

D3.1: OpenEU policy on Inclusive Gender Equality

September 2025

Version number: 01

Version History

Version	Date	Sections	Change Description
01	16/09/2025	All	Approved version

Prepared by	Reviewed by	Approved by
T3.1 leader , 06/08/2025	WP3B, 9/9/2025	ExBo, 16/09/2025



Co-funded by
the European Union

This project has received funding from the European Union (EUROPEAN EDUCATION AND CULTURE EXECUTIVE AGENCY - EACEA) under grant agreement No 101177241.

Views and opinions expressed are however those of the author(s) only and do not necessarily reflect those of the European Union or the European Education and Culture Executive Agency (EACEA). Neither the European Union nor EACEA can be held responsible for them.

Executive Summary

OpenEU—the first European alliance of open- and distance-learning universities—has adopted a single, alliance-wide **Inclusive Gender-Equality (IGE) Policy** that embeds an inclusive gender equality lens across teaching, research, innovation & knowledge transfer, and governance. The Policy is operationalised by the **Inclusive Gender-Equality Plan (IGEP) 2025-2028**, which translates commitments into four (4) strategic objectives, eleven (11) operative objectives and twenty-three (23) actions. The framework tackles persistent gaps highlighted by EU data and meets Horizon Europe and draft ERA Action 5 requirements, while advancing OpenEU’s mission to create a learner-centred, inclusive, digital, and green open university on a European scale. Applying to the alliance collectively—without overriding national statutes and/or partner’s regulations—the Policy requires adopting an IGE approach in every OpenEU strategy, integrates IGE metrics into quality-assurance cycles, promotes gender inclusive organisational culture and foster the inclusion of four (4) underrepresented groups, particularly, for women in STEAM, migrants/refugees, learners with disabilities and residents of sparsely populated areas while adopting an intersectional perspective. By 2028 the Policy and IGEP aim to mainstream inclusive gender equality across an alliance that already serves more than 365.000 learners and 24.000 staff in nine (9) countries, setting a replicable model for the European Higher

r Education Area.

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1. Purpose and scope

1.1 Introduction

OpenEU—formalised in 2024 as the first European University Alliance of open and distance-learning universities—builds on years of collaboration among its member institutions. This Inclusive Gender Equality Policy (IGE Policy), together with the first OpenEU Inclusive Gender Equality Plan (IGEP), advances the alliance’s mission to create a learner-centred, inclusive, intersectional, digital, and green open university on a European scale.

The Policy will be operationalised through the dedicated OpenEU IGEP 2025 – 2028, which serves as the Policy’s inaugural operational roadmap. The OpenEU IGE Policy gives the consortium a clear direction for making teaching and learning, research and innovation spaces inclusive for every person, whatever their gender, race, disability, social background, sexual orientation or any other intersecting aspects of systemic discrimination, weaving inclusive gender equality mainstreaming into every part of OpenEU’s work.

The OpenEU IGEP 2025 - 2028 —the Policy’s first operational implementation roadmap—was developed under Work Package 3 (WP3), “*Widening Participation of Under-represented Groups in Higher Education and Lifelong Learning.*” Every partner university contributed evidence through a coordinated sequence of activities and feedback rounds.

- Each partner prepared a short-country report describing how inclusive gender equality was currently addressed in its national and institutional context; and carried out workshops with civil-society organisations, NGOs and other stakeholders and elaborated a workshop report mapping the barriers, needs and promising practices for the four under-represented groups targeted by OpenEU identified by the participants.
- The insights were presented at the 10th Community of Practice (CoP) meeting in June 2025 and partners compared findings, confirmed cross-cutting trends and noted institution-specific insights.

- The sub-task leader compiled a Key Insights Report and produced the first draft of the IGEP matrix.
- The draft matrix was discussed at the 11th CoP meeting in July 2025, where partners reviewed the text, asked for clarifications and proposed additional recommendations. All refinements from that consultation were integrated into the final drafting cycle of both the IGEP and the Policy.

The Policy was endorsed by the OpenEU Executive Board on 16 September 2025 and subsequently published on the OpenEU website, ensuring open access for all stakeholders.

