**XENIA ERASMUS+ PROJECT**

**WORK PACKAGE 1**

**REPORT ABSTRACT**

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**ABSTRACT**

The XENIA Project is a 36 month project funded by the Erasmus+ Programme of the European Union involving a consortium of 7 partners from 5 European countries (Ireland, Italy, Greece, Slovenia and Spain). The project aim is to develop and implement an inclusiveness index to support equality, diversity and inclusion in European Higher Education Institutions (HEIs). Specifically, the index will measure the actual level of social and educational inclusion of sexual minority and gender marginalised students and staff. The project will also share practices and tools for promoting and improving equality, diversity and inclusion (EDI).

Work Package 1 (WP1) was the first phase of the XENIA project which included 4 key activities generating 2 deliverables with multiple outputs. The primary aim of WP1 was to lay a robust foundation for the XENIA HE Inclusiveness Index by developing a Common Research Methodology which guided the work and contributions of all XENIA partners in WP1, and through which a rich evidence base could be harnessed. The key activities underpinning this common research methodology were: the identification and classification of HEIs into **5** relevant and appropriate **thematic areas**; the development of **64 indicators** that signify inclusion of gender diverse and LGBTQ+ students and staff, categorised into subsections under one of the thematic areas; and the development of **tools** and resources for promoting inclusion across HEIs.

This report describes in detail each step in the development of WP1 by the consortium from January to July 2020. Every output, tool, resource and supporting document created and/or used over the course of WP1 is made available in the report.