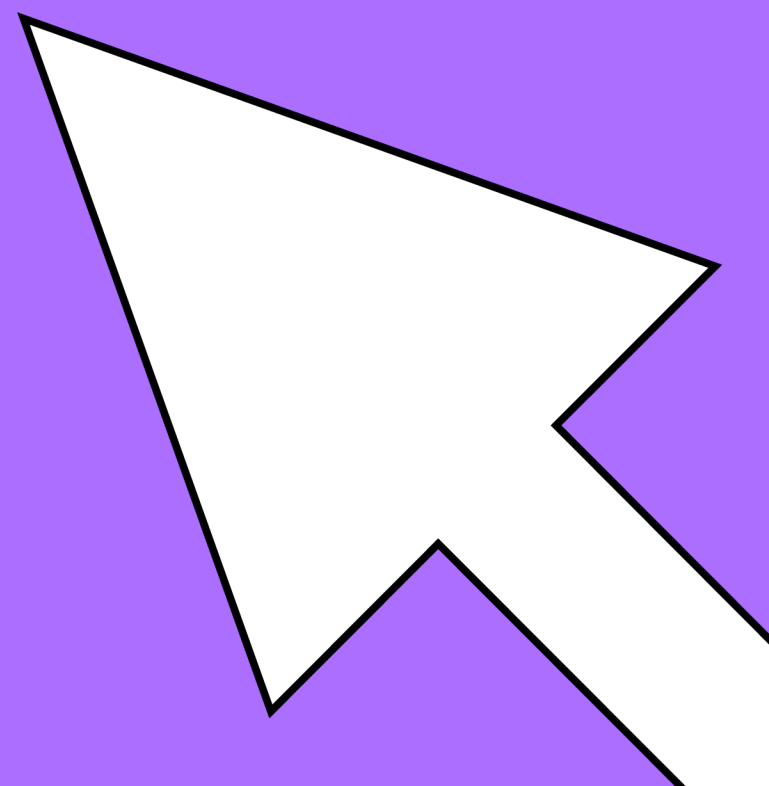
OpenEU Policy Dictionary

OpenEU

The Open
European
University

Inclusive Gender Equality

Key concepts to
understand OpenEU





Inclusive Gender Equality


Equality that considers the intersections of gender with other inequalities

Why does it matter?

It creates **fairer and more representative** universities.

Inclusive Gender Equality Dictionary





Gender Mainstreaming

Integrating a gender
perspective into all policies
and processes

Why does it matter?

It prevents equality from being
isolated or **merely symbolic**.

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Intersectionality

A framework for analysing overlapping systems of discrimination (gender, ethnicity, age, class, etc.)

Why does it matter?

It prevents one-size-fits-all solutions and **drives real change**.

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Diversity & Inclusion

Diversity = representation

Inclusion = meaningful participation

Why does it matter?

Essential for **innovative teaching** and research.

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Non-Discrimi- natory Language

Communication free from bias or discrimination based on race, gender, ability, or ethnicity


Why does it matter?

It shapes **gender-equitable narratives** and everyday practices.

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Inclusive Gender Equality Plan (IGEP)

A roadmap for turning commitments into action

Why does it matter?

It makes equality operational and **measurable**.

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Underrep- sented Groups

Women in STEAM, students with a migrant or refugee background, learners with disabilities, and residents of sparsely populated areas

Why does it matter?

These are OpenEU's **priority groups** for inclusion.

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