



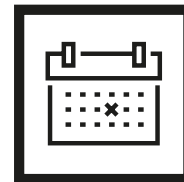
CZECH NATIONAL AGENCY
FOR INTERNATIONAL EDUCATION
AND RESEARCH

Inclusion and Diversity Action Plan

Version 1.0 (15-11-2021)

**Priorities in the 2021–2027 programming period
in the field of inclusion and diversity
for the Erasmus+ and European Solidarity Corps
programmes**





The Inclusion and Diversity Action Plan is part of the CSR strategy of the DZS called Our Road to Corporate Social Responsibility, implemented in 2021.¹ A working group focused on inclusion has been operating in the DZS since 2021. Its members include representatives of all sectors of the Erasmus+ programme and also a representative of the European Solidarity Corps programme. The activities of the group are coordinated by the inclusion officer of the DZS. In the following period, it is planned to expand the group so that all DZS departments are represented in it. The working group meets regularly and monitors the fulfilment of all objectives in the field of inclusion and diversity and, if necessary, provides suggestions to the DZS management for the necessary updates or changes of the objectives. The working group regularly informs the DZS management about new activities in the field of inclusion and diversity.

¹ https://www.dzs.cz/sites/default/files/2021-02/DZS_Strategie_udrzitelnosti_2021_A4_final.pdf

Priority No 1

(Erasmus+ all sectors, European Solidarity Corps)

Aim

The aim was defined in the CSR strategy of the DZS in 2021: “Increase awareness of the possibilities of the programmes with regard to inclusion (disadvantaged groups, participants with special needs, administrative barriers, newcomers ...)”.

Target

The DZS will focus on the following areas:

- **Improving awareness of inclusion and diversity;**
- **Analysis of the barriers in what is called the micro-regions of the Czech Republic,² so far not involved in the programmes;**
- **Knowledge building of the DZS’s employees, including external experts, in the field of inclusion and diversity.**

Ways to reach the target

The DZS will use the following methods to fulfil the afore-mentioned targets:

- Practical guide focused on participants with fewer opportunities will be published in 2022. Info seminars/webinars/consultations will be regularly organised in all sectors in each year of the programming period. Information will continue to be provided in such a way and through such channels (social media, newsletters, leaflets, etc.) that it is comprehensible to all target groups. External experts will be involved in cooperation with the DZS and a platform will be created that will focus on streamlining communication with the target groups. The accessibility of the DZS website to diverse users will continue to be ensured. Good practice examples of the inclusive projects will be disseminated in cooperation with stakeholders.
- In 2022, cooperation will be established with the National Pedagogical Institute in the area of implementation of the National Recovery Plan. The analyses prepared by the MEYS working group will be used and supplemented by the DZS’s own analyses focused on participation in the programmes from a micro-regional perspective. Barriers of certain types of organizations that have not yet applied in the programmes will also be analysed.
- In 2022, training in the field of inclusion will be organized for the DZS’s employees. Its impact will be measured in the following period. The topic of inclusion will be included in onboarding trainings for new employees. In order to calibrate the evaluation of applications in individual sectors and programmes, the DZS plans joint trainings for groups of evaluators. The DZS also plans to use new forms of training, especially with focus on communication skills, in order to increase the quality of feedback for beneficiaries.

Monitoring of progress

The DZS will monitor progress in terms of the number of newcomers to the programmes, the number of participants with fewer opportunities and the number of inclusion-themed projects granted in both Erasmus+ and European Solidarity Corps programmes.

² For the outcomes of the national study focused on the micro-regions of the Czech Republic, see the study “Background to Failures in Education: Social Problems and Funding” by Jiří Můnich, Daniel Prokop, Václav Korbel and Štěpán Kment from 2020 (<https://s3.eu-central-1.amazonaws.com/uploads.mangoweb.org/shared-prod/aspeninstitutece.org/uploads/2020/11/Education.pdf>).

Priority No 2

(Erasmus+ School Education)



Aim

Based on the internal analysis of the structure of the applicant organisations in the SE sector of the previous Erasmus+ Programme (2014–2020), **small and rural schools** accounted for a very low percentage of successful applicants. Therefore, the DZS will target these schools in order to encourage them to join international projects.

Target

Each year within the 2022–2024 period, the DZS will systematically focus on small and rural schools / schools in micro-regions which experience a general socio-economic disadvantage and which have not yet applied in the programmes. The effectiveness of these measures and the involvement of these schools will be analysed in the middle of the programming period. Good practice examples will be identified and used to approach newcomers for the remaining part of the programming period. Small and rural schools / schools in micro-regions facing a general socio-economic disadvantage will still be the focus.

