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UNATC Inclusion and Diversity Strategy 2024–2027

National University of Theatre and Film "I.L. Caragiale" Bucharest

1. Purpose and context

This strategy sets out how UNATC will make its study programmes, artistic activities and international mobility accessible to every student and staff member, with particular attention to people with fewer opportunities. It covers 2024–2027 and complements the UNATC Internationalisation Strategy and the university's commitments under the Erasmus Charter for Higher Education (ECHE).

Artistic education depends on a diversity of voices, experiences and backgrounds. A student's economic situation, health, origin or family circumstances should not decide whether they can study at UNATC, take part in a production or go on an Erasmus+ mobility.

2. Principles and commitments

UNATC promotes non-discrimination in all its actions. Admission, selection and learning do not discriminate on grounds of nationality, ethnicity, religion, gender, sexual orientation, disability, age, political affiliation or social origin, and the student body is gender-balanced. The university uses its infrastructure, financial and academic means to increase the participation of students and staff with fewer opportunities, including through Erasmus+ inclusion top-ups.

The strategy is based on these commitments:

- **Equal access.** Every student and staff member has fair access to study, artistic production, research and mobility.
- **Reasonable adjustment.** UNATC adapts spaces, materials, schedules and assessment to individual needs where this is possible.
- **Proactive outreach.** Opportunities are actively promoted to groups that are less likely to apply, not only announced.
- **Confidentiality.** Information about a person's situation is used only to provide support and is processed in line with GDPR.
- **Dignity and safety.** UNATC does not tolerate discrimination, harassment or abuse, in teaching, rehearsals, productions or on mobility.
- **Shared responsibility.** Inclusion is the task of the whole academic community, not of one office.

3. Target groups

UNATC recognises two sets of target groups: the official categories that give access to the Erasmus+ Fewer Opportunities Top-up, and other groups that face barriers and receive institutional support.

3.1 Official categories for the Erasmus+ Fewer Opportunities Top-up

Participants in Erasmus+ mobility who belong to at least one of the following categories are eligible for the Fewer Opportunities Top-up:

1. Students who receive a social scholarship, or who meet the conditions for one at their higher education institution, according to Order ME 6463/2023.
2. Students who are orphans of one or both parents.
3. Students from single-parent families (due to the death, disappearance or imprisonment of the other parent, or non-recognition in the birth certificate).
4. First-generation students: students who do not already hold a bachelor's degree and whose parents do not hold a university degree. They may have siblings who are students or graduates.
5. People with disabilities (physical, mental, intellectual or sensory impairments) or health problems (serious or chronic illness, or any other physical or mental health condition that prevents a person from taking part in the programme).
6. People whose family's average net monthly income per family member did not exceed the national net minimum wage in the 12 months before submitting the supporting documents.
7. Single parents raising a minor child alone (due to the death, disappearance or imprisonment of the other parent, or non-recognition in the birth certificate).
8. People of Roma ethnicity.
9. People with migrant or refugee status.

3.2 Other groups supported by UNATC

The following groups do not automatically qualify for the Erasmus+ top-up, but UNATC provides them with targeted information, guidance and, where possible, flexible arrangements:

- **Students from rural areas and small towns,** who may face higher costs of living and travel in Bucharest.
- **Students from disadvantaged communities or regions,** including areas with limited access to cultural education.
- **Students who work** to support themselves or their families.
- **Student parents and carers,** including students caring for a sick or elderly family member.
- **Students from care institutions** or who have left the child protection system.
- **Neurodivergent students,** including students with dyslexia, ADHD or autism spectrum conditions.
- **Students with mental health difficulties** that do not have a formal diagnosis.
- Students from ethnic, linguistic and religious minorities.

- LGBTQ+ students and staff.
- **International students,** especially from non-EU countries, who face language, administrative and financial barriers.
- Mature students and second-career learners.
- **Administrative and teaching staff with fewer opportunities,** including staff with disabilities, health conditions or caring responsibilities.

4. Financial support for Erasmus+ mobility

4.1 Fewer Opportunities Top-up

Participants in one of the categories in Section 3.1 receive an additional top-up of the standard Erasmus+ grant. The Erasmus+ Office verifies eligibility based on supporting documents submitted with the application. The list below is indicative; each call for applications sets the final requirements.

