Deliverable

DL4.5 EUGLOH Open Days series & Podcasts on
Social Inclusion and Employability – Summary Report

WP4 – PROFESSIONAL AND INDIVIDUAL DEVELOPMENT & EMPLOYABILITY

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Document History

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WP4 Activities:

A4.1: Schools on entrepreneurship and professional skills development (with student mobility)

A4.2: Online courses on entrepreneurship and professional skills development

A4.3: Joint workshops on "hot topics" and SGDs

A4.4: Online tutorial and mentoring on "entrepreneurial mind-set"

A4.5: Set of activities to enforce individual skills of the disadvantaged student population

A4.6: Fairs with industrials and other potential employers of the 5 EU regions

A4.7: Submission of EU projects and fundraising to sustain the activities

A4.8: Dissemination of best outputs and practices with industrials and other stakeholders for the improvement of the employability

A4.9: Monitoring of the activities and their impact

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1. Summary of the report

This document aims at summarising the Open Days series of events (seminars and workshops) and of podcasts on inclusion in employability, organised within the EUGLOH Alliance. In the framework of the EUGLOH Alliance project's Work Package 4 and action "A4.5 Set of activities to enforce individual skills of the disadvantaged student population", the overall focus of this activity was to raise awareness and increase the understanding of diversity & inclusion in future graduates' employability, in Higher Education contexts, among the EUGLOH Alliance communities. This activity aimed at stimulating discussion, share best practices and inclusive strategies, among partner Universities of the Alliance, to boost success in the future job market. A total of 4 Open Days were carried out, joining together 275 students and staff from the EUGLOH partner universities. The European University Alliance for Global Health (EUGLOH) is a strategic partnership between Université Paris-Saclay (UPSaclay), Lund University (LU), University of Szeged (USZ), University of Porto (UPorto) Ludwig-Maximilians-Universität München (LMU) established in 2019, in the context of the European Commission's European Universities Initiative. Within EUGLOH, Work Package 4 is dedicated to personal and professional development - as well as employability. The main goal of this Work Package is to contribute to strengthening the Alliance's role in training highly qualified human resources prepared to solve societal challenges, with strong knowledge and transversal "forward-looking" competencies, as well as European values and attitudes. This report presents a short summary of the series of events held in this framework, per individual activity.

2. Background

Diversity, inclusiveness and equity in the Higher Education sector have become more important than ever, according to the European Strategy for Higher Education, launched by the European Commission in 2022. Individuals from disadvantaged backgrounds or discriminated groups (ethnic minorities, people with migration backgrounds, or with disability, people from poor families, children of low qualified parents) are still underrepresented in Higher Education, among students, academic, administrative staff and researchers. In fact, as set out in the first principle under the European Pillar of Social Rights, "everyone has the right to quality and inclusive education, training and lifelong learning". To this end, one of the goals of the above-mentioned strategy is to promote and support "Higher education and research in Europe" by focusing on "quality and relevance for future-proof skills", as well as on promoting diversity and inclusion.

The topics of equity, diversity and inclusion have growingly become a strategic planning vector for Higher Education Institutions across Europe, as part of their social responsibility or institutional-wide engagement agendas (e.g.: new legal requirements or obligations linked to diversity, equity and inclusion) for the topic, at central, faculty or department level. Impacting learning and teaching, research and organisational cultures, Universities have designed and implemented strategies "to foster social inclusion in higher education" and "to enable people from traditionally less-represented backgrounds to find their place in higher education" (Claeys-Kulik, A.; Jørgensen, T.E.; Stöber, H. 2019, p. 16).