The OpenEU IGEP 2025-2028 is structured around **four overarching strategic objectives, 11 operative objectives and 23 targeted actions** to be implemented over a four year period (2025-2028). By translating high-level ambitions into concrete measures, it equips an alliance that already serves more than 365.000 learners and 24.000¹ staff across nine countries to tackle Europe's pressing educational challenges—digital innovation, inclusive higher education and lifelong learning—while strengthening the digital dimension of the European Higher Education Area. For this cycle, the IGEP concentrates on four under-represented groups identified at the proposal stage by the alliance, women in STEAM, people with disabilities, migrants and refugees, and residents of sparsely populated areas while adopting an intersectional perspective.

1.2. Purpose

Since 2020, the European Union (EU) has raised the bar on equality in research and higher education. The Gender Equality Strategy 2020-2025 set the vision of a “Union of Equality,”² and Horizon Europe made possession of a Gender Equality Plan (GEP) a funding prerequisite (Art. 23, Reg. (EU) 2021/695).³ The Commission's

¹ According to 2024 data

² European Commission, Directorate-General for Justice and Consumers. (2020, July 6). *The Gender Equality Strategy 2020–2025*. <https://ec.europa.eu/newsroom/just/items/682425/en>

³ European Parliament & Council of the European Union. (2021). *Regulation (EU) 2021/695 of the European Parliament and of the Council of 28 April 2021 establishing Horizon Europe—the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination*,

Guidance on Gender Equality Plans (2021) translated that rule into four compulsory “building blocks”.⁴ More recently, the draft ERA Policy Agenda 2025-2027 (Action 5) calls for Inclusive GEPs that go beyond gender to tackle intersecting inequalities,⁵ and the Council Recommendation on an Attractive and Inclusive Academia (25 Nov 2024) urges universities to provide safe, non-discriminatory workplaces, encouraging institutions to broaden GEPs into inclusive frameworks that address intersecting inequalities.⁶

This IGE Policy, together with the first OpenEU IGEP, advances the alliance’s mission to create a learner-centred, inclusive, digital, and green open university on a European scale in alignment with these regulations and guidelines. This policy lays the foundation for a single, coherent IGEP and embeds an inclusive gender equality lens across teaching and learning, research and innovation, institutional governance and organisational culture. Doing so meets EU inclusive equality requirements and advances OpenEU’s mission to offer flexible, digital higher-education opportunities—especially for women in STEAM, migrants and refugees, learners with disabilities and residents of sparsely populated areas. Beyond regulatory compliance, the policy links digital transformation with equity, making it the alliance’s main instrument for turning “open learning for all” into reality.

and repealing Regulations (EU) No 1290/2013 and (EU) No 1291/2013 (OJ L 170, 12.5.2021, pp. 1–68).
<https://eur-lex.europa.eu/eli/reg/2021/695/oj>

⁴ First, the plan must be a publicly available document—formally approved by the institution’s top management and posted on the website—so that commitment and accountability are transparent. Second, it must come with dedicated resources: staff time, an equality office or team, and a ring-fenced budget to ensure the plan can actually be implemented. Third, the organisation has to collect and analyse sex-disaggregated (and, where possible, intersectional) data on personnel and students at least once a year, using indicators to track progress. Fourth, there must be ongoing training and capacity-building—awareness-raising sessions on gender equality and unconscious bias for staff and decision-makers, especially those involved in recruitment, promotion, evaluation and research design. If any of these four pillars is missing, the GEP fails the Horizon Europe eligibility check. European Commission, Directorate-General for Research and Innovation. (2021). *Horizon Europe guidance on gender equality plans (GEPs)* (1st ed., September 2021). Publications Office of the European Union.

https://erc.europa.eu/sites/default/files/document/file/GEPs_in_HE_guidelines.pdf.

⁵ ERA Portal Austria. (n.d.). *Inclusive gender equality — ERA Forum*. Retrieved July 17, 2025, from <https://era.gv.at/governance/era-forum/inclusive-gender-equality/>

⁶ Council of the European Union. (2024). *Council Recommendation of 25 November 2024 on attractive and sustainable careers in higher education* (OJ C 2024/7282, 5 Dec 2024).
<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32024H07282>

1.3. Scope

This policy applies collectively to the OpenEU Alliance, ensuring the efficient and consistent mainstreaming of an inclusive gender equality perspective across all OpenEU activities. It promotes alignment among member organizations while also working to enhance their capacity building and support the development of their own inclusive gender equality policies and plans. This policy framework also extends to alliance-related projects, facilitating coordinated efforts across initiatives and promoting that activities funded or branded under OpenEU adhere to the inclusive gender equality principles.

