



**Khazar University**

**Equality, Diversity, and  
Inclusion Strategy**

**2025-2030**

## **Introduction**

The Equality, Diversity, and Inclusion Strategy (hereafter “the Strategy”) operationalizes the principles and commitments articulated in Khazar University’s Equality, Diversity, and Inclusion Policy by translating them into structured, measurable, and institution-wide actions. The Strategy provides a coherent framework for embedding equality, diversity, and inclusion across all academic, administrative, and governance processes of the University.

Khazar University recognizes that inclusive excellence is integral to academic quality, institutional sustainability, and social responsibility. Accordingly, this Strategy positions equality, diversity, and inclusion as cross-cutting priorities that support teaching and learning, research, staff development, student experience, and institutional governance.

The Strategy applies to all members of the University community, including students, academic staff, administrative employees, and individuals engaged in University-led activities.

It is implemented within the framework of the University’s internal quality assurance system and contributes to the achievement of its strategic development goals.

## **Equality, Diversity, and Inclusion Commitment**

Khazar University regards diversity as a strategic asset that enriches learning, teaching, research, and institutional governance. The University is committed to fostering an environment in which individual differences are respected, structural barriers are addressed, and equal opportunities are actively promoted.

In line with this commitment, the University undertakes to:

- ensure equitable access to education, employment, professional development, and participation in institutional decision-making;
- prevent and eliminate discrimination, harassment, exclusion, and victimization in all University-related contexts;

- embed inclusive approaches into policy development, recruitment and admissions processes, teaching and assessment practices, research activities, and community engagement;
- promote shared responsibility for equality, diversity, and inclusion across all levels of institutional leadership and operations.

University recognizes that EDI is a shared responsibility across the entire University.

### **Strategic Objectives**

The Strategy is structured around four interrelated strategic objectives designed to strengthen institutional capacity, enhance representation, and cultivate an inclusive University culture:

1. Promote equality of opportunity across all academic and administrative functions.
2. Enhance diverse representation within the student body, faculty, and staff.
3. Strengthen institutional processes, infrastructure, and capacities supporting inclusion.
4. Build a culture of respect, belonging, and inclusiveness.

<b>Strategic Objective</b>	<b>Priority Actions</b>	<b>Time period</b>
1. Promote equality of opportunity across all academic and administrative functions.	1. Conduct audit of university processes to identify barriers to equal opportunity.	Annually
	2. Revise admissions and recruitment guidelines to ensure transparent and inclusive practices.	Annually
	3. Prepare biannual report on the identified concerns.	Biannually
2. Enhance diverse representation within the student body, faculty, and staff.	1. Increase awareness programs targeting underrepresented groups.	2025-2027
	2. Increase enrollment of students with disabilities and underrepresented groups,	2025-2028

	supported by improved accessibility and services.	
3. Strengthen institutional processes, infrastructure, and capacities supporting inclusion.	1. Complete an accessibility check of university buildings, digital platforms, and teaching materials.  2. Enhance the provision of assistive technologies (Braille printer, OpenBook, JAWS Professional, MAGic software, adaptive keyboards, etc.) through the Center for Students with Disabilities.	Annually  2025-2027
	3. Identify the necessities for enhancing inclusivity across university campuses.	2025-2027
4. Build a culture of respect, belonging, and inclusivity.	1. Introduce EDI training for academic and administrative staff and students.  2. Organize training for embedding inclusive teaching and assessment practices in all academic programs.	2025-2026  2025-2030
	3. Organize Equality, Diversity and Inclusion (EDI)-focused events	Annually

## Implementation

The implementation of the Strategy shall be coordinated through a collaborative institutional framework involving the following units:

- Academic Departments and Administrative Centers
- Ombudsman Center
- Quality Assurance Center
- Human Resources Office
- Center for Students with Disabilities
- Khazar Psychology Counselling Center

Overall strategic oversight of this Strategy is exercised through the University's leadership and internal quality assurance framework. Each responsible department, center shall integrate EDI-related objectives into its operational

plans, internal regulations, and annual activity reports in accordance with its functional mandate.

### **Monitoring, Review, and Evaluation**

The implementation of the Strategy shall be monitored through:

- institutional reports and internal reviews;
- surveys, audits, and accessibility assessments;
- regular progress evaluations aligned with the University's quality assurance cycle.
- progress reviews, with progress assessed against the extent of achievement of the defined Key Performance Indicators (KPIs).

A mid-term review shall be conducted in 2027 to assess progress and introduce corrective measures where necessary. A final comprehensive evaluation in 2030 shall inform future institutional planning and policy development in the area of equality, diversity, and inclusion.

### **Final Provisions**

This Strategy reaffirms Khazar University's long-term commitment to equity, fairness, and respect.

Through coordinated implementation and systematic monitoring, the University aims to ensure that all members of its community feel valued, supported, and empowered to achieve their full potential.

The Strategy is aligned with national legislation and international best practices in higher education and contributes to the achievement of the University's strategic development goals.