

## European Space University for Earth and Humanity

*UNIVERSEH is an alliance of five European universities established to develop a new way of collaboration in the field of Space, within the “European Universities” initiative.*

*The alliance aims to create new higher education interactive experiences for the university community, teachers and students, and for the benefit of society as a whole. Such initiatives will enable broadminded, informed and conscientious European citizens to capture and create new knowledge and become smart actors of European innovation, valorisation and societal dissemination within the Space sector, from science, engineering, liberal arts to culture.*

*In Beyond UNIVERSEH, the alliance will develop the research and innovation dimension. By creating a research policy roadmap for 2035 and a vision for 2050 within the space sector, the alliance expects to notably transform the future Space and New Space research landscape, as well to enhance the links between education and research.*

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## Deliverable n°23-D3.2 Identification of indicators for inclusion and diversity

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## Dissemination level

<b>PU</b>	Public	X
<b>CO</b>	Confidential, only for members of the consortium	

## Document History

Version	Date	Author	Partner	Summary of main changes
<b>V1</b>	01/09/2022	Pascal MAUSSION/Gentian JENKLLARI /Maxime DUTIN	UT (Toulouse INP)	Initial draft
<b>V2</b>	10/11/2022	Team WP3 and Florence VOITIER-SIENZONIT	All partners	Team WP3 inputs and project manager inputs
<b>V3</b>	27/11/2022	Pascal MAUSSION/Maxime DUTIN	UT (Toulouse INP)	Final version

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## Introduction

The Beyond Universeh Grant Agreement includes the following points:

*“T3.7 - Inclusion & Diversity (UT, all partners M1-M36)*

*This task aims to strengthen inclusion and researchers from different backgrounds and to promote diversity among them. Specific indicators for research on the space sector will be defined and monitored, at least for information in a 3-year vision. Some adaptations, if needed, will be set up for a 7-year vision. The Alliance aims to feed into the development work of the EC toolbox of support for researcher’s careers, in the framework of the new ERA. Specific attention will be paid to gender issues in this task.”*

....

*“Deliverable D3.2: Identification of indicators for inclusion and diversity [12]*

*Identification and definition of indicators of inclusion and diversity to be attributed to the UNIVERSEH research roadmap and vision.”*

The Beyond UNIVERSEH project aims to create a research community within the consortium of the UNIVERSEH Alliance. Enhancing diversity and inclusion projects is one of the top priorities of the European Commission. Across the developed actions of the alliance, a specific focus will be given on these aspects, in order to include all researchers in this research community and to promote both diversity and transversality. To this end, the following indicators have been listed, all related to Equity, Inclusion and Diversity.

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To identify the indicators, we have relied on several publications such as the She Figures 2021 report<sup>1</sup>, the U-Multi Rank Gender Monitor 2022 report<sup>2</sup>, a paper addressing the problem of multiple factors regarding gender diversity in STEM Disciplines<sup>3</sup> and finally a survey carried out within the framework of one strategic partnership co-funded by the Erasmus+ program: the E-Ability project coordinated by Gaziantep University<sup>4</sup>

We also called on the internal resources (Equality officer at Toulouse INP) and documents (Gender equality plan of University of Toulouse) of our institutions as well as on the Eurocharter<sup>5</sup> set up in the framework of the UNIVERSEH project.

This has enabled us to identify realistic and measurable indicators for all the partners, which we will be able to monitor during our process of creating the UNIVERSEH research community.

To calculate the indicators, a questionnaire for the teams and members involved in Beyond UNIVERSEH project, from the students to the Rector through the administrative staff has been prepared, discussed and validated by the consortium.

The questionnaire focused on four main aspects regarding inclusion and diversity: internationality and culture, physical and mental abilities, social background, family circumstance and life concept. The data collection will allow a synthesis and an analysis of the results in view to highlight these issues within the Beyond UNIVERSEH's community and to identify potential actions to take in the project.

<sup>1</sup> [She Figures 2021, Gender in research and innovation : statistics and indicators, European Commission](#)

<sup>2</sup> [Gender disparities in higher education, U-Multirank Gender Monitor 2022, U-Multirank](#)

<sup>3</sup> Botella C, Rueda S, López-Iñesta E, Marzal P. Gender Diversity in STEM Disciplines: A Multiple Factor Problem. *Entropy*. 2019; 21(1):30.