2. Framework of action

The OpenEU Alliance is committed to fostering a fully inclusive and equitable academic environment for all individuals—regardless of their intersecting identities—across all its activities, operations, and outputs. In recognition of this commitment, the Alliance explicitly upholds and respects every intersectional identity. Accordingly, this Policy sets out five thematic areas that will guide the Inclusive Gender-Equality Plan (IGEP).

2.1 Governance and Sustainability

What	Every OpenEU-level strategy must be developed, including an IGE approach and agreed-upon indicators before approval.
Who	Executive Board (at a governance level) & Secretariat (at an operational level)
2028 Objective	An IGE approach is mainstreamed across OpenEU governance, coordination and sustainability framework.
How	<ul style="list-style-type: none"> Firmly include IGE in every strategic document. Embedding IGE perspective in decision-making structures. Work together towards ensuring the sustainability of the alliance embedding an IGE approach.
Regulatory or internal frameworks	Strategic and operational plans, Sustainability Framework.

	<p>European Commission, Directorate-General for Research and Innovation. (2022). Approaches to inclusive gender equality in research and innovation (R&I). Publications Office of the European Union.</p> <p>European Commission. (2021, April 29). <i>Implementation guidelines – Erasmus+ and European Solidarity Corps inclusion and diversity strategy</i> (Version 1).</p>
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2.2 Quality Assurance

What	Annual internal & external evaluations must track agreed IGE indicators.
Who	WP1 Board (at a governance level) and Secretariat (at an operational level)
2028 Objective	An IGE approach is mainstreamed across OpenEU quality assurance
How	<ul style="list-style-type: none"> • Mainstreaming IGE indicators • Making evidence visible and actionable • Strengthening accountability
Regulatory or internal frameworks	<p>OpenEU QA Plan.</p> <p>European Commission, Directorate-General for Research and Innovation. (2022). Approaches to inclusive gender equality in research and innovation (R&I). Publications Office of the European Union.</p> <p>European Commission, Directorate-General for Education, Youth, Sport and Culture. (2021, April 29). <i>Implementation guidelines – Erasmus+ and European Solidarity Corps inclusion and diversity strategy</i> (Version 1). Publications Office of the European Union.</p>

2.3 Organisational Culture

What	Ensure an inclusive work environment that respects time-zone and cultural diversity and strengthens competences in inclusive gender equality and intersectionality.
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Who	WP1 and WP3 Boards (at a governance level) and Task leaders of T 3.1.1, T3.3.1; T3.3.2; T3.3.3. (at an operational level)
2028 Objective	An IGE approach is mainstreamed across OpenEU's organisational culture.
How	<ul style="list-style-type: none"> • Respecting global diversity in daily workflows. • Providing clear guidance that identifies the competences academic and administrative staff need to deliver gender inclusive education and related services through an intersectional perspective. • Fostering self-reflection and growth to enable all staff to recognise their own competence gaps in inclusive gender equality and to plan personal development. • Building collective capability, fostering access to structured learning on inclusive gender equality, ensuring that academic and professional staff acquire core competences within a reasonable timeframe.
Regulatory or internal frameworks	<p>European Commission, Directorate-General for Research and Innovation. (2022). Approaches to inclusive gender equality in research and innovation (R&I). Publications Office of the European Union.</p> <p>European Commission, Directorate-General for Education, Youth, Sport and Culture. (2021, April 29). Implementation guidelines – Erasmus+ and European Solidarity Corps inclusion and diversity strategy (Version 1). Publications Office of the European Union.</p>

2.4 Communication & Dissemination

What	All events and public materials follow the Non-Sexist, Non-Discriminatory Language Guide and complete the IGE Event Checklist.
Who	WP8 Board (at a governance level) and Secretariat (at an operational level)
2028 Objective	An IGE approach is adopted across OpenEU consortium communication and dissemination activity.
How	<ul style="list-style-type: none"> • Develop an IGE compliance checklist that must be completed before any event is announced / held or

