

2025



# Universitas 21 – A Global Perspective on Collecting Data to Support Staff and Students from Marginalised Communities

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Established in 1997

21 countries

30 research-led

universities

1,200,000 students

250,000 staff

# About Us



Fudan University



University of Maryland



University of Birmingham



Korea University



KU Leuven



Lund University



McMaster University



National University of Singapore



Pontificia Universidad Católica de Chile



The University of Hong Kong



Shanghai Jiao Tong University



Tecnológico de Monterrey



University of Sydney



Universitas Gadjah Mada



University College Dublin



University of Amsterdam



The University of Auckland



University of Connecticut



University of Delhi



THE UNIVERSITY of EDINBURGH

The University of Edinburgh



University of Zurich



University of Glasgow



University of Johannesburg

# Our Members



The University of Melbourne



University of Nottingham



The University of Queensland, Australia



Waseda University



Univeristy of Illinois Urbana-Champaign



UNSW Sydney



UC Davis

# U21 Commitment to EDI

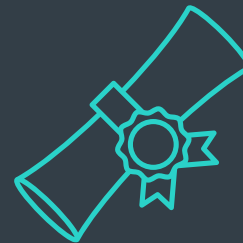
- 2023 Senior Leaders Meeting – presentation of EDI stats from online student programmes
- 2023/24 Senior Leader Working Group
- 2024 Framework for Equitable and Inclusive Global Engagement & inclusion in Mission and Principles
  - Equitable and Inclusive Partnerships
  - Global Citizenship, Education, and Engagement for All
  - Inclusive and Diverse Leadership



# Our target audience



**Staff and students from our 30 members in one international cohort**



**Undergraduate and postgraduate students, professional staff, Early Career Researchers, Mid Career Researchers**



**Non-discipline specific programmes**



**Staff and students from under-represented backgrounds**



**Staff and students who have not previously had opportunities to travel or collaborate internationally before**

# Data key milestones

**2020 – Move to online delivery for all programmes**

**2021 – Anecdotal reports of greater access for underrepresented students  
– Inclusion of encouraging participation from underrepresented group in student experience priorities**

**2022 – Trialling data collection on previous international experience**

**September 2023 – Start of standardisation of student and staff programme processes**

**May 2024 – Started using HubSpot CRM**

**October 2024 – First full programme cycle using CRM for all data collection and processing**

# Programme data collection

## Previous international experience questions – Y/N

- Have you ever travelled internationally for a holiday or for leisure?
- Have you ever travelled internationally to study or work?
- Do you currently plan to study abroad as part of your current university studies?

## Equity Group questions

- Do you identify as part of an Equity Group? Yes / No/ Prefer not to say

## Equity Group(s) selection

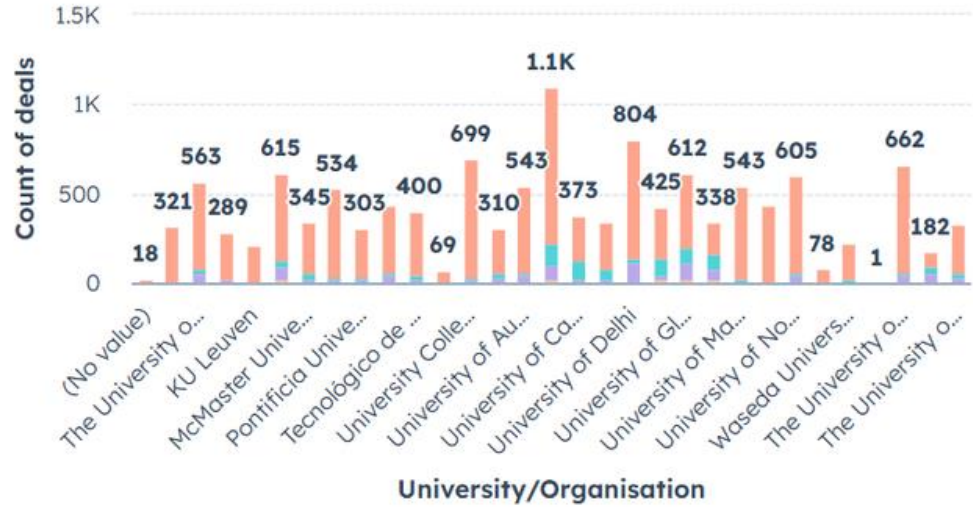
- Low Socioeconomic background
- Ethnicity/Minority/Indigenous people
- Disability
- Minority gender identity and/or rainbow community (LGBTQ+)
- Carer/ caregiver / providing care for others
- Refugee background
- Other
- prefer not to say



### Student Equity Group by University

Dashboard filters are applied to this report.

