



COLOURS
European University Alliance

COLOURS Alliance Equality, Diversity and Inclusion (EDI) Policy

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<https://colours-alliance.eu>



COLOURS Alliance Equality, Diversity, and Inclusion (EDI) Policy

1. Purpose

The present Policy establishes a common framework for the promotion and advancement of Equality, Diversity, and Inclusion (“EDI”) within the COLOURS Alliance. In addition to establishing shared standards for institutional practice, this Policy seeks to promote awareness and strengthen understanding of equality, diversity, and inclusion among staff, students, and relevant external stakeholders, notably through appropriate educational and capacity-building activities grounded in shared academic values and an academic approach.

By doing so, it seeks to equip individuals with the understanding and skills necessary to foster inclusive environments, while at the same time strengthening the collective capacity of the Alliance to embed EDI principles across education, research, and outreach activities, within the COLOURS Alliance, which is composed of the following universities:

- Jan Dlugosz University in Czestochowa (Poland)
- Le Mans University (France)
- University of Castilla-La Mancha (Spain)
- Ventspils University of Applied Sciences (Latvia)
- University St Kliment Ohridski Bitola (North Macedonia)
- University of Ferrara (Italy)
- Josip Juraj Strossmayer University Osijek (Croatia)
- Paderborn University (Germany)
- Kristianstad University (Sweden)

The Policy operates in adjunct to, and does not derogate from, the national legislation or internal EDI policies of the partner universities. Its purpose is to set a shared standard for training, education, outreach, and engagement activities across the Alliance, thereby enhancing coherence and maximising collective impact.

2. Scope

This Policy applies to all EDI-related activities conducted under the auspices of the Alliance. It covers staff and students of the partner universities, as well as external stakeholders participating in Alliance initiatives. The Policy extends to activities engaging actors from the Quadruple Helix (academia, industry, government, and civil society).

3. Definitions and approach

This policy aims to promote equality, diversity and inclusion as core values shared among partner Universities, with an emphasis on evidence-based analysis and open, critical discussion.

For the purpose of this Policy, we define these values as such:

- Equality provides fair treatment and equal access to opportunities for all individuals. It denotes a commitment to challenging all types of discriminatory practices based on, for example, gender, ethnicity, age, religion, abilities, sexual orientation and

origin. Discrimination arises whenever an individual's background or experience leads to unequal treatment or exclusion, thereby impeding equal opportunities and the realisation of substantive equity.

- Diversity denotes the recognition and valuing of different social identities, experiences and perspectives. Diversity is a commitment to including individuals from all walks of life and aims to give all individuals equal access to opportunities, resources, and pathways.
- Inclusion allows for the creation of environments in which all individuals are respected, supported, and enabled to contribute on an equal basis. The concept of intersectionality is used as an analytical tool to examine how different aspects of individual circumstances interact and overlap within institutional contexts.

4. Policy Statement

The COLOURS Alliance affirms that the advancement of EDI is a cross-cutting objective of its work. To this end, the following undertakings are established:

- **EDI Training:** Each partner university shall ensure the availability of training opportunities for staff and students. The form (mandatory or voluntary) and delivery shall be determined by the institutional context, but such training must be accessible, relevant, and professionally applicable.
- **EDI Events:** Each partner university shall organise events on campus designed to raise awareness of and foster dialogue around EDI. These may include seminars, workshops, cultural activities, or awareness campaigns.
- **Antidiscriminatory approach:** Each partner university shall combat discrimination and raise awareness of discrimination on individual, interpersonal, and institutional levels as well as within the organisational culture.
- **Quadruple Helix Engagement:** Partner universities shall extend EDI training or activities to stakeholders from industry, government, and civil society, thereby embedding inclusive practices within the wider regional ecosystem.
- **Collaboration:** The Alliance shall facilitate the exchange of good practices, learning resources, and evaluation mechanisms, in order to ensure continuous improvement and convergence of standards across partner universities.

This Policy is declaratory in nature. It creates no legal obligations and shall not be construed as superseding national legislation or institutional EDI regulations.

5. Roles and Responsibilities

- **EDI Officers at Each Partner University** shall bear primary responsibility for coordinating implementation of this Policy at institutional level. They shall:
 - oversee the design and delivery of training for staff and students;
 - ensure that EDI events are organised and evaluated;
 - facilitate engagement with Quadruple Helix partners; and
 - act as liaison officers with the Alliance governance structures.
- **Partner Universities** shall provide institutional support and adequate resources to enable their EDI Officers to fulfil these responsibilities.

- Alliance Governance Structures shall monitor compliance with this Policy, ensure that EDI principles are applied consistently across work packages, and promote the exchange of good practices.
- Staff and Students are expected to participate constructively in training and events organised under this Policy.
- Quadruple Helix Partners shall be invited to engage in EDI activities, thereby extending the influence of inclusive practices into wider society.

6. Communication

This Policy shall be made publicly available through Alliance communication channels, including institutional websites and newsletters. Partner universities shall ensure that relevant stakeholders are made aware of the Policy and associated activities.

7. Review

This Policy shall be reviewed on a biannual basis by the Alliance's designated EDI lead work package, in consultation with all partners. For the purposes of the review:

- EDI Officers at each partner university shall prepare a written progress report detailing activities undertaken, challenges encountered, and lessons learned.
- These reports shall be consolidated and assessed by the EDI lead work package.
- Amendments to the Policy shall be adopted by consensus of the partner universities to ensure its continued relevance, proportionality, and alignment with European and international good practice.

8. Adaptation

This Policy has been formally adopted by the COLOURS Alliance. It is signed on behalf of each partner university by a duly authorised representative with the requisite authority to endorse institutional commitments at the consortium level. By affixing their signatures, the representatives confirm that the Policy reflects a shared framework to guide practice across the Alliance and is recognised as complementary to, and consistent with, their respective institutional policies and national legal frameworks.

Signatures of Authorised Representatives

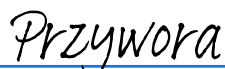
This Equality, Diversity, and Inclusion (EDI) Policy is hereby adopted by the COLOURS Alliance.

On behalf of:

Jan Długosz University in Czeszochowa

Name: Bogusław Przywora

Title: Rector



Przywora (4 mars 2026 21:06:07 GMT+1)

University of Ferrara

Name: Laura Ramaciotti

Title: Rector



Laura Ramaciotti (30 mars 2026 11:37:29 GMT+2)

Le Mans University

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Josip Juraj Strossmayer University Osijek

Name: Drago Subarić

Title: Rector



University of Castilla-La Mancha

Name: María Encarnación Gil Pérez

Title: Rector's Equality Delegate

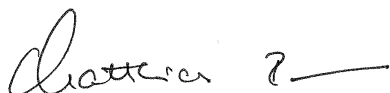


María Encarnación Gil Pérez (16 mars 2026 10:26:44 GMT+1)

Paderborn University

Name: Matthias Bauer

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