

NP JSC «South Kazakhstan University named after M. Auezov»



**Strategy for equality, diversity and inclusion**



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## **Introduction**

Modern universities in the CIS countries are actively moving from traditional forms of management to models based on social responsibility, respect for diversity and protection of the rights of each member of the academic community. Equal access to education, support for inclusive practices and the creation of a safe environment are key elements of the development of universities seeking to strengthen their influence and meet international requirements for sustainable development. SKU named after M. Auezov has the opportunity to build a comprehensive strategy that combines the best regional approaches of Kazakhstan, Kyrgyzstan, Uzbekistan and Russia and at the same time takes into account the institutional features of the university.

## **Principles of equal access to education**

Equality of opportunity is the foundation of inclusive politics. CIS universities are paying more and more attention to removing barriers for various groups of students, including students with disabilities, representatives of ethnic minorities, rural youth and international students. SKU named after M. Auezov can expand its academic support system, introduce adaptation programs for first-year students, strengthen psychological support and develop flexible learning formats that allow each student to realize their own potential regardless of their social or cultural background.

## **Creating an inclusive academic environment**

The formation of an atmosphere of respect and acceptance requires systemic changes in the structure of the university. CIS universities are developing inclusion centers, training staff on participation and accessibility, implementing codes of ethics, and creating mechanisms to prevent discrimination. For SKU named after M. Auezov, an important step is to develop its own standards of inclusive behavior, create a space for dialogue, and support initiatives aimed at increasing cultural and social sensitivity within the campus.

## **Accessibility infrastructure**

The physical accessibility of the campus remains a key aspect of the implementation of the strategy of equality and inclusion. Universities in the region are actively implementing adapted classrooms, ramps, elevators, tactile signs and special workstations in libraries and laboratories. SKU named after M. Auezov can accelerate the modernization of its own infrastructure using a step-by-step approach: assessing the accessibility of buildings, identifying priority facilities, implementing universal design and regularly updating adaptation solutions.

## **Employee support and the formation of an inclusive HR policy**

Inclusivity should include not only students, but also teachers and administrative staff. CIS universities are implementing equal employment practices, professional development programs without discriminatory restrictions, and support mechanisms for employees with special needs. An important direction for SKU named after M. Auezov will be the formation of a transparent personnel policy, the development of anti-bias procedures, ensuring equal participation of all employees in training programs and advanced training in inclusion issues.

## **Cultural and national diversity on campus**

The campuses of CIS universities are distinguished by the diversity of students from different regions, countries and cultures. The practice of intercultural communication, the celebration of national holidays, language support and exchange programs create a favorable atmosphere for dialogue. SKU named after M. Auezov can expand the activities of student clubs, create venues for intercultural events, and support student initiatives aimed at strengthening respect for various cultural traditions.

## **Mechanisms for preventing discrimination**

Systematic risk management of discrimination requires the development of clear response tools. Specialized commissions are being created at CIS universities, electronic application services are being introduced,

mediation and psychological support services are operating. SKU named after M. Auezov can implement a "safe handling" mechanism, ensure the confidentiality of complaints, and regularly monitor the well-being of students and staff.

### **Inclusive education and adapted educational materials**

Modern approaches at CIS universities involve the use of educational materials accessible to all categories of students. Alternative reading formats, lecture recordings, subtitles, materials in several languages, and adapted versions of assignments are elements that make the educational process more equitable. SKU named after M. Auezov can develop a digital library of adapted materials and support teachers in creating educational content that takes into account the diversity of students.

### **The role of scientific research in promoting equality and inclusion**

Universities in the CIS countries are increasingly developing research on issues of social justice, educational accessibility, gender policy, inclusive technologies, and the psychology of participation. SKU named after M. Auezov can form research groups, include equality and inclusion topics in research projects, support student research, and use the data obtained to update the university's internal policy.



## **Partnerships and cooperation within the CIS**

Regional forms of cooperation allow universities to share methodologies, jointly develop solutions and implement best practices. Kazakh, Kyrgyz, and Uzbek universities actively use online training programs, joint trainings, and the development of regulatory documents on inclusion. SKU named after M. Auezov can expand participation in such partnerships, organize the exchange of experience, form joint projects and develop regional initiatives to strengthen equal opportunities.

## **Educational and social initiatives for students**

The promotion of the values of equality and inclusion is possible only through the involvement of the student community. CIS universities create tolerance clubs, hold forums, trainings, inclusivity days, and support student research and social projects. SKU named after M. Auezov can organize ongoing educational campaigns, contests, meetings with specialists, as well as platforms where students can discuss equality issues and propose improvements.

## **Conclusion**

The strategy in the field of equality, diversity and inclusion for SKU named after M. Auezov serves as the foundation for the formation of a modern, safe and supportive academic environment. The University will have the opportunity to strengthen its position in the region, create comfortable conditions for all members of the community and integrate the best practices of CIS universities. Consistent implementation of strategic directions will ensure equal access to education, develop a culture of respect and create a campus where every student and staff can feel their importance and support.