Furthermore, the Erasmus+ Programme seeks to promote equal opportunities and access, inclusion, diversity and fairness, across all its actions, to increase accessibility and outreach to "participants with fewer opportunities" (disabilities; health problems; cultural differences; social and economic barriers; discrimination; geographical barriers) (European Commission, 2023). Through the European Universities initiative funded by the European Commission through the Erasmus+ programme, Alliances, such as EUGLOH, have this dimension at the heart of their institutional transformation agendas, as a key pillar for a more structured cooperation among partner Universities. In the EUGLOH work plan, this dimension is particularly embedded in work package n. 5 "Campus Life", with specific benchmark exercises regarding partners' institutional strategies and specific measures in place. In this context, work

package n. 4launched a series of events dedicated to promoting inclusion and diversity in personal and professional development opportunities, promoted in the Higher Education context. The work package n. 4 of EUGLOH is composed by academic and technical experts, from the five EUGLOH partner Universities (employability and career dedicated structures as well as inclusion support offices), collaborated close together on the design of these activities, distributing events per partner Institution, by expert and interest areas. Its structure and adequate implementation strategies were thoroughly discussed and validated by partners during the work package and "task force" meetings. This initiative was composed by a set of Open Days seminars & workshops geared towards the enhancement of inclusion and diversity in employability, targeting all students and staff of the EUGLOH Alliance partner Universities, and ensuring participation of "under-represented" groups and of participants with fewer opportunities, as detailed in section 3 below. The events counted with live sign interpretation, secured by the U.Porto, in line with the project's work plan and budget available for the actions. Another key aspect of this activity is the ambition to cooperate with external stakeholders. As detailed below, partners counted with the involvement of external stakeholders as a way to overcome barriers. These stakeholders were often businesses, employers' organisations, local authorities (e.g.: City Hall), other schools and associations or non-governmental organisations (NGOs, among other third-sector organisations and relevant external actors).

3. Open Days series

3.1. Understanding and reinforcing of the 5Ss (students, social skills, social sensitivity) of disadvantaged students

3.1.1. Fact sheet of the action

Main organizers: Led by University of Szeged.

Short description: Corporate Social Responsibility (CSR) has become an increasingly important concept both within the European Union and globally, and it has become part of the debate about competitiveness and sustainability in the globalization context. In addition, the expansion of university competencies and the third missionary activities of higher education institutions outline the concept of University Social Responsibility (USR). USR describes the way of generating impact on the social and economic well-being of communities through teaching, research, and public activities.

Keywords: social inclusion; social sensitivity; special needs students, social skills, employability

Dates: 11th to 25th June 2021 (CET time)

Location: Online

Target group: Students (high priority was given to students with disadvantaged backgrounds, such as disability and special educational needs) from all study levels (BA, MA and PhD) and all fields of studies. A disadvantaged-friendly recruitment strategy with a preference for this targeted audience was applied.

3.1.2. Preparation and implementation of the action

The aim of the first part of the session was team building and communication among participants, with general and course-related icebreaking games. The lecturers worked in mixed groups with interactive exercises simulating everyday campus situations related to students with disabilities. In the second part, small groups did research on technical support (applications) for different challenges- according to the interest of the participants. The facilitators were from the University of Szeged, Institute of special education: Luca Tiszai, PhD and Péter Ficzere, student, wheelchair user.

The labour market and disability part of the training aimed to tackle the issue of disability and employment in Hungary as well as examples in other European countries. Some of the challenges, stereotypes and attitudes related to people with disabilities and how this affects them in the labor market were covered. Finally, examples of inclusive employment were given by Gabriella Tóth, a psychologist of the SZEFO Zrt. that selects disabled employees for work.

Dr. Márta Szenes, professional leader of the Student Counselling Centre of the USZ and her colleague, Zsuzsanna Gál, consultant in the Student Counselling Centre, highlighted university responsibilities regarding disadvantaged students. During the training, they introduced the USZ SANSZ program, which includes complex services for students with special needs. They introduced students to the special areas of USZ's specialists and peers in detail (as students gained knowledge on the issues of caring for students with mobility impairments, visual impairments, hearing impairments, autism and learning disabilities). They described the content and methods of individual counselling and group training and provided students' feedback on the USZ services. In the practical part, some short videos were also presented summarizing the experience of their work. In addition, students of this training had the opportunity to meet students with disabilities studying at USZ virtually.

