POLICY ON EQUALITY, DIVERSITY AND INCLUSIVITY (EDI)
of Non-profit joint-stock company Zhetysu University named after Ilyas Zhansugurov for 2023-2029

Zhetysu University named after Ilyas Zhansugurov (hereinafter referred to as the University) recognizes the importance of equality, diversity and inclusivity (EDI) in the educational environment and its activities. The EDI policy for 2023-2029 aims to create a safe, supportive, and inclusive atmosphere for all students, faculty, and staff, regardless of their gender, race, ethnicity, age, health opportunities, religion, or other features.

Goals of the EDI Policy:

Creating an Inclusive Educational Environment: Ensuring equal access to educational resources and opportunities for all students.

Supporting Diversity: Attracting and supporting students and staff from various cultural and social backgrounds.

Training and Awareness: Raising awareness about the significance of EDI among students, faculty, and staff through training sessions and seminars.

Monitoring and Evaluation: Regularly monitoring the state of EDI at the University to identify issues and develop recommendations for their resolution.

Principles of the EDI Policy:

Equality of Opportunity: All students and staff should have equal opportunities to participate in the educational process, career advancement, and other aspects of university life.

Respect for Diversity: Recognizing the value of diverse opinions, cultural traditions, and life experiences as an essential element of the educational process.

Inclusive Leadership: University leadership should actively support initiatives to improve EDI and ensure their integration into strategic planning.

Feedback Mechanisms: Creating mechanisms for obtaining feedback from students and staff on EDI issues to facilitate continuous improvement of practices.

Implementation of the EDI Policy:

Establishing an EDI Working Group: Forming a working group composed of representatives from administration, faculty, and students to develop specific initiatives for implementing the policy.

Staff Training: Conducting regular training sessions for staff on issues related to equality, diversity, and inclusivity.

Developing Support Programs: Creating support programs for students from vulnerable groups (e.g., mentoring programs).

Organizing Events: Hosting events aimed at raising awareness about EDI issues (conferences, seminars, cultural events).

Monitoring Progress: Regularly analyzing data on the composition of students and staff at the University to assess progress in EDI.

Accountability: Publishing annual reports on the status of EDI policy implementation with indications of achieved results and future plans.

Collaboration with External Organizations: Establishing partnerships with local communities and organizations to exchange experiences in the field of EDI.

The policy on equality, diversity, and inclusivity at Zhetysu University named after Ilyas Zhansugurov for 2023-2029 aims to create a fair educational environment where everyone has the opportunity to realize their potential. We strive to be an example of a university that values diverse opinions and cultural traditions while actively working towards creating an inclusive space for all participants in the educational process.