[2022/11/08] <https://doi.org/10.3390/e21010030>

<sup>4</sup> [E-ability project, coordinated by Gaziantep University, co-funded by the Erasmus+ program of the European Union](#)

<sup>5</sup> [EuroCharter on Equity, Inclusion and Diversity 'in the Space sector': towards European standards UNIVERSEH project funded by Erasmus + under the Grant Agreement 101004066 \(WP6, D.63\)](#)

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## I- List of possible indicators

Cross-referencing will then be possible to focus our analysis on a particular category of the population (for example, share of women studying a particular discipline).

### General information

- Number of people according to their gender
- Share of people according to their gender
- Number of people according to their university of affiliation
- Share of people according to their university of affiliation
- Number of master students
- Number of PHD Students
- Number of Postdoctorate students
- Number of academic staff
- Number of senior academic staff
- Number of applicants and beneficiaries of research funding
- Share of people according to their status

### Beyond UNIVERSEH

- Number of people involved in UNIVERSEH/Beyond UNIVERSEH
- Number of people according their type of participation in Beyond UNIVERSEH
- Number of people involved in Beyond UNIVERSEH regarding their WP's affiliation
- Number of people involved regarding their position in their affiliated university
- Number of people regarding their research field
- Number of people who had experienced a physical mobility within the frame of UNIVERSEH/Beyond UNIVERSEH
- Number of people who had experienced a virtual mobility within the frame of UNIVERSEH/beyond UNIVERSEH

### Internationality and culture

- Number of people with a refugee or migrant background
- Number of people who have experienced a physical mobility since 2021 September the 1st
- Number of people who have experienced a virtual mobility since 2021 September the 1st

### Physical and Mental Abilities

- Number of people with physical and/or mental disabilities or limitations
- Presence of a student unit dedicated to people with physical and/or mental disabilities or limitations

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Availability of a specific plan or organization for people with physical and/or mental disabilities or limitations

Use of a specific plan or organization for people with physical and/or mental disabilities or limitations

Presence of a career management service dedicated to people with physical and/or mental disabilities or limitations

Use of the career management service adapted to people with physical and/or mental disabilities or limitations

Technical infrastructure adapted to people with physical and/or mental disabilities or limitations

Availability of a facilitator working with people with physical and/or mental disabilities or limitations

Awareness of an inclusion plan within Beyond UNIVERSEH's universities

Awareness of technical infrastructures adapted to people with physical and/or mental disabilities or limitations among Beyond UNIVERSEH's teams

#### Social Background

Number of people who benefited/beneficiate from a grant based on socioeconomic criteria

Awareness of an anti-discrimination plan within Beyond UNIVERSEH's universities

#### Family circumstance & life concept

Sense of Universities involvement in favor of gender equity among Beyond UNIVERSEH's teams

Sense of gender bias in Beyond UNIVERSEH's teams

Feeling of resources and support available for women in Beyond UNIVERSEH's universities

Possibility to work flexibly

Use of work flexibility

Awareness of a gender equity plan within Beyond UNIVERSEH's universities

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## II- Questionnaire to be sent to the BU participants

### Introduction message

*“In the framework of the Beyond UNIVERSEH project, a survey about diversity and inclusion is carried out. To this end, we will collect and process the personal data listed below. This data will be processed and evaluated by the project members only, as part of the BU WP3 “Towards a UNIVERSEH single lab and research community”. All published data will be anonymised. Once completed, all questionnaires will be stored in secure digital files to which only consortium members have access. The surveys will be kept until the end of the project at the latest, i.e. until 30 August 2024. By taking part in the action you will be able to use your basic rights in the field of data protection. If you wish to make a complaint, you can send your request to your DPO (Data Protection Officer) [dpd@listes-diff.inp-toulouse.fr](mailto:dpd@listes-diff.inp-toulouse.fr) for UT- Toulouse [INPdpo@listes-diff.inp-toulouse.fr](mailto:INPdpo@listes-diff.inp-toulouse.fr) for UT- Toulouse INP. You can **withdraw your consent at any time.**”*

### General information

1. What gender identity do you identify yourself with?
  - Woman
  - Man
  - Non-Binary
  - Other
  - If choice of Other. Please specify: \_\_\_\_\_
  - I prefer not to say
2. What is your nationality?
  - Open answer
  - I prefer not to say
3. How old are you:
  - Less than 25
  - 26-35
  - 36-45
  - 46-55
  - 56-65
  - 66 and more +
  - I prefer not to say

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4. Which university are you affiliated with?