The former UNCRPD expert (2013-2021), Laszlo Lovaszy Ph.D., presented the UNCRP Convention by highlighting its most important features and peculiarities. The training contained the conditions for and the history of the adoption of the Convention together with each of the most relevant articles and the description of the related General Comments. The structure and the applied timetable as well as the current and most outstanding members of the UNCRPD committee were also presented during the training. The methodology used for the committee's work was also shared in connection with the so-called State Party reports and the reporting activity of the NGOs. In relation to the Convention, the most current bioethical and technological trends, rehabilitation as well as human rights challenges and issues were also briefly provided for the students. In this context, the practices followed by the Court of Justice of the European Union and the European Court of Human Rights in Strasbourg were also mentioned, with a brief description of the outstanding and most important cases for food for thought.

The training discovers issues regarding the situation of Roma students in society and education by highlighting the challenges, university good practices, results, and developments

of Christian Roma College of Szeged. Lecturers introduced the relevant parts of the new EU Strategic Framework for 2020-2030 to promote Roma equality and social inclusion and participation, and the relevant parts of the EU Council Recommendation on Roma Equality, Social Inclusion and Participation by providing sensitization training tasks, small group work, opinion formation, experience sharing, videos and short films, and the presentation of our students' own experiences.

3.1.3. Data and indicators

This activity counted with the participation of 12 students from the University of Szeged.

3.1.4. Concluding remarks

The main aim of the 20 hours training workshop was to reinforce individual skills of the disadvantaged student population (namely, with disability and with special educational needs) from all of the EUGLOH partner universities. It intended to be an initiative dedicated to the employability and social inclusion of the disadvantaged student population, open to all students. This online event aimed to contribute to the social inclusion of disadvantaged students and to the understanding of their employability issues. The online event consisted of a training workshop and an open day. Within the training workshop, students gained a wide range of knowledge about the issues affecting disadvantaged groups and their daily work. As a closure of the program, an open day was organized for the sharing of good practices.

The training provided perspectives on smoother social inclusion and adaptation to the labour market of disadvantaged populations. The planned activities were developed according to identified needs in professional skills and legal background by the training experts' team. The team members have mixed backgrounds: university teachers (deaf) and students with disadvantages (wheelchair), a University counselling centre for the support of disadvantaged students, a lecturer from the Christian Roma College and a representative (blind person) from the labor market (a company that hires mainly disabled persons).

The topics were varied and included search and integration in higher education and into the labour market, the importance of networking, UN and EU values and identity, as well as good practices.

In this online training, insight was provided into the everyday difficulties of disadvantaged students at the university and of disadvantaged people at the workplace. By sharing good practices, the training was a platform focused on the exchange of ideas and on disability awareness. Furthermore, the legal framework of the UN Convention on the Rights of Persons with Disabilities (CRPD) was outlined by a former member of the CRPD Committee.

3.2. Mobility of Students with Disabilities

3.2.1. Fact sheet of the action

Main organizers: Led by Université Paris-Saclay with the support of Lund University, University of Szeged, Universidade do Porto and Ludwig- Maximilians – Universität München.

Objectives: Aiming at contributing to social inclusion and better adaptation to labor market, this EUGLOH Open Day was centred on the topic of creating inclusive international mobility opportunities and ensuring equal access by students with disabilities.

Keywords: Inclusive mobility; mobility barriers; mobility for all; social inclusion; students' expectations.

Dates: May 4th and 5th, 2022 (5-7 PM – CET time)

Location: Online

Target group: students & staff from the 5 EUGLOH partner Universities

Short Description: If you are a student with a disability and you are wondering how to move within the EUGLOH Alliance: these open days are for you. During two evening sessions, we will answer your questions by first presenting what each University of the Alliance has put in place to welcome students or send them abroad (May 4th). Then, in a second session (May 5th), we will hear from students who have gone abroad to get their experience and reveal crucial points to be aware of and improve in the future.