	<p>communication material is published.</p> <ul style="list-style-type: none"> • Publish and maintain a non-sexist, inclusive style guide covering language, imagery and accessibility so all partners follow the same standards.
Regulatory or internal frameworks	<p>OpenEU Communication and Dissemination Plan.</p> <p>EU Web Accessibility Directive (2016). Directive (EU) 2016/2102 of the European Parliament and of the Council of 26 October 2016 on the accessibility of the websites and mobile applications of public sector bodies.</p> <p>European Commission, Directorate-General for Research and Innovation. (2022). Approaches to inclusive gender equality in research and innovation (R&I). Publications Office of the European Union.</p>

2.5 Teaching and Learning, Research & Innovation

What	Promote an IGE perspective in every programme, research initiative and mobility scheme, removing barriers for four under-represented groups and, from an intersectional perspective, developing tools to facilitate access and success to higher education of these underrepresented groups.
Who	WP3 and WP6 Boards (at a governance level), and Task leaders of: 3.1.2; 3.2.1; 3.2.2; 3.2.3; 3.2.4; 6.1.2; 6.4.1 (at an operational level)
2028 Objective	An IGE approach is mainstreamed across OpenEU teaching and learning, research and innovation activities.
How	<ul style="list-style-type: none"> • Providing resources so that students from under-represented groups can see clear pathways into, through and beyond every programme. • Showcasing diverse role models to highlight achievements of individuals who reflect multiple, intersecting identities to normalise diversity across disciplines. • Building capability and support networks by ensuring mentoring, skills-building and peer-learning opportunities are available to all participants, with particular attention to digital readiness and well-being. • Guaranteeing fair mobility and research opportunities • Sharing knowledge openly, publishing proven methodologies, tools and check-lists under an open

	<p>licence, so other institutions can replicate and adapt them, reinforcing OpenEU's leadership role in inclusive gender equality.</p> <ul style="list-style-type: none"> • Provide support and resources to help universities in their own processes to advance in IGE internal regulatory frameworks.
Regulatory or internal frameworks	Each institution's regulatory framework.

3. Roles and Responsibilities

Effective implementation of the OpenEU IGE Policy relies on a shared commitment to transparency, collaboration, and accountability across the alliance. This section outlines the key actors involved in the development, implementation, coordination, monitoring, and continuous improvement of the IGE Policy.

WP1 Board → Policy Approval & Strategic Oversight

The WP1 Board holds the central governance responsibility for the IGE Policy. It ensures strategic alignment with the mission and values of the OpenEU alliance and with relevant European frameworks. Its main responsibilities are:

- Approving and formally adopting the IGE policy and any future updates.
- Reviewing the policy's effectiveness and strategic fit.
- Ensuring integration with alliance-wide goals (education and teaching, research and innovation, societal impact).

Work Package (WP) Boards → Governance level responsibility

Each WP Board is responsible for supervising the implementation of the IGE Policy within its thematic area, ensuring that decisions align with both alliance goals and European standards. Their main responsibilities are:

- Ensuring IGE perspective is embedded in the WP's strategy and deliverables

- Monitoring progress and ensuring compliance with IGE recommendations
- Coordinating with WP1 on policy evolution and feedback loops

Task Leaders → Operational Implementation at WP Level

Task Leaders within each WP carry the operational responsibility for applying the IGE Policy and Plan in practice. They act as key actors in embedding IGE mechanisms in their specific activities and deliverables. Their main responsibilities are:

- Implementing IGE measures in day-to-day WP activities
- Coordinating self-evaluation, stakeholder feedback, and reporting
- Ensuring adherence to IGE recommendations, tools, and standards that take an intersectional perspective.
- Liaising with the Secretariat and WP Boards on IGE-related matters

OpenEU Secretariat → Cross-WP operational coordination and support

The OpenEU Secretariat provides overarching support to ensure consistency, documentation, and knowledge exchange across WPs. Its main responsibilities are:

