



CZECH NATIONAL AGENCY
FOR INTERNATIONAL EDUCATION
AND RESEARCH (DZS)

Inclusion and Diversity

Action Plan

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



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Strategy

Inclusion and Diversity is one of the **horizontal priorities** of the Erasmus+ and European Solidarity Corps programmes. It is also a priority of the Czech National Agency for International Education and Research (DZS) itself, and its implementation contributes to the development of the National Agency. At the National Agency level, the field of inclusion and diversity is guaranteed by the **Inclusion Officer**, who coordinates a **working group** composed of representatives of the different departments of the National Agency and, if necessary, provides suggestions to the DZS management for the necessary updates and new activities in the field of inclusion and diversity. The Inclusion and diversity strategy is implemented through specific actions set out in an **Action Plan**.

Priority No 1

Cross-sectoral

1

Aim

Strengthening common understanding of inclusion and diversity and reflection of the priority in the programmes

Target

Enhancing the knowledge base of DZS staff, including external experts, in the realm of Inclusion and Diversity (hereafter referred to as ID).

Ways to reach the target

In 2024, training in the field of inclusion will be organized for the DZS's employees (**The Living Library**). The topic of all of the priorities (including the inclusion) of European Commission will continue to be included in **onboarding trainings** for new employees. Selected sectoral teams will **invite an expert** with experience in inclusion and diversity in programmes to discuss the specific impacts of the current programme set-up on both beneficiaries and potential applicants. The insights gained in this way will be shared with the cross-sectoral inclusion working group. DZS will organize a Meet-Up with the new inclusion officer who will introduce a new action plan and activities of the working group.

Monitoring of progress

An updated Inclusion and Diversity Action Plan 2024 will be published and introduced to the DZS employees via both DZS webpage and Intranet. The DZS will integrate questions regarding inclusion and diversity into omnibus DZS/employee satisfaction surveys and monitor trends over time.

Priority No 2

Cross-sectoral

2

Aim

Increasing awareness of the opportunities of the programmes regarding inclusion and diversity

Target

Sharing of best practices in ID both internally (among each sector) and externally (to the public).

Ways to reach the target

Good practice examples will be systematically identified and used both internally (e.g. to increase awareness of the DZS's staff in the field of inclusion and diversity) and externally (e. g. to approach newcomers for the remaining part of the programming period). It will be disseminated also by **communication channels of DZS** (webpage, social media accounts, printed publications etc.), **regional representatives and ambassadors of the DZS**. The target groups will be encouraged to share good practice examples and stimulate discussion to improve the implementation of the inclusion priority in all sectors. Accessibility of the current DZS webpage (accessible features for people with physical disabilities, for example for a reading device for blind and partially sighted people) will be verified, training about inclusive communication will be prepared for DZS employees.

Monitoring of progress

The DZS will monitor progress in terms of the number of seminars, webinars, or consultations, and the number of good practice examples shared among the beneficiaries. The DZS will evaluate number of examples of good practice produced in the form of an article, video, etc., and their impact (number of views etc.).

Priority No 3

Sectoral

3

Aim

Eliminating / mitigating barriers to access programmes for potential applicants

Target

Heightening awareness of the programme's possibilities among targeted groups, identified as facing specific barriers in accessing the programmes, and deepening our support and cooperation towards these groups.

Ways to reach the target

The following target groups have been selected for 2024 based on internal and external analyses:

→ Erasmus+ SCH

Consortia connecting small and less experienced schools (focusing on rural schools or schools in micro-regions facing a general socio-economic disadvantage; to support experienced applicants and newcomers in networking and encourage a debate about the relevant topics among schools and how to incorporate inclusion into all project stages) and continuing the cooperation with **Local Action Groups**.

→ Erasmus+ VET

Students with fewer opportunities, strengthening the understanding of Inclusion of current beneficiaries.

→ Erasmus+ HED

Students with fewer opportunities, centres for students with special needs. Open and inform beneficiaries about a new top-up category for students with fewer opportunities and devise a methodology for accompanying persons and personal assistance for participants with fewer opportunities.

→ Erasmus+ ADU

Adult learners with fewer opportunities (e.g. seniors and organizations from regions with a high percentage of people in need of social inclusion and also regions with low levels of active participation in the Erasmus+ programme). Common activities within the Czech EPALE NSS group actively continue (e.g. participation in seminars and webinars). The cooperation between stakeholders such as NPI, Ministry of Education and Culture, and certain NGOs continues to develop, for example through the active search for newcomers for inclusive activities (TCA, Online Speed Date, etc.).

→ Erasmus+ YOU

Children's homes and halfway houses, youth centres and youth in NEET situation. To reach the target, we will encourage experienced umbrella organizations to share their practice among other possible newcomers, and will encourage the beneficiaries to take part in thematic TCA activities.

→ Erasmus+ Sport

Paratrainers, strengthening the understanding of and promoting Inclusion and other priorities.

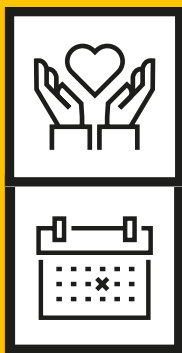
→ European Solidarity Corps

Schools and universities, with the objective of promoting the integration of formal and non-formal education. Advocating for an easier inclusion of the volunteers with fewer opportunities in the programme through support of the beneficiaries and education of the coordinators.

The DZS will organize in-person seminars as well as webinars that ensure access for everyone regardless of their location. The DZS staff will also support experienced applicants and newcomers in networking and encourage a debate about the relevant topics among organizations. The DZS will strengthen cooperation with key Czech stakeholders (e.g. National Pedagogical Institute), regional authorities, umbrella organizations and associations, as well as regional consultants and partners to reach the selected target groups. The DZS will participate in relevant TCA/NET thematic activities and will systematically monitor feedback from participants and collect examples of good practice.

Monitoring of progress

The DZS will organize at least one seminar or webinar for the target groups in each sector. 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.



This Action Plan will be revised annually.

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**Czech National Agency
for International Education
and Research (DZS)**

Na Poříčí 1035/4
110 00 Prague 1
Czechia

☎ +420 221 850 100

@ info@dzs.cz
inclusion@dzs.cz

dzs.cz



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