Ways to reach the target

The DZS will organize in-person seminars as well as webinars that ensure access for everyone regardless of their location. The SE staff will also support experienced applicants and newcomers in networking and encourage a debate about the relevant topics among schools. During seminars/webinars for approved applicants, the SE staff will pay special attention to encouraging discussion on how to incorporate inclusion into all project stages and will facilitate experience sharing among beneficiaries. The DZS plans to continue its cooperation with **Local Action Groups**.

Monitoring of progress

The DZS will monitor progress in terms of the number of participants with fewer opportunities in projects, the number of new organisations in every Call, the number of inclusion-themed projects and projects that address inclusion objectives.

Priority No 3

(Erasmus+ Vocational Education and Training)



Aim

In order to help reduce regional disparity, the VET sector will particularly focus on engaging **organisations from regions with low participation in Erasmus+ VET**. As part of this, the reasons why they cannot or do not want to participate will be analysed. This objective is based on the data exported from the EPlusLink database which show the number of submitted applications for Erasmus+ VET sector for all regions during the 2014–2020 programme period.

Target

Within the 2022–2023 period, the DZS will carry out an **in-depth analysis** to identify the reasons why organisations in selected regions cannot or do not want to participate. The results of the research will be used to design well-targeted activities that will be carried out in the concerned regions in the remaining part of the programming period. Based on the research, the DZS will involve local decision-makers, disseminate good practice examples and provide support regarding project/financial management.

Ways to reach the target

In order to reach the target groups, the DZS will cooperate with regional authorities and associations. The DZS will actively build knowledge in the field of inclusion by means of fostering a dialogue with experts during meetings of the expert group and thematic seminars/webinars. Moreover, the DZS will seek to raise awareness of these topics by means of sharing good practice examples.

Monitoring of progress

The DZS will monitor progress by finishing the in-depth analysis. Based on these results well-targeted activities will be designed and adjusted accordingly. Progress will be measured in terms of the number of seminars/webinars/consultations and the number of organisations from regions with low participation in Erasmus+ VET applying for mobility and cooperation projects.

Priority No 4 (Erasmus+ Higher Education)



Aim

Based on the internal analysis of the specific needs of applicants and beneficiaries (as expressed during webinars/seminars), and in line with the promotion of new tools and formats in the Erasmus+ programme, the DZS will continue to support HEIs in setting up **inclusive tools**. These include financial support and shorter blended mobility for as many participants with specific barriers as possible. The DZS will also support **cooperation between universities and centres for students with special needs** aiming to raise awareness of inclusive opportunities for **working students, students of specific study programmes, students with children, professional sportspeople, etc.**

Target

Within the 2022–2023 period, the DZS will analyse project final reports in order to identify whether there has been an increase in the number of students from disadvantaged backgrounds. Moreover, the DZS will map other disadvantaged target groups and use suitable inclusion tools for them. Additionally the DZS will encourage collaboration between specific support centres for students with special needs and IRO's.

Ways to reach the target

The target groups will be encouraged to share good practice examples and stimulate discussion to improve the implementation of the inclusion priority at HEIs. The DZS will continue to support the activities of the **ESN** student association which also organises events focused on inclusion. The seminars will serve as a platform for sharing good practice examples and discussing the setting of inclusive elements in the projects. The DZS will also take part in the thematic **TCA activities**.

Monitoring of progress

The DZS will monitor progress in terms of the number of seminars/webinars/consultations, the number of good practice examples shared among the beneficiaries and the number of centres for students/staff with special needs involved. Furthermore, the DZS will monitor progress focusing on the number of participants with fewer opportunities in projects in every Call.

Priority No 5

(Erasmus+ Adult Education)



Aim

The AE team will focus on the new target group – **adult learners with fewer opportunities**.³ This means targeting seniors and organisations from regions with a high percentage of people in need of social inclusion and regions with low levels of active participation in the Erasmus+ programme.

Target

Each year within the 2022–2024 period, the DZS will systematically address the organizations described above, while paying special attention to those that have not yet applied in the programmes. In the middle of the programming period, the effectiveness of these measures and the involvement of these organizations will be analysed. Good practice examples will be selected and used to approach newcomers in the remaining part of the programming period.

Ways to reach the target

The AE team will strengthen cooperation with key Czech stakeholders and organisations working with adult learners with fewer opportunities, such as the **NPI, MoLSA, selected NGOs**, etc. Special activities will be designed together with the Czech **EPALE NSS group**. A seminar/conference covering this topic will be prepared together with experienced beneficiaries with a view to attracting the new target group.