- Ensuring the embedding of the IGE policy in day-to-day OpenEU activities
- Facilitating communication and coordination across governance and operational levels
- Providing IGE tools, recommendations, and capacity-building support
- Supporting monitoring and evaluation

OpenEU Offices at Universities → Institutional Anchoring & Local Implementation

The OpenEU office at each university acts as the bridge between alliance-level IGE policy and guidelines and local institutional practices. These offices ensure that procedures are locally implemented, contextually adapted, and regularly communicated back to the alliance. Their main responsibilities are:

- Fostering implementation of IGE perspective at institutional level in coordination with task leaders and the Secretariat

- Liaising with institutional IGE units and alliance-level actors (WP Boards, Secretariat)

Stakeholders (Students, Staff, Associated Partners) → Feedback and improvement

Stakeholders contribute to the relevance and legitimacy of IGE through feedback, co-design, and participation in evaluation and improvement activities. Their main responsibilities are:

- Participating in IGE consultations, recommendations and evaluations
- Contributing to co-creation sessions and actively participating in related implementation activities.

This IGE Policy provides the overarching framework within which the Inclusive Gender-Equality Plans (IGEPs) operate. The current plan, IGEP 2025–2028, identifies the lead person and role accountable for each activity scheduled for the period.

4. Approval

This policy has been approved in accordance with the provisions of the OpenEU Governance Framework Guidelines and rules (D1.1_A). The body responsible for the application and revision of this policy is the Executive Board, which approved this policy on 16 September 2025 and is responsible for its constant supervision. Moreover, the text of this policy will be revised when there are significant changes in relevant national or international guidelines or legislation. Protocols will also be generated for the monitoring and measurement of the objectives. The purpose of this revision is to ensure the validity, continuity and compliance of this policy.

5. Appendix

5.1 Glossary

- **Inclusive Gender Equality:** Inclusive Gender Equality is an aspirational ideal to address inequality considering the intersections of gender with other social categories, such as ethnicity, race, disability, and sexual orientation in the quest for equality for all. Equality here is understood as equal visibility, access to power, and participation of people. Applying this lens involves being aware of the diverse perspectives and categories that extend beyond gender, allowing us to tap into various forms of knowledge that can offer guidance and tools for policies and practices in Research and Innovation. This awareness can help illuminate the path towards a more inclusive EU Teaching and Learning, and Research and Innovation Ecosystem.⁷
- **Intersectionality:** Intersectionality is a theory, methodology and analytic tool that exposes the interlocking systems of oppression and privilege, power relations and social inequalities that occur on multiple axes including but not limited to gender, ethnicity and race, social and economic status, sexual orientation, disability and age. It focuses on the interlocking nature of inequalities at an individual, interpersonal and structural level and how they mutually reinforce itself.⁸ Intersectional analysis enables a multi-faceted exploration of how factors of privilege and penalty may alternate between contexts or occur simultaneously. Intersectionality is not additive; you should consider how human and social characteristics such as age, gender, sex, ability, disability, ethnicity, sexuality, etc. interact to shape individual experience at a given point or time.⁹

⁷ INSPIRE Project Consortium. (n.d.). *Europe's Centre of Excellence on inclusive gender equality in research & innovation* [Website]. Retrieved July 17, 2025, from <https://inspirequality.eu/>

⁸ Ibid

⁹ World Health Organization, Special Programme for Research and Training in Tropical Diseases (TDR). (2020). *Incorporating intersectional gender analysis into research on infectious diseases of poverty: A toolkit for health researchers – Definitions* (Module). <https://tdr-intersectional-gender-toolkit.org/definitions/0001.html>