3.2.2. Preparation and implementation of the action

This Open Days event was entirely co-created between the 5 members of the alliance. All deliverables were discussed and agreed upon by the University representatives, well in advance as many of the staff involved did not know each other beforehand. Hence, this series of events contributed positively to the exchange experiences between sister departments and counterpart structures of each partner University, generating "multiplier effects". The preparatory discussions started in November 2021 and were held by videoconference meetings. Shared working documents were put in place to define the content and planning of the event. "Zoom webinar" was chosen as the delivery mode and platform for the event with

the Q&A and survey features (with the support of Lund University Zoom licenses). Preparatory and rehearsal sessions were organised one hour before the start of the webinars.

Schedule:

Session 1 / Day 1: Roundtable on the measures implemented by the Universities of the Alliance to promote mobility, support and overcome difficulties encountered by students with disabilities.

1) Introduction of EUGLOH by representatives of the student board (10 minutes).
2) Presentations by the EUGLOH project managers and/or staff from the various Universities (10 minutes each), with a 10-minute break at half-time and a Q&A session at the end of the webinar.

Table 1. List of panellists on the 1st day of the event "Mobility of students with disabilities" on the 4th of May 2021

| Role	Name	First name	University
Moderator & Q&A	Bronchain	Odile	UPSaclay
Student Q&A	Sciacchitano	Gwendoline	UPSaclay
EUGLOH presentation (UPSaclaystudent board)	Saadaoui	Yacine	UPSaclay
UPSaclay speaker	Remy	Ghislain	UPSaclay
LU speaker	Argelius	Carina	LU
LMU speaker	Zentel	Peter	LMU
U.Porto speaker	Ribeiro	Alice	U.Porto
USz speaker	Gál	Zsuzsanna	USzeged
Sign Language Interpreter	Ferreira	Vânia	U.Porto
Sign Language Interpreter	Rodrigues	Ana	U.Porto

Session 2 / Day 2: Student testimonials. This session was based on a mixture of live and recorded testimonials, based on the experiences of the participating students.

Table 2. List of panellists on the 2nd day of the event "Mobility of students with disabilities" on the 5th of May 2021.

| Role	Name	First name	University
Moderator	Bronchain	Odile	UPSaclay
Moderator	Remy	Ghislain	UPSaclay
Q&A	Argelius	Carina	LU
Sign Language Interpreter	Ferreira	Vânia	U.Porto
Sign Language Interpreter	Rodrigues	Ana	U.Porto
Sudent testimonial	The names of the students will not be released as we have not sought their prior consent.	Live	U.Porto
Sudent testimonial		Live	LU
Sudent testimonial		Live	USzeged
Sudent testimonial		Recorded	UPSaclay
Sudent testimonial		Recorded	UPSaclay
Sudent testimonial		Live	LMU

3.2.3. Data and indicators

Figure 1. Number of participants registered for the event "Mobility of students with disabilities" as of the 3rd of May of 2021, per partner University (n=65)
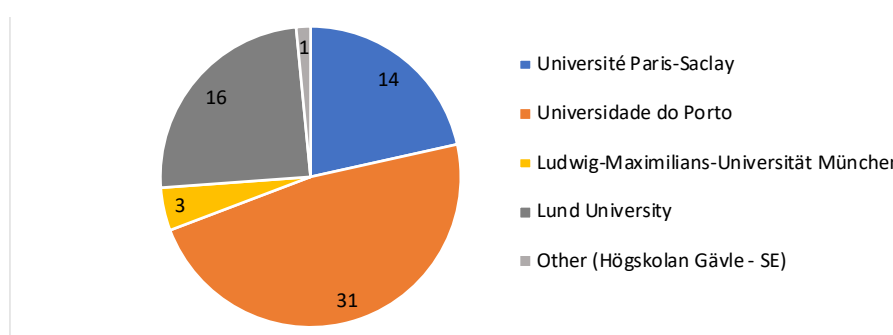
Satisfaction survey results:

