



DOEER

Digital and Open Education
for equality-based resilience

Newsletter 2

07/2023

Partners

UNINA University of Naples Federico II, Italy
EUSA Campus Universitario de Cámara de Comercio de Sevilla, Spain
SNSPA National University of Political Studies and Public Administration, Romania
UK BA Institute of European Studies and International Relations, Slovakia
COMCY Centre for Competence Development Cyprus, Cyprus
ZNT New Tourism Institute Zavod Novi turizem, Slovenia
JANUS software company, Italy

In this issue

- **Quality guidelines for HE digital and pedagogical competencies on equality**
- **The DOEER definitions of equalities**
- **Worst and best practice on equality**
- **The DOEER second project meeting in Cyprus**
- **The DOEER Framework**

Quality guidelines for HE digital and pedagogical competencies on equality

The project Digital and Open Education for Equality-based Resilience DOEER makes available open access different supporting learning materials on Equality.

These materials have been created to help learners undertaking the study of the forthcoming DOEER MOOC, and consist of the DOEER Framework, the collected practices on Equality and the **DOEER Quality guidelines for HE digital and pedagogical competencies on equality**.

Specifically, the Guidelines summarizes the project team's study of the DOEER finding, thus providing the learners an initial comprehension of what an equality-based practice should include, and also what should be avoided.

www.doeer.eu/en/quality-guidelines-for-he-digital-and-pedagogical-competencies-on-equality/

The DOEER definitions of equalities



The DOEER project selected and described specific areas of Equality, in which the project provides dedicated learning to acquire competencies on equality-based practices in education and business sector.

Intercultural Equality refers to the principle of equal treatment and respect for all cultures, and the recognition of the diversity of cultural expressions and practices.

Equality in opportunities in Labour Market requires that there are no systemic barriers that prevent individuals from accessing employment or advancing in their careers.

Economic Equality refers to the principle of equal access to economic resources, opportunities, and rewards for all individuals in a society.

Equality for persons with disabilities means that individuals with disabilities should have the same opportunities, rights, and access to resources as those without disabilities.

Social Equality refers to the principle of equal treatment and opportunity for all individuals in a society, regardless of their background, social status, or other personal characteristics.

Gender Equality refers to the equal rights, opportunities, and treatment of individuals regardless of their gender.

www.doeer.eu/en/the-doeer-definitions-of-equalities/

Worst and best practice on equality

The DOEER project analysed the collected worst and best practices.

To the purposes of the project, the following best practices are provided as relevant learning material on the principles of equality-based practices in education and business sector, in the identified areas of Equality.

1 GENDER EQUALITY

- 1.1 Gender Equality Plan
- 1.2 Work-life balance regulations
- 1.3 Implementation of Gender Equality Plan
- 1.4 University Gender Equality Plan
- 1.5 Gender Equality strategy in Slovakia

2 SOCIAL EQUALITY

- 2.1 Employee support programs
- 2.2 Certification as a tool for promotion of equality & non-discrimination

3 EQUALITY FOR PERSONS WITH DISABILITIES

- 3.1 Equalization of Opportunities for persons with Disabilities
- 3.2 Disabilities and equality

4 ECONOMIC EQUALITY

- 4.1 Transparent salary policies & responsibilities in accordance with payment

5 EQUALITY IN OPPORTUNITIES IN LABOUR MARKET

- 5.1 Equality Monitoring Body
- 5.2 Transparency in recruitment, hiring and job upgrading processes
- 5.3 Equal Criteria of promotion
- 5.4 Equality Questionnaire & Ethic Committee
- 5.5 Soft Skills/Competence awareness
- 5.6 Work-family life balance measures for men & women

6 INTERCULTURAL EQUALITY

- 6.1 Tastes of interculturality
- 6.2 Awareness-raising and participation process

www.doeer.eu/en/worst-and-best-practice-on-equality/



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The DOEER second project meeting in Cyprus

On 8-9 of June 2023, the project team met again in person in Nicosia (Cyprus) by the headquarters of the partner Centre for Competence Development Cyprus COMCY.

This meeting allowed the partners to delve deeper into the project's vision, discuss results and next steps, and agree strategies for the successful implementation of the project. It was inspiring to witness the enthusiasm and dedication of all the project partners as to exchange valuable insights and ideas.

www.doeer.eu/en/the-doeer-second-project-meeting-in-cyprus/



In the next issue

- The DOEER MOOC
- The DOEER third project meeting in Ljubljana
- The DOEER project staff training event in Italy
- The DOEER programme of pilot learning

The DOEER Framework



National groups of experts/counsellors in the project countries will be consulted on what worst/ best practice should be selected as relevant to the principles of equality-based practices in education and business sector. HEs' staff and experts working with higher education and wi

<https://www.doeer.eu/en/the-doeer-framework/>

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