- **Inclusive Gender Equality Plans (IGEPs):** As the concept of gender is complemented with intersectionality, the same applies to the GEPs. Hence, inclusive GEPs are those that aim to achieve equality for all in a specific organization or institution. Therefore, Inclusive GEPs take diversity in the broader sense, including categories such as gender, race, ethnicity, religion, class, age, sexual orientation, and disabilities in research teams at all levels, including management and decision-making. Moreover, Inclusive GEPs aim to combat any type of discrimination and harassment, and should provide guidelines to change inequality regimes, as well as addressing individual cases of discrimination and promoting an inclusive university environment across all areas of activity.¹⁰
- **Gender mainstreaming:** Gender mainstreaming involves ensuring that gender perspective and goal of gender equality are considered in all policy related activities: analysis and policy development, planning and budgeting, implementation and monitoring of programmes and projects.¹¹
- **Diversity and inclusion:** Diversity and inclusion are two interconnected but not completely interchangeable concepts. While diversity refers to representation within or a make-up of an entity, inclusion describes the process in which participation, contributions and perspectives of different groups of people are valued and integrated into the entity and its environment. They are applied as core values in the work-place and work-processes, conducting research and exchange of knowledge¹². Diversity and inclusion approaches can provide a flexible framework for examining and reforming the cultural assumptions and norms within an organisation.¹³

¹⁰ INSPIRE Project Consortium. (n.d.). *Europe's Centre of Excellence on inclusive gender equality in research & innovation* [Website]. Retrieved July 17, 2025, from <https://inspirequality.eu/>

¹¹ Ibid

¹² Ibid

¹³ European Commission, Directorate-General for Research and Innovation. (2022). *Approaches to inclusive gender equality in research and innovation (R&I)*. Publications Office of the European Union. <https://op.europa.eu/en/publication-detail/-/publication/006a43e7-3eda-11ed-92ed-01aa75ed71a1>

- **Four underrepresented groups addressed in OpenEU:** The four population groups the consortium has established as the primary focus of its equality, diversity and inclusion actions at OpenEU level. Individual partner universities are, of course, free to widen that focus and add other communities so they can respond to their own realities and local contexts. OpenEU four underrepresented groups are women in STEAM, migrants and refugees, learners with disabilities and residents of sparsely populated areas, all of them considered from an inclusive gender equality and intersectional perspective.

5.2 References

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European Parliament & Council of the European Union. (2021). *Regulation (EU) 2021/695 of the European Parliament and of the Council of 28 April 2021 establishing Horizon Europe—the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination, and repealing Regulations (EU) No 1290/2013 and (EU) No 1291/2013* (OJ L 170, 12.5.2021, pp. 1–68). <https://eur-lex.europa.eu/eli/reg/2021/695/oj>