Figure 2. Satisfaction Survey results of the first day of the event "Mobility of students with disabilities", held on the 4th of May 2021 (n=11)
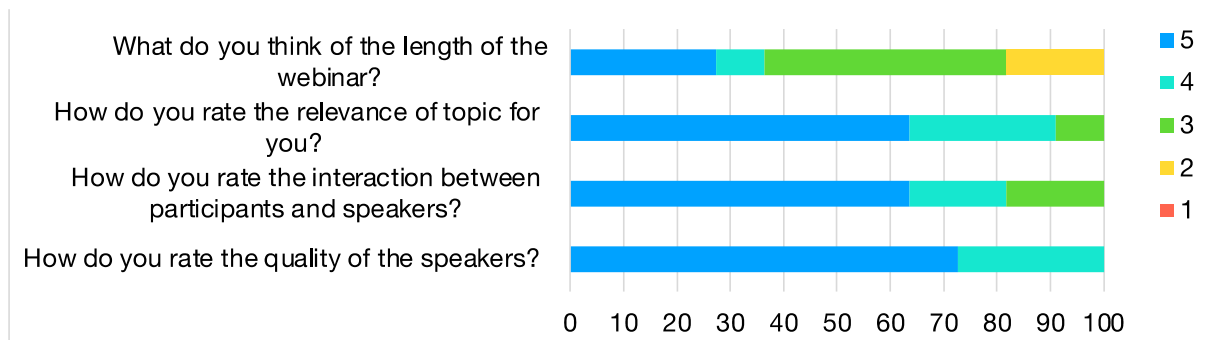
Note: Questionnaire satisfaction scale: degree of satisfaction from 1 (dissatisfied) to 5 (very satisfied)

Figure 3. Satisfaction Survey results of the second day of the event "Mobility of students with disabilities", held on the 5th of May 2021 (n=9)
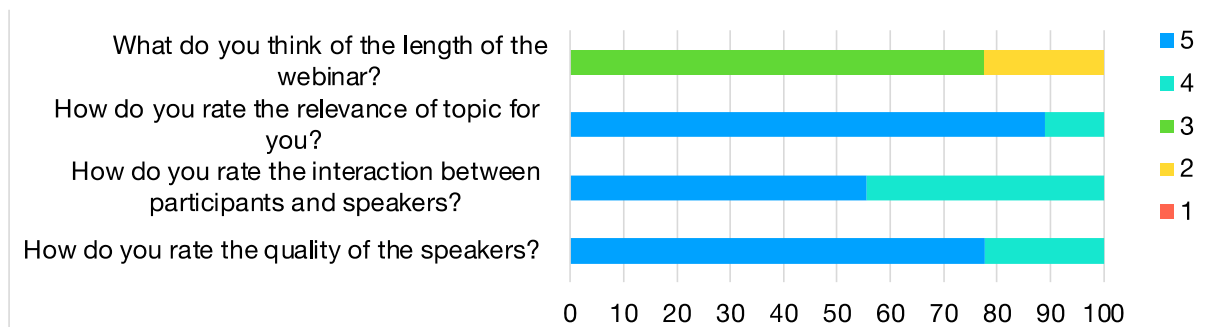
Note: Questionnaire satisfaction scale: degree of satisfaction from 1 (dissatisfied) to 5 (very satisfied)

Feedback from the attendees, regarding the question *"What did you like about the webinar and what are your suggestions for improvement?"*

1) *Congratulations! Great speakers and moderators. High level of quality and programme contributing for greater knowledge and understanding between alliance partners to exchange best practices.*

2) *Exchange of good practices and up-to-date information regarding inclusive mobility within EUGLOH.*

