EDS EUROPEAN
DOCTORAL
SCHOOL

European Doctoral School

Our Strategy

The European Doctoral School EDI Strategy, which is part of our Strategic Plan, is dedicated to creating a supportive, inclusive, and equitable environment where every individual is valued, diverse perspectives are celebrated, and equal opportunities empower our entire community to excel.
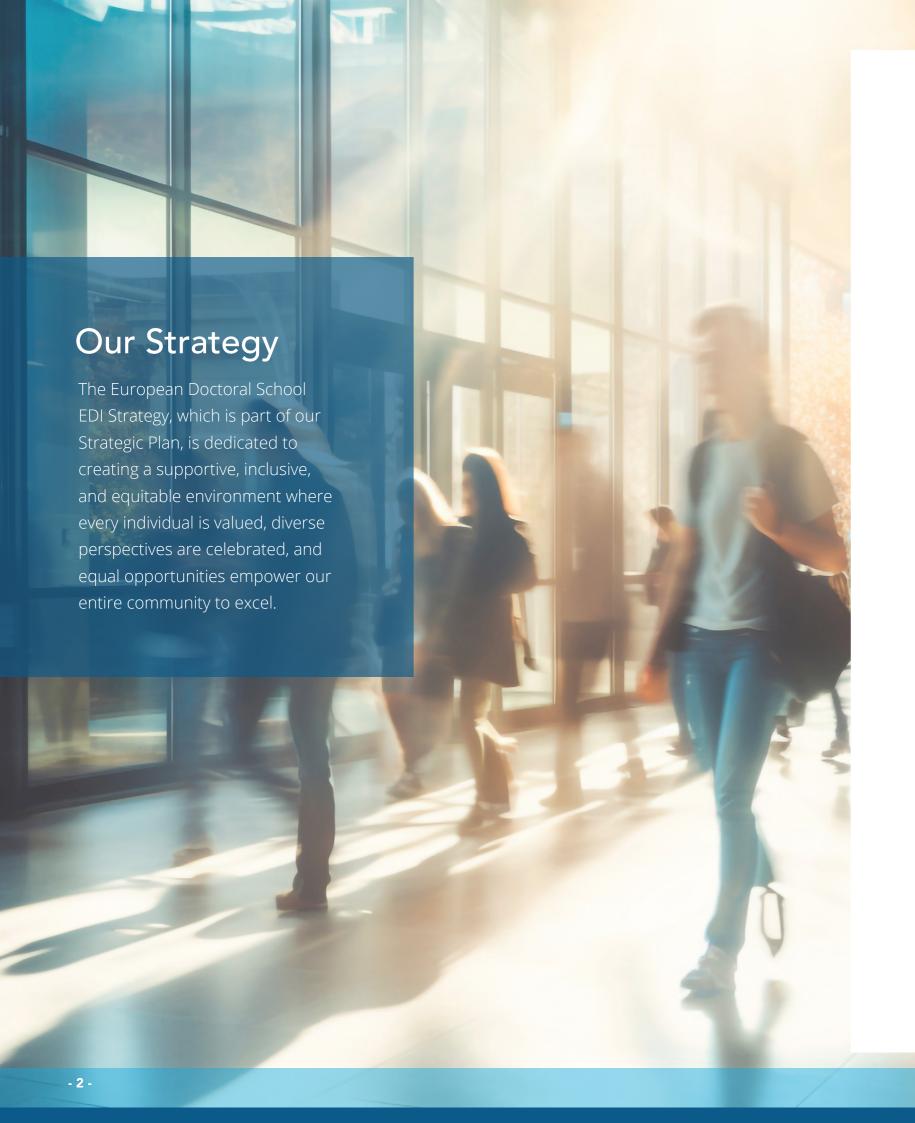
Equity, Diversity and Inclusion Strategy

The European Doctoral School is committed to creating an inclusive and equitable academic environment that celebrates diversity and ensures equal opportunities for all.

Our Equity, Diversity, and Inclusion (EDI) Strategy reflects our dedication to fostering a culture of respect, collaboration, and empowerment, where individuals from all backgrounds can thrive, contribute, and achieve their full potential.

Our Vision

To be a model of inclusivity and diversity in doctoral education, where every individual feels valued and supported, and where diverse perspectives drive innovation and enrich our academic community.

> " *We educate our doctoral candidates to be prepared to make significant contributions in a wide range of careers in Europe and around the world.* "

Strategic Objectives

The EDI Strategy strengthens EDS's dedication to creating an academic environment that is welcoming, supportive, and enriched by the unique contributions of all its members.

Our EDI Strategy is a commitment to building a diverse, equitable, and inclusive environment where everyone is empowered to succeed. By prioritising inclusivity, equal access, and diverse perspectives, we aim to create a vibrant, collaborative community that reflects and respects the richness of global society.

1. Fostering an Inclusive Culture

- **Approach**: Promote an inclusive environment where all members feel respected, included, and empowered to participate fully. We aim to embed EDI principles into all aspects of academic operations.

- **Initiatives**: Host regular EDI awareness workshops, create fora for open dialogue, and celebrate cultural diversity through events and activities

2. Promoting Equal Access and Opportunity

- **Approach**: Ensure that all students, staff, and faculty have equal access to resources, support, and opportunities for advancement. EDS is committed to removing barriers and promoting a fair and equitable environment for everyone.

- **Initiatives**: Develop scholarship programmes, provide flexible learning options, and ensure accessible facilities for individuals with diverse needs.

3. Championing Diverse Perspectives in Research and Learning

- **Approach**: Encourage diverse viewpoints in doctoral education, recognising the value of varied perspectives in fostering innovation and addressing complex global issues.

- **Initiatives**: Integrate diverse perspectives into programmes, support doctoral research on topics related to equity and inclusion, and establish networks that bring together doctoral researchers from diverse backgrounds.

4. Embedding EDI in Leadership and Governance

- **Approach**: Integrate EDI into our leadership practices and decision-making processes, ensuring accountability and fostering a culture of inclusivity at all levels of EDS.

- **Initiatives**: Form an EDI Advisory Board, conduct regular audits of EDI practices, and set measurable goals for diversity and inclusion across EDS operations.

5. Supporting Mental Health and Wellbeing

- **Approach**: Recognise and prioritise mental health as a key aspect of inclusion, providing resources and support for all members of our community to ensure a healthy and balanced academic environment.

- **Initiatives**: Empower our community with accessible mental health resources, personalised counselling, and transformative stress-management workshops.

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Reimagine Doctoral Education
to Tackle Global Challenges

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