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Annex

Strategic Objective	Operative Objective	Activities	Timeline	Responsible
SO1 Mainstream an IGE perspective throughout OpenEU's coordination, quality-assurance and sustainability mechanisms.	OO 1.1 Ensure that OpenEU IGEP is mainstreamed across all levels of governance of consortium	A 1.1.1 Draft the OpenEU IGE Policy.	M10	Maria Olivella & Esther Dominguez - UOC
		A 1.1.2 Obtain formal endorsement of the IGE Policy and the IGEP from the Executive Board.	M10	OpenEU Executive Board
		A 1.1.3 Disseminate the approved Policy and IGEP to the Secretariat, WP boards, team leaders, local coordination teams, associated partners and other contributors.	M11-M14	Pastora Martínez - Alliance Coordinator
		A 1.1.5 Develop a consensus-based glossary of IGE terminology, validated by all partners.	M48	Maria Olivella - UOC
		A 1.1.6 In collaboration with WP 1, prepare a roadmap that integrates the IGE approach into the QA Plan, the Strategic Plan, the Ethical-Green Strategy and the Sustainability Framework.	M1-M46	Pastora Martínez - Alliance Coordinator
	OO 1.2 Integrate IGE principles into OpenEU's quality-assurance architecture.	A 1.2.1 Incorporate IGE indicators into the alliance's annual internal and external evaluations.	M48	Álex Hinojo - Secretariat
	OO 1.3 Establish structures that anchor the IGE approach within OpenEU's sustainability strategy beyond Month 48.	A 1.3.1 Integrate the IGE approach into all alliance-wide sustainability strategies that extend past M48, ensuring full alignment with OpenEU's long-term goals.	M48	Pastora Martínez - Alliance Coordinator
		A 1.3.2 Encourage and support partner universities to develop, update or incorporate their own IGEPs, so that institutional policies reinforce—and are reinforced by—the alliance level framework.	M30	Pastora Martínez - Alliance Coordinator
		A 1.3.3 Initiate the development of the 2029–2033 IGEP	M48	Achilles Kameas - WP3 Leader
SO2 Mainstream an IGE perspective within OpenEU's organisational culture.	OO 2.1 Ensure that all OpenEU work teams apply an IGE approach.	A 2.1.1 Develop and circulate practical instruments—e.g., a consortium time-zone map with recommended meeting windows—to facilitate cross-zone collaboration and support work–life balance; require team leaders to adopt these inclusive scheduling guidelines.	M26	Pastora Martínez - Alliance Coordinator
		A 2.1.2. Produce and disseminate the "Gender-Equality, Inclusiveness and Intersectionality Guide" (T 3.3.1) to all teams, in coordination with the relevant sub-task lead.	M9-M12	Liene Briede - DU
		A 2.1.3. Online IGE self-assessment tool. Development of a tool to allow academic and administrative staff to self-identify their competence gaps in inclusive gender equality and intersectionality. The tool will be developed with CSO and NGO and validated within the IGEP CoP. It will be available to other universities and Alliances beyond OpenEU. (T3.3.2).	M13-M19	Matias Ruskulis - DU
		A 2.1.4 Offer training on inclusive gender equality with an intersectional approach to OpenEU staff (T3.3.3).	M20-M48	Natalia Spyropoulou - HOU
	OO 2.2 Promote a space free from violence and discrimination for everyone involved in OpenEU's activities, socialize the mechanisms for reporting and addressing any incidents that may occur.	A 2.2.1 Compile and disseminate the anti-harassment protocols of all OpenEU universities across the consortium.	M24	Maria Olivella & Esther Dominguez - UOC
SO3 Embed an IGE perspective in all OpenEU communication and dissemination activities.	OO 3.1 Ensure that all OpenEU events—online, on-site and hybrid—are planned and delivered through an IGE lens.	A 3.1.1 Mapping a compendium of best practices, accompanied by a detailed compliance checklist, that consortium partners can consult during event planning, so they can systematically identify, anticipate, and accommodate any accessibility or participation adaptations required by attendees, in collaboration with WP8 and in alignment with the Communication Plan.	M16	Rosa Panades - UOC & Anna Civit - Communications & Engagement Officer - OpenEU Secretariat
	OO 3.2 Guarantee that every communication output, material and event platform meets inclusive, accessible standards, promotes diversity and is non-discriminatory.	A 3.1.2 Produce and maintain style guidelines for non-sexist, non-discriminatory language and imagery, in collaboration with WP 8.	M16	Claudia Cardona and Inés Rein - UOC & Anna Civit Communications & Engagement Officer - OpenEU Secretariat
SOE 4 Mainstream an IGE perspective in OpenEU teaching, research, knowledge transfer and innovation.	OO 4.1 Improve access and success of students from traditionally underrepresented groups	A 4.1.1. Implement an interactive online roadmap of access pathways and success resources (T3.2.1)	M5-M48	Natalia Spyropoulou - HOU
		A 4.1.2 OpenEU role model campaign targeting the four under-represented groups from an intersectional perspective (T3.2.2)	M9-M48	Dzintra Iliško - DU
	OO 4.2 Improve support and wellbeing of students from traditionally underrepresented groups	A 4.2.1 The OpenEU Mentoring Programme targeting the four under-represented groups from an intersectional perspective (T3.2.2)	M6-M48	Miguel Bernabe Castaño - UNED
		A 4.2.2 Digital readiness training for OpenEU students from the four under-represented (T3.2.2)	M5-M24	Einar Hreinsson - BU
	OO 4.3. Promote knowledge transfer and inspire other institutions on their journey toward gender inclusive practice.	A 4.3.1 OpenEU IGEP Toolkit (T3.1.2)	M36-M46	Achilles Kameas - HOU
	OO 4.4. Promote an equality, diversity, and inclusion perspective in joint programmes and mobility opportunities for students and research, academic and administrative staff within the OpenEU alliance.	A 4. 4.1 Work together with WP6 to include IGE principles in student and staff mobility opportunities aligned with the OpenEU mobility framework (T6.1.2)	M46	Fernando Val - UNED
		A 4. 4. 2 Joint Bachelor in Software Development includes IGE principles in design and teaching methodology	M46	Silvia Puigbó - UOC