

# Partners



"**XENIA Inclusiveness Index**" has been developed from the need to make university environments even more inclusive spaces, for any kind of gender expressions and sexual orientations, through a computer algorithm that demonstrates how ICTs are put at the service of social change.

**XENIA** is a project targeted at LGBT+ audience, not only in the academic environments but also in companies, associations and university research centres that have not yet taken advantage of the opportunities offered by digital technologies, which can solve problems and offer inclusive solutions.

## Contacts

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# XENIA



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# Project results

## Stock taking

In this work package WP1 partners will deepen the understanding of the case studies/best practices already identified at proposal preparation and during the needs analysis carried out at individual HEI level on the dynamic of inclusiveness of HEIs.

## He Inclusiveness Index

XENIA Inclusiveness Index (WP2) is the core of the project and it will be developed on the basis of the thematic areas and indicators defined, identified and developed in WP1. This is an intense WP of accurate technical work in which partners will assign values to each indicator, establishing hierarchies of relevance, importance and significance for each indicator against the principle of "Inclusive HEI" in the domain of gender and sexual orientation.



## Guidelines

As a result of Test Deployment and Final Validated XENIA Inclusiveness Index (WP3) the following deliverables will be produced:

1. The tested and validated XENIA Inclusiveness Index in its final version after the fine-tuning benefiting from inputs/feedback/comments of users in the pilot deployment phase;
2. The Mainstreaming Guidelines and Operational Manual that the partners will develop to promote the mainstreaming and uptake of the XENIA Inclusiveness Index from other HEIs across the Erasmus Plus area;
3. A set of policy recommendations that will stem from the results of implementation and will provide valuable evidence, insight and data for policy makers to inform and influence formulation, design and implementation of more effective policies, programmes and initiatives to promote inclusion in HE.

## Impact

The XENIA project with its platform [www.xeniaindex.eu](http://www.xeniaindex.eu) available in English, Italian, Spanish, Greek and Slovenian, with an innovative algorithm, more than 50 indicators and 175 best practices, offers a highly inclusive tool to all European universities and organizations.

XENIA will generate considerable, significant and exponential impact, as XENIA is complemented by actionable tools and measures to equip higher education institutions to develop inclusive policies, programmes and initiatives to combat discrimination based on gender and sexual orientation.

Practice-level impact: XENIA develops operational tools to improve the inclusiveness of higher education institutions and to equip them with tools to combat stigma and exclusion based on gender and sexual orientation. Policy-level impact: XENIA provides concrete inputs to 'evidence-based' policy-making, derived from the wealth of knowledge and information gathered in the application, which will involve 2,500 students and 200 staff members.