3) *As an Incoming Mobility Officer, it was interesting to hear how things are done in different universities (sharing best practices). Getting into more details would make the webinar too long but we can write down the names of the speakers and contact them later on if needed so no specific recommendations for improvement.*

4) *First of all, congratulations on the initiative :). It was very useful information and good pace.*

5) *Loved to hear from the students, their testimonies and experiences.*

6) *It is a very important issue to disseminate among disabled students and encourage them to travel abroad to have more and more experience.*

7) *I really appreciated the involvement of students and the sharing of their testimonies!*

3.2.4. Concluding remarks and points for improvement

The implementation of modalities based on co-creation, between the different members facilitating the networking of the different coordinators and participants. The two webinars achieved their objective by creating a space for the exchange of good practices in inclusive mobility. The feedback from the participants was enthusiastic and raised the importance of carrying out such actions. The points for improvement concern:

- the length of the webinars, which some participants felt was not long enough. They would have liked more details on the measures put in place by the universities;
- although the overall participation was good, there was a difference between the number of registrations, the number of attendees and the number of responses to the questionnaires (gradual decrease);
- although all universities contributed to the set-up and running of the action, the distribution of attendees remains uneven within the Alliance.

3.3. Recognising Diversity, Enhancing Employability!

3.3.1. Fact sheet of the action

This 2-day online event, dedicated to employability and social inclusion took place on the 2nd and 3rd of November 2022. The activity was led by U.Porto, with the support of all other Partner Universities of the EUGLOH Alliance. This event was targeted to all students and staff across the Alliance and dedicated to promoting inclusion and diversity in personal and professional development.

On the first day of this event, a hands-on workshop was held, titled "Empowerment through Skills", which was hosted by 2 experts (Fernanda Correia and Maria Júlia Mello) from U.Porto's Career Office. This 2-hour session counted with interactive and practical exercises focused on the importance of "empowerment" to provide participants with the necessary tools for building and developing their life projects and careers. The session equally aimed at promoting participants' motivation, and self-knowledge and achieving a "skills balance", by helping them to identify strong individual skills, talents, aptitudes and areas to be improved, teaching them how to clearly define personal and professional goals, as well as identifying the necessary steps to achieve them.

As this session was part of the series of events "EUGLOH Open Days", the workshop also had a specific focus on inclusion, with the reminder that skills are varied and people can complement each other despite their perceived limitations. Additionally, all sessions of this event counted with live sign language interpretation, in Portuguese Sign Language (PSL). A high level of interaction and engagement with participants was registered during the session, with a significant number of questions and comments being posed by participants as the session was progressing.

On the following day, two different sessions were held. Firstly, an informative session was delivered, which focused on the available resources and support structures for inclusive professional integration and diversity in the job market. This session featured representatives of organisations working in the fields of training, employment and professional well-being, namely from the Portuguese Association for Diversity and Inclusion, the "Inclusive Community Forum" of the Nova School of Business & Economics of Lisbon, the Portuguese Institute for Employment and Vocational Training and from U.Porto's Career Office. The goal of this session

was to share with participants good practices currently in place in a series of entities, such as Higher Education Institutions, private companies and public institutions for the promotion of employability and how academia, labor market and people with special needs can work together to design and promote the implementation of more inclusive policies.

The second session of the day consisted of a roundtable, titled "Moving towards inclusion and diversity: testimonies from students and professionals", in which inclusion officers from various projects institutions (Valor T - a branch of Santa Casa da Misericórdia de Lisboa, one of the largest Third Sector institutions in Portugal; Centre for Professional Rehabilitation of Gaia City Hall and U.Porto's Inclusion Office) and 2 U.Porto students shared insights regarding inclusive recruitment, promotion of gender equality and diversity in companies and other entities. The roundtable was moderated by Nuno Barros, from GRACE, a Portuguese collective of companies focused on Corporate Social Responsibility.

3.3.2. Data and indicators

A total of 63 individuals registered for this event and 14 effective participants attended the sessions, with the following distribution per University of Origin.