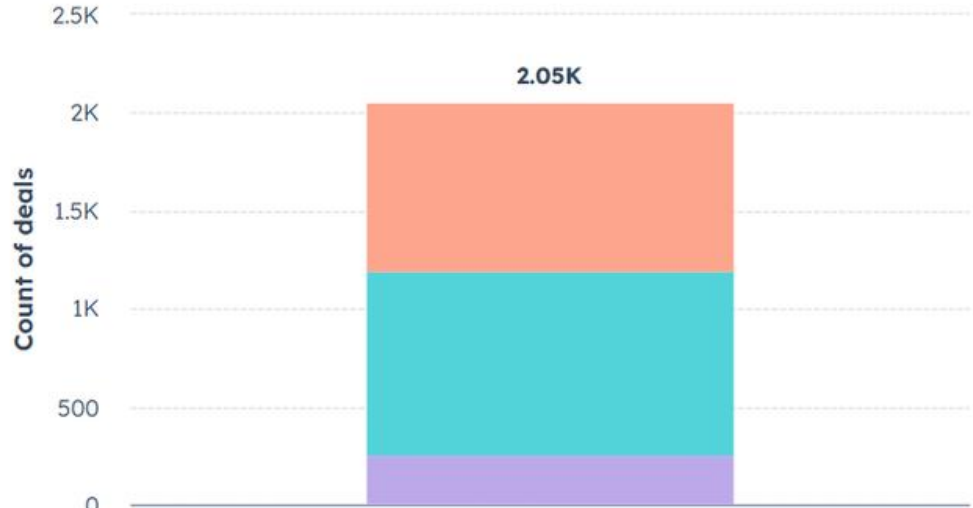
(No value) Yes No Prefer not to say



### Student beneficiaries - Equity data combined

Dashboard filters are applied to this report.

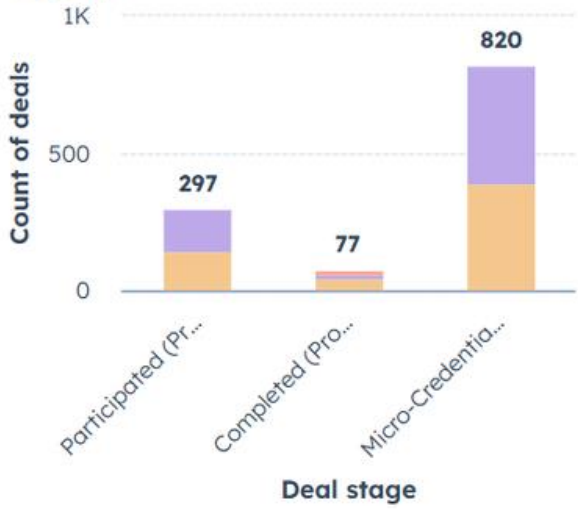
Yes No Prefer not to say



### Student beneficiaries - Equity data combined

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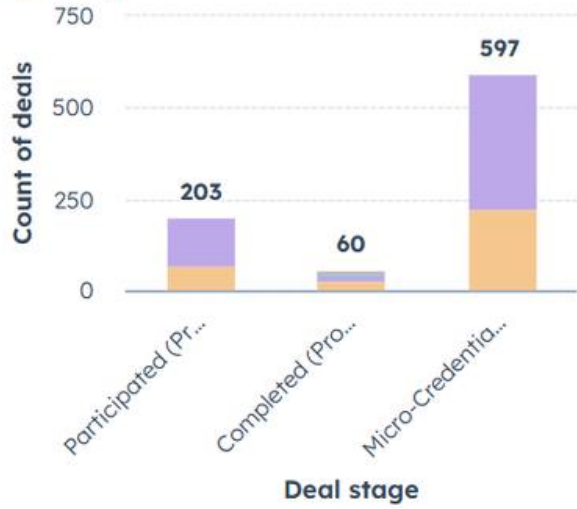
(No value) RISE