Monitoring of progress

The DZS will monitor progress in terms of the number of adult participants with fewer opportunities in the projects, the number of seminars/webinars, the number of new organizations in every Call, the number of inclusion-themed projects and projects that address inclusion objectives.

³ Definitions of “adult learners with low cognitive skills“, “adult learners with low educational level“ and “adult learners with low digital skills“ are available on the DZS website: <https://www.dzs.cz/en/node/595>.

Priority No 6 (Erasmus+ Youth Sector)



Aim

The Youth team will focus on **children's homes involvement** and will continue working in the field of the **youth in NEET situation**. These young people face numerous barriers linked to education and to entering the European educational programmes. Therefore, the DZS strives to help them overcome these obstacles via promoting the possibilities that are available. The choice of this target group is based on the national report from the RAY MON research.⁴

Target

Within the 2022–2023 period, the DZS will involve at least **16 newcomer organizations** – children's homes and inclusive organizations – in information seminars on the E+ programme, consultations on project ideas and TCA activities dedicated specifically to this type of organizations. All potential beneficiaries will be encouraged to take part in these activities. The DZS team will annually analyse the impact of these activities and will adjust the methods and formats used according to the needs of the organizations. The objective is to increase the number of those involved. The DZS will also analyse the number of individuals from disadvantaged groups participating in supported projects and in TCA activities.

Ways to reach the target

One-on-one as well as group awareness raising events for future newcomer organisations and informal groups will be organised in **4 regions** in cooperation with the regional consultants of the DZS. Emphasis will be placed on children's homes and organisations working with youth in the NEET situation. The team will organise these awareness raising activities with regard to the findings of the research on barriers preventing inclusive organisations from entering the E+ programme.

At the same time, potential applicants and beneficiaries will be encouraged during all info seminars/webinars to embrace inclusion in their projects and to take part in thematic NET/TCA activities.

Monitoring of progress

The DZS will monitor progress in terms of the number of awareness raising activities implemented, the number of organisations/ informal groups taking part in awareness raising activities, the number of inclusion-themed KA1 and KA2 projects granted, the number of newcomers among applicants (organisations/ informal groups) and the number of young people with fewer opportunities who participated in supported projects (according to RAY surveys).

⁴ See https://www.dzs.cz/sites/default/files/2021-08/DZS_vyzkumRAY_publicace_A5_WEB_final3_0.pdf.
See also https://www.nadaceterezymaxove.cz/files/kestazeni/Problemy_ve_vzdelavani_deti_v_detskych_domovech.pdf.

Priority No 7

(European Solidarity Corps programme)



Aim

The DZS aims to reach more diverse group of applicants and therefore **children's homes, schools and universities** will be targeted. It is crucial to promote close links between formal and non-formal education and to provide information about young people enhancing their competencies as a result of their participation in the projects. All children's homes will be addressed and those with the most severe barriers to participation will be identified based on the DZS survey planned for 2022. Based on the internal analysis of applicant organisations involved in the programme by regions, the team will also focus on under-represented regions in order to reduce regional disparity.

Target

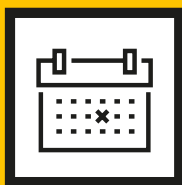
Within the 2022–2023 period, the team will approach at least **60 newcomers** participating in seminars. Moreover, the team will regularly organize activities in the under-represented regions. Additionally, attention will be paid to closer cooperation with regional consultants and partners in order to reach the selected target groups. The effectiveness of these methods will be analysed during the relevant period. As a result, it will be possible to design more suitable activities.

Ways to reach the target

The DZS will focus on promoting activities among pupils/students. Moreover, the DZS will educate beneficiary organisations on the topic of inclusion and encourage them to involve participants with fewer opportunities and to offer tailor-made activities and support. The DZS will also focus on targeted consultations in under-represented regions and will invite experienced coordinators to take part in info seminars and share inclusion projects' good practice. Furthermore, the DZS will seek to encourage coordinators to take part in thematic training, seminars and study visits through NET/TCA activities. The DZS will promote the possibility of shorter activities for volunteers with fewer opportunities while ensuring clarity on how the inclusion support may be used effectively.

Monitoring of progress

The DZS will annually monitor progress in terms of the number of inclusion-themed solidarity and volunteering projects granted, the number of newcomers in volunteering projects/awarded QL, the number of NET activities involving inclusion and the number of fewer-opportunity young people who participated in activities (national volunteers, incoming volunteers, participants in solidarity projects).



This Action plan will be updated annually.

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