- AGH
- Uni.lu
- LTU
- HHU
- UFT

If you are from UFT, please select your affiliated institution

- UT2
- UT3
- INP
- ISAE SUPAERO
- TBS

5. Are you? (Several answers possible)

- *A Master Student*
- *A Doctorate Student*
- *A Post Doctorate Student*
- *A Professor's Assistant or equivalent*
- *A Professor or equivalent*
- *A Laboratory Manager*
- *A Laboratory Technician*
- *A Laboratory Assistant*
- *A Principal Investigator*
- An administrative staff
  - If yes, Are you a manager?
    - Yes
    - No
- A Rector/President
- Other. Please specify: \_\_\_\_\_

6. For how long have you been studying, working, researching or teaching for your affiliated university?

- Less than 1 year
- Between 1-2 year
- Between 2-5 years
- More than 5 years

Beyond UNIVERSEH

7. Are you a member of? (Several answers possible)

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- A working group in your institution
- A local Beyond UNIVERSEH work package (meaning that you participate in the local meetings devoted to this Beyond UNIVERSEH work package)
- An European Beyond UNIVERSEH work package (meaning that you participate in the European meetings devoted to this Beyond UNIVERSEH work package)

8. In which Beyond UNIVERSEH's WP are you involved? (Several answers possible)

- WP1
- WP2
- WP3
- WP4
- WP5
- WP6

9. In which discipline of Beyond UNIVERSEH are you working?

- Science and Engineering
- Economy
- Humanities
- Medicine
- Arts and culture
- Innovation and business

### Internationality and culture

10. Do you work in a different country from the one of your nationality?

- Yes
- No

11. Have you participated in a physical mobility in the partnership since 2021 September the 1<sup>st</sup>?

- Yes
- No

12. Have you participated in a virtual mobility in the partnership since 2021 September the 1<sup>st</sup>?

- Yes
- No

13. How many times have you participated in a mobility program under the framework of the Beyond UNIVERSEH since 2021 September the 1<sup>st</sup>?

- 1 time
- 2 times

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- 3 times
- 4 times
- 5 times
- 6 times
- 7 times
- 8 times
- 9 times
- 10 times
- More than 10 times

### Physical and Mental Abilities

14. Do you have physical and/or mental disabilities or limitations?

- Yes
- No
- I prefer not to say

15. Is there a specific plan or organization to take care of the physical and/or mental disabilities of the students or the staff in your university's management structure?

- Yes
- No
- I don't know
  - If yes, have you benefited from this plan or organization?
    - Yes
    - No

16. Does your university provide specific career management services for the people with physical and/or mental disabilities or limitations?

- Yes
- No
- I don't know
  - If yes, have you benefited from these services?
    - Yes
    - No

17. Does your work place (laboratory, office...) have an infrastructure (elevator for the disabled, tactile floor for the visually impaired, ramp for the disabled etc.) that facilitates the access of people with physical and/or mental disabilities or limitations to educational settings and practice workshops?

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- Yes
- No
- I don't know
  - If yes, what structures are available? (Several answers possible)
    - Elevator for the disables
    - Tactile floor for the visually impaired
    - Ramp for the disabled
    - Other. Please specify: \_\_\_\_\_

18. Is the technical infrastructure sufficient in terms of accessing information in educational settings and practice workshops for people with physical and/or mental disabilities or limitations in your university? (Document prepared in braille, audio-informative recordings, mp3, cd, video with subtitles or sign language support)

- Yes
- No
- I don't know
  - If yes, what infrastructures are available? (Several answers possible)
    - Document prepared in braille
    - Audio-informative recordings
    - Video with subtitles
    - Sign language support
    - Other. Please specify: \_\_\_\_\_

19. Does your university employ staff (a social worker who knows sign language) who will facilitate the access of people with physical and/or mental disabilities or limitations to services and information?

- Yes
- No
- I don't know

20. Has your university adopted an inclusion plan?

- Yes
- No
- I don't know

## Social Background

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21. Did you benefit or are you benefitting from a grant based on social/economic criteria during your studies?

- Yes
- No

22. Has your university adopted an anti-discrimination plan?

- Yes
- No
- I don't know

### Family circumstance & Life Concept

23. Do you think your university is very committed to hiring and advancing women in higher position?

- Yes
- No

24. Have you experienced gender bias in your workplace? (Bias against women can be insidious. It can take subtle forms—from being overlooked in meetings, to having ideas dismissed only to be usurped by male colleagues later, to inexplicably being passed over for promotions)

- Yes
- No

25. Do you think you have enough resources and support to sustain your career in your university?

- Yes
- No

26. Does your university offer flexible work arrangement?

- Yes
- No

27. Do you use flexible work arrangement?

- Yes
- No

28. Has your university adopted a gender equity plan?

- Yes
- No
- I don't know

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