### Student beneficiaries - Equity data combined

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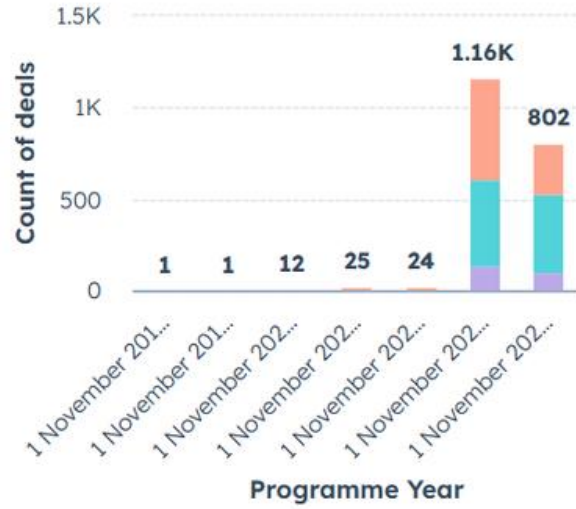
(No value) RISE



### Student beneficiaries - Equity data combined

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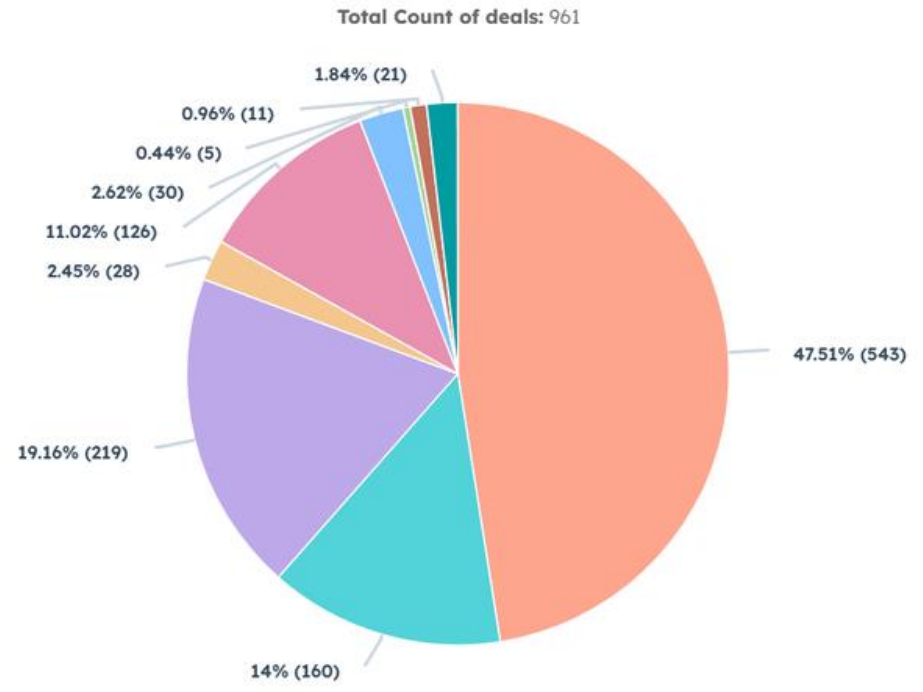
Yes No Prefer not to say



### Breakdown of Equity group types

Dashboard filters are applied to this report.

(No value) Low Socioeconomic background Ethnicity/Minority/Indigenous people





# Ongoing learnings



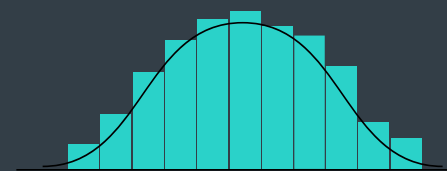
**Data laws – different national approaches to gathering and sharing personal data**



**Cultural approaches to personal data & EDI**



**Language – consistently capturing identity and belonging in a highly (linguistically) diverse cohort.**



**Data norms – What are the data norms for a highly international cohort?**

**| Over to you....**

**Questions or thoughts?**

# Over to you....

- **Have you ever crowd-sourced terminology with students or staff?**
- **Do you have any suggestions for similar cohorts we could benchmark against?**

**Thank  
You!**

