

IE UNIVERSITY DIVERSITY AND INCLUSION METRICS

I. Purpose and Objective:

To reaffirm our commitment to a diverse and inclusive academic environment, IEU takes a multiple-dimensional approach in understanding its admissions landscape by evaluating data on underrepresented groups.

II. Definitions:

- **Underrepresented Groups:** Those groups which, based on data and historical trends, appear less frequently relative to their presence in the general population.
- **Potentially Underrepresented Groups:** Groups for whom data might show arising trends of underrepresentation.

III. Framework:

1. Data Collection:

Data collection is voluntary and complies with all relevant data protection regulations. Data may encompass information on ethnicities, socioeconomic backgrounds, gender, sexual orientation, disability status, and refugee status.

2. Data Analysis:

IEU analyzes this data to identify trends, strengths, and areas of concern regarding diversity in the student body. Based on this analysis, we are producing an annual report that summarizes the findings. This report is shared with essential university stakeholders.

IV. Purpose:

- **Awareness:** IEU fosters awareness of its diversity and inclusivity policies among all students through informative material and active engagement with schools and Campus Life.
- **Preparation for a global mindset:** Exposure to diverse perspectives during the university journey prepares students to navigate, collaborate, and lead in international settings, ensuring they are equipped to tackle global challenges.
- **Promoting cohesion:** IEU wants to reflect the diverse society in which we live in and thus acts as a microcosmos where students learn to interact, understand, and respect differences.

V. Data Table:

The table below presents data from the 2022/2023 academic year.