Table 3. Distribution of effective participants in the event Recognising Diversity, Enhancing Employability! by University of Origin (n=14)

University of Origin	Number of effective participants
UPSaclay	1
LMU	2
U.Porto	11

Table 3. Distribution of effective participants in the event Recognising Diversity, Enhancing Employability! by position held (n=14)

Position	Number of effective participants
Student	8
Academic Staff	4
Administrative Staff	2

3.3.3. Concluding remarks and points for improvement

The workshop on the first day was a good opportunity for participants to learn new paths to uncover their potential, through contact with new tools, such as the notions of empowerment and self-knowledge, which can contribute to their professional and personal development,

which are the main goals of Work Package 4. The sessions of the second day proved to be an interesting forum of discussion for experts in the areas of inclusion and employability of people with fewer opportunities. It served as well as a stage for the sharing of good practices currently in place in a myriad of public and private institutions and for participants to get to know some resources and opportunities that are currently available.

When it comes to possible ways for improvement, this event highlights the need for further dissemination of events and training activities among the academic community of the EUGLOH Alliance and that this process should be conducted in longer timeframes than what has been the current practice. The percentage of effective participants in relation to the number of registrations was considerably low (22%) and so was the number of absolute participants (14). Finally, the number of participants per Partner University reveals a disparity in the level of engagement with EUGLOH events of students and staff across the Alliance.

3.4. Open Day for all students that feel that they are not perfect- "Promote your soft skills and get a job!"

3.4.1. Fact sheet of the action

Main organizers: Lund University with the support of Université Paris-Saclay, University of Szeged, Universidade do Porto and Ludwig- Maximilians Universität München.

Objectives: The objective was to strengthen the ability of the students to identify their strengths and to be able to convey them when seeking a job position. The hiring staff represented one company in IT with the business idea to only hire staff with autism while the other two companies were in the energy industry. The choice of the panellists together with the title and the approach to the topic was meant to include all students.

Keywords: Employability, disability, and soft skills.

Dates: December 20, 2022 (15:00-16:30 CET)

Location: Online

Target group: EUGLOH students

Short Description: You know what courses you have studied, and you have found an interesting job ad – but how can you prove that you are the right person for the job? One effective tactic is to get to know your soft skills and promote them in a professional way! Maybe you are a good mediator, team leader or problem solver.

Join us for a panel discussion on Zoom webinar where we discuss the importance of knowing your soft skills and how you can communicate these in a professional and convincing way. There will be time to ask questions to the panellists. The panel consists of experts working with recruiting and career guidance for students.

3.4.2. Preparation and implementation of the action

The concept and content of this Open Day was co-created by career officers and students representing the EUGLOH partners. By organizing it together partners could find out what was most relevant for the students, and how the partners can contribute, at the same time as individuals got to know each other's expertise and institutional context better.

During the workshop, the participants got a short presentation of the objectives of the activity and then brainstormed on the needs of the students. Then the focus turned to setting the time and the format before discussing what each partner could contribute with, and how to proceed. In the discussions, many ideas came up that can be used for other events. The workshop took place online on December 5.

Schedule:

1) Introduction of EUGLOH by Susanne Linné.
2) Introduction of the theme and presentation of the panellists by the moderator.
3) Short presentation of the companies by the panellists.
4) Q and A.
5) Summary and conclusions.

Table 4. List of panellists in the event Open Day for all students that feel that they are not perfect- "Promote your soft skills and get a job!"

Role	Name	First name	Organisation
Moderator	Hjalmers-Mattson	Anna	LU
Hosta and Q and A	Linné	Susanne	LU
Panelist	Elin	Blom	Unicus, Sweden
Panelist	Rósza	Veres	BP Business Service Center, Hungary
Panelist	Anna	Alpenhoff	Vestas, Northern and Central Europe

3.4.3. Data and indicators

494 students signed up for the webinar and 224 of those participated. To have 34% showing up can be considered a good turn-up during the very last week before Christmas.

