**Krisztina Palotás (host):**

Welcome back to another episode of the CHARM-EU Podcast. My name is Krisztina Palotás, I will be your host today, and this will be the last episode of our mini-series on inclusion and diversity with Ágnes Sarolta Fazekas, please tune in and find out more.

And, and what do you think needs to happen or change to achieve a fully diverse or inclusive and inclusive higher education sector in the next 10 years?

**Ágnes Sarolta Fazekas (guest):**

This is a big question, but I really like the challenge. Well, I think that what we can do is keep continuing the work which we started again, as I mentioned, questioning what is not accessible or not inclusive, so keep continuing the reflection: what are the barriers in the current environment? I always say that we should ask that:

"Okay, what is, what is the barrier of the teaching and learning environment? What is the barrier to communication? What is the barrier of the online tool that we are using?"

So, again, embracing diversity as default and questioning and reflecting on that: what are the barriers in our existing environment? And what are the unconscious and conscious biases that we are having because there are so many hidden factors and powers and elements in the higher education sector but all around in different spaces of society? So, we need to be open, we need to reflect all the time, and we need to ask the question of what is not inclusive, who are invited to the table for negotiations for discussions.

And actually, what I really would like to see in the next 10 years and building on the things that we are currently doing that really involve the people with various backgrounds lived experiences, access needs and really listen to them, and really involving them into the procedures, into the design, into the delivery, and into the brainstorming: how we can do better? And of course, this whole monitoring and whole tacking that what we achieved what is difficult, what we can do more.

And I'm actually very delighted to say that CHARM-EU started to bring in the voices of students, of course, now we are progressing with these. We hope that more and more, we can bring those voices, but it's, again, everyone voice should be there and sometimes these are much longer and much more complex conversations and negotiations because more voices are around the table. And sometimes it is a little bit slow. Democratic processes are a little bit slow, but it really gives the chance to really create something that it's beneficial to the greatest extent of people. We are trying to eliminate or decrease who is involved or not involved in the negotiations and discussions.

And actually, I'm delighted to say that when we had the term EU days in 2020 in November, we highlighted these that reflect that who is at the table and who is not at the table is crucial. And it's such a multidisciplinary interdisciplinary approach that we are doing with CHARM. So, I really hope that all kinds of social challenges that we will work with the students and we will brainstorm, these discussions and these designs and these learning experiences will touch upon that it is in line with, with the Sustainable Development Goals, that it's no one, no one left behind. It's a big deal, but we can start small, and if we keep continuing this awareness, then I think so that it will be very useful.

And when it comes to the 10 years, like you were asking the big question, the big jackpot questions on the 10 years. I really hope that the higher education landscape will be much more open and much more accessible. And I must say that I'm absolutely aware as an academic as and then as a researcher that there is always a question around excellence and inclusive society, but there is a huge verb and the huge literature around inclusive excellence. So, I really hope that the future of the higher education landscape brings this and will also address the very sensitive and sometimes challenging questions related to the human rights-based approach and daring to ask these questions and daring to find new and innovative inclusive solutions.

**Krisztina Palotás (host):**

I think, as you've mentioned having everyone involved in the conversation is really important, and I think I personally see more and more of that not just in the higher education sector but across the board in many of the sectors that I'm currently involved in. And what I also find very important, as you mentioned, is that we have to keep reassuring that this is an important practice. It isn't going to happen overnight but, as long as we keep talking about how important it is to involve other voices and other people in our conversations, I think we're going to achieve great things.

And I guess lastly: in one sentence, what message do you have for stakeholders, students, CHARM-EU colleagues, and other members of the higher education sector?

**Ágnes Sarolta Fazekas (guest):**

Hmm, well, it was a big question, but I would like to do address, shout out a message to all of them that we are working towards a more inclusive CHARM-EU. We are in the progress of involving them as much as possible the voices. It takes time, but I really hope that we will join forces together and with this collaboration, we will achieve something great. And I really hope that all kinds of stakeholders will join us on this journey and open will be open for questions, concerns, sometimes sensitive areas to discuss with. So, I really hope that we will work towards this, this, this vision together.

And it's, again, I was just thinking about one thing that what this alliance and what the European University initiatives really brings us as a new thing that we are now, opening up the different professional bubbles, we are mixing our knowledge we are mixing our expertise, we are mixing the voices, and I really hope that with this colourful collaboration, and colourful and fantastic collaboration we can, we can do something together. And I really like that, that now that even though we have all kinds of areas, all kinds of professional expertise in our, in our group and the CHARM-EU, we are learning so much from each other. And I was just yesterday, thinking about that. It's not anymore, you know, the separate entities or the separate faculties that you have the faculty of social science the faculty of that. We are now opening these doors to each other, and we are meeting with colleagues who we never met before and who we never had an idea about and how to bring all these aspects together, so I am really much enjoying these.

And, again, this is the future working towards something to these societal challenges that is not only one group of people or one group of experts are working on but together. And when we bring to this collaboration the inclusive with the diversity element, I really hope that it will be fantastic. So, in one word, very colourful and joined the collaboration, all voices and all expertise.

**Krisztina Palotás (host):**

Thank you so much. And that's actually all for today's episode of the CHARM-EU podcast. Thank you so much for tuning in, and thank you, Ágnes, for joining me today and introducing inclusion diversity in the higher education sector.

**Ágnes Sarolta Fazekas (guest):**

Thank you so much.

**Krisztina Palotás (host):**

And to all of our lovely, lovely listeners: Make sure to subscribe to our YouTube channel and our podcast channel, so you don't miss any of our new podcasts and other interesting content and follow our social media channels such as Instagram, Facebook and Twitter, which will be linked in the description box below, and join the CHARM-EU community. Thank you, and goodbye!