Category	Indicative supporting document
Social scholarship	Certificate from the faculty confirming the social scholarship or eligibility for it
Orphan of one or both parents	Death certificate of the parent(s)
Single-parent family	Death certificate, court decision or birth certificate, as applicable
First-generation student	Declaration on own responsibility, diploma for the last studies graduated by both parents, parents ID, birth certificat of the participant
Disability or health condition	Disability certificate or medical document
Low family income	Income documents for all family members for the last 12 months
Single parent	Child's birth certificate and document proving single-parent status
Roma ethnicity	Declaration on own responsibility
Migrant or refugee status	Residence permit or document proving refugee status

4.2 Inclusion support for participants with disabilities or health conditions

Where the top-up does not cover the extra costs of a mobility, UNATC applies to the National Agency for additional inclusion support based on real costs. This can cover, for example, an accompanying person, adapted accommodation or transport, medical support or specialised equipment. The Erasmus+ Office helps participants identify their needs before departure and contacts the host institution in advance.

4.3 Green Travel Top-up

Participants who travel by low-emission means of transport (coach, train, boat, carpooling and similar) receive a green travel top-up to the standard travel amount. Travel evidence must be kept and sent to the Erasmus+ Office, together with the declaration on own responsibility provided by the office.

4.4 Flexible mobility formats

Students and staff who cannot leave for a full semester, for example because of work, caring duties or health, can choose short-term or blended mobility, including Blended Intensive Programmes (BIPs) and short doctoral mobility. These formats also give access to fewer opportunities top-up.

5. Inclusion measures

5.1 Information and outreach

- Present Erasmus+ opportunities and inclusion support at admission, enrolment and the start of each academic year.
- Publish clear, plain-language information on the website, in Romanian and English, including the top-up categories and documents required.
- Hold dedicated information sessions for students with fewer opportunities
- Reach out directly to students who receive social scholarships, in cooperation with the faculties' secretariats.

5.2 Fair selection

- Use transparent selection criteria, published in advance, with artistic and academic merit assessed alongside motivation.
- Allow alternative formats for interviews or portfolios where a disability or health condition requires it.

5.3 Preparation and support during mobility

- Individual pre-departure meetings for participants with fewer opportunities.
- Language preparation through the Online Language Support (OLS) platform and UNATC's own courses.
- Advance payment of the grant, so that participants do not have to cover costs from their own resources.
- Regular contact during mobility with the Erasmus+ Office.

5.4 Accessibility

- Gradual adaptation of buildings, studios, theatres and film sets for people with reduced mobility.

- Accessible digital content: website, course materials and online platforms in line with web accessibility standards.
- Reasonable adjustments in teaching, rehearsals and assessment, agreed with the student and the teaching staff.

5.5 Wellbeing and counselling

- Psychological counselling and career guidance available to all students, including incoming students.
- Attention to the specific pressures of artistic training, such as performance anxiety and intensive rehearsal schedules.
- Peer mentoring and a buddy system for first-year, international and incoming Erasmus+ students.

5.6 Preventing discrimination and harassment

- A clear procedure for reporting discrimination, harassment or abuse, with confidential channels and protection against retaliation.
- Codes of conduct for teaching, rehearsals and productions, including work involving physical contact and intimacy.
- Training on inclusion, unconscious bias and anti-harassment for teaching and administrative staff.

5.7 Inclusion of staff

- Inclusion support for teaching and administrative staff mobility on the same basis as for students.
- Adaptable mobility timelines, allowing staff with caregiving duties or medical needs to choose departure periods that best suit their personal circumstances

6. Responsibilities

Body	Role
Senate and Administrative Board	Approve the strategy and the resources for inclusion
Vice-Rector for International Relations	Coordinates the strategy and reports annually
Erasmus+ Office	Informs, selects, verifies top-up eligibility and monitors participants
Faculties and departments	Identify students who need support; agree reasonable adjustments in teaching and assessment
Counselling and career guidance	Provide psychological support and guidance to students and staff
Student representatives	Give feedback and help reach students with fewer opportunities

7. Action plan 2024–2027

Action	Lead	Timeline
Publish inclusion information and top-up categories on the website (RO/EN)	Erasmus+ Office, communication	2024, updated yearly
Information sessions for students, including fewer opportunities categories	Erasmus+ Office	Each call
Individual pre-departure meetings	Erasmus+ Office	From 2024
Applications for real-cost inclusion support	Erasmus+ Office	As needed
Promote short-term, blended mobility and BIPs	Erasmus+ Office, faculties	Each call
Buddy system for incoming and first-year students	Erasmus+ Office, student associations	2025–2026
Reporting procedure for discrimination and harassment	Management	2025
Staff training on inclusion and anti-harassment	Management, Erasmus+ Office	2025–2027
Accessibility audit of buildings and digital platforms	Administration	2026–2027