

Smile

S M I L E

Social Meaning Impact through LLL
Universities in Europe

Diversity Audit Tool

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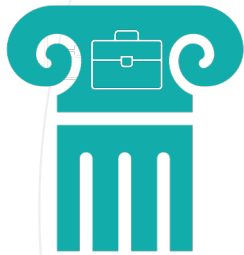
SMILE: Project Objectives

SMILE aims to promote **inclusive learning** by developing, testing and implementing **innovative tools** that improve the way higher education institutions deal with diversity and social inclusion. The project intends to **harvest the expertise of civil society organisations and individuals** and include their experiences in the **SMILE tools**.



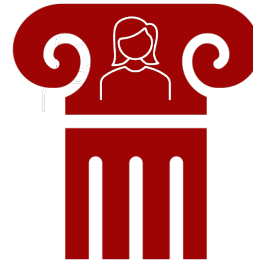
Focus areas: the three pillars

Our work focusses on three main areas of inequality and disadvantage in higher education:



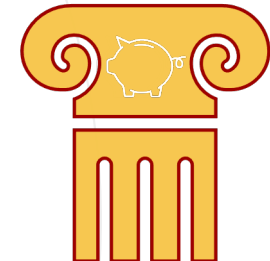
Learners with
migrant background

- ✓ Covers the problem of **lower access participation** and **attainment** of 1st or 2nd generation immigrants in HE.
- ✓ Addresses the need to **train university staff** (both academic and non-academic) in relation to this dimension.



Women leadership in HE
with a focus on
diversity management

- ✓ Addresses the need to foster **equal access to leadership positions**.
- ✓ It focusses on the need to **train university staff** (both academic and non-academic) but also on the need to address the topic with students and alumni.



Learners with
low socio economic status

- ✓ Addresses the problem of lower access participation and attainment of learners with a lower socio-economic status.
- ✓ Addresses the need to train university staff (both academic and non-academic) in relation to this dimension.

Diversity Audit Tool

- Tool to allow HEIs to **self-reflect** regarding the way their institution is addressing and enabling diversity in general.
- The Audit Model is a tool that helps users find a way to **implement a Diversity Audit in practice in HEIs**, identifying the obstacles, existing models, strategies for implementation, etc.
- The tool will be developed, tested, refined and finalised after **consultation with regional engagers**.
- SMILE has undertaken **20 audits during the creation and development process** and finalised the work with a fully structured SMILE Audit Model and Guide of Use. The tool has been tested and continuously **improved through a peer audit process** with the universities in the consortium and external institutions.



Audit Tool Process:

- 1 Initial research and work with civil society
- 2 Workshop on Audit models
- 3 Initial draft of the SMILE audit model
- 4 Test in Malta and analysis of changes needed
- 5 Use of the updated model and collection of feedback in 19 other institutions
- 6 Presentation of the model at regional level
- 7 Final version uploaded in the SMILE website and full dissemination



Diversity Audit Tool: Outputs



Initial tool for HEIs to prepare users for the audit:

Preliminary Self-Assessment Tool

The SMILE Diversity Audit Model and Guide for moderators to run audit sessions on diversity in HEIs

Interested? Join us!

You can be active in SMILE too:

- Sign a letter of support to the project
- Organise your own audit session with our help
- Join us in the Final Symposium in Barcelona!



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Follow us!

✓ SMILE is promoted via the 'Inclusive Europe' Social Media Channels.

Inclusive Europe: the social media approach for European projects with a common focus on diversity and inclusion that brings together worldwide experts. '

<http://smile.eucen.eu/>



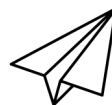
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**Interested in conducting the Diversity
Audit in your Institution? CONTACT US!**

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— Join us!