Out of those who signed up 25% were bachelor students and 73% were Master students. Most of the students that signed up were from LU (58%) or U.Porto (27%) and the rest of the students were, in more or less in equal proportions, from USz, LMU, and UPSaclay.

The participants in the webinar were, according to the log, in many different countries, not only in the five EUGLOH countries. This is probably due to many students being abroad for exchange studies or internships.

3.4.4. Concluding remarks and points for improvement

The students appreciated the compact format and the interactivity of the webinar. The topic of promoting soft skills and putting the emphasis on an inclusive way of looking at skills seemed to appeal to the students.

Finding panellists with good communicational skills and representing companies that are appealing to students is vital and it was facilitated by the career officers' network and knowledge. The panellists did a great job in presenting and answering the questions of the students. The panellists appreciated the contact with the students and are willing to come back for other similar events. The moderator, Anna Hjalmers Mattson, study and career counsellor at Lund University, set the tone of the webinar and ensured that it was relevant and well-structured.

Shorter, online events are easy for the students to join and have the potential of attracting a large audience at the same time as they are rather easy to organize. Communicating the inclusive approach to the students is an act of balance. One wants to reach the target group but at the same time not scare students off.

The career advisors enjoyed working together with a hands-on task and there were many possibilities to learn from each other and to give added value to the students. The career advisors will continue to work together.

4. Podcasts on Inclusion and Employability

WP4 partners, agreed that the best methodology and approach to further address these topics, in an inclusive and asynchronous medium, would be to create a podcast series.

"The EUGLOH Radio" Podcast Series was then created, addressing topics such as "Mental Health and well-being" and "Inclusion of graduates with disabilities". A total of 8 episodes were published on the streaming platforms Spotify and Google Podcasts.

A series of EUGLOH audio podcasts have been developed and co-created by all partners. The objective was to promote the 8 current topics identified by EUGLOH through interviews with students; academic and administrative staff. Here is the link to access these podcasts: https://open.spotify.com/show/668gc70m3uVuGXypfYuvZb.

The individual summary of the selected podcasts for each topic is available below:

1) **Mental Health and well-being in academia**
Study and research can be overwhelmingly stressful. This can lead to serious problems and studies show that many students and researchers suffer from mental health issues. We talk about mental health problems and associated risk factors in academia and give some tips and advice on what one can do and where to find help.

A second interview with Dr. Luiz André Dos Santos Gomes from LMU's Department for Pedagogy and Rehabilitation shares his perspective on mental health as a researcher and teacher working with children with cancer.

2) **Staff Mobility**
As part of the European Universities Initiative, a key objective of EUGLOH is to integrate its partner Universities into one multicultural campus. An important means to this end is to facilitate mobility between the different universities.

3) **Mobility for all - Student's perspective**
2 students from the University of Paris-Saclay and the University of Szeged share their experiences and talk about the benefits and inclusive character of mobility in EUGLOH.

Charlotte Malle, from the University of Paris-Saclay was granted an internship to go to the University of Porto thanks to the EUGLOH network.

4) Social Entrepreneurship

In order to enable students and researchers to tackle the grand challenges of the future EUGLOH aims to promote social responsibility as well as an entrepreneurial mindset. We talk to the founder and social entrepreneur Kaija Landsberg and the Managing Director of the LMU Innovation and Entrepreneurship Center Dr. Dominik Domnik about social entrepreneurship.

5) Inclusion of Graduates with disabilities

Finding a good job in line with your wants and needs is rarely easy. Especially for graduates with disabilities. We talk about challenges and opportunities for employees and employers.

6) Dyslexia, social inclusion and Disability

Prof. Francesca Bugiotti, a data scientist from Paris-Saclay University, tells us about her research on dyslexia and ways to improve social inclusion.

7) Starting a career with dyslexia

Amelie, an alumna from Lund University with dyslexia, recounts her successful career start.

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