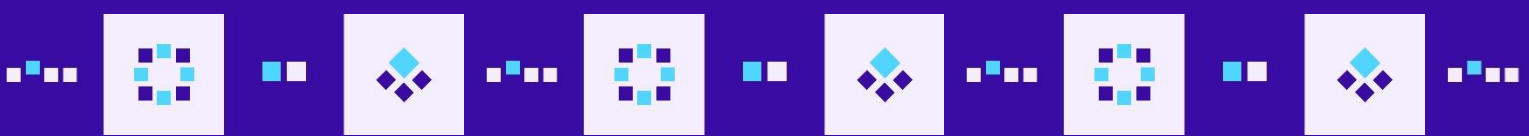




# Glossary of Categories and Key Terms



Each initiative in this catalog has been categorized using specific labels that, in some cases, due to the diversity of cultures involved in its development, require a specific definition.

**Admission Access:** Initiatives that facilitate the admission and inclusion of underrepresented groups into formal STEM higher education programs. These are activities aimed at high school students interested in pursuing STEM careers. Participation in these programs and initiatives could be a determining factor in the allocation of spots in STEM fields at universities.

**Advocacy:** Initiatives that educate the university community about the challenges faced by underrepresented groups in STEM fields. These activities aim to promote an inclusive culture where diversity is recognized as a strength.

**Attraction:** Initiatives to inspire and motivate individuals to consider STEM disciplines a viable and enriching path for their academic and professional development. These initiatives seek to break stereotypes, foster interest in STEM, and promote inclusion, focusing on individuals at different stages of their educational journey.

**Awareness:** Activities aimed at the general community to create a culture that thinks about STEM careers and their potential impact. These initiatives highlight the importance of STEM fields in society and seek to make them more accessible and attractive to underrepresented groups.

**Effort:** A qualitative indicator of the economic and/or personnel cost that the design and implementation of an initiative represent for the university. It is classified as *low*, *medium*, or *high*, according to the criteria of the originating institution.

**Exploration:** Opportunities that allow primary and secondary school students to engage with STEM concepts with a hands-on and fun approach. These activities offer interactive experiences that demystify STEM and foster curiosity.

**Immersion:** Programs that provide more in-depth experiences in STEM. These initiatives are designed to strengthen students' interest and confidence in pursuing STEM studies by exposing them to real-world applications, advanced concepts, and mentoring opportunities.

**Retention:** Initiatives that address the critical need to support university students throughout their academic journey, particularly those from underrepresented groups in STEM.

**Skill Development:** Programs designed to enable university students with the academic, technical, and social skills necessary to thrive in STEM studies.

**Support:** Initiatives that provide emotional, psychological, and structural assistance to university students, ensuring they can focus on their studies and achieve their academic goals in a supportive environment.

**Target audience:** An indicator of the educational level of the group targeted by the activity. Since the education system varies by country, a standardized classification has been established with the following labels: *Primary school* (< 12 years old), *Secondary school* (before entering university), *University*, *Postgraduate*, *Teachers*, and *Others*.

**Type of activity:** A list of the methodologies or dynamics implemented in each initiative. The categories include:

- *Awards:* Recognitions granted for work carried out by the target audience. It is not required that this work has been developed at the university or the participants' educational institution.
- *Communication initiatives:* Sessions, visits, or events that showcase the university's educational offerings, including fairs and open days.
- *Competition:* Events or sessions similar to hackathons, where prizes are awarded.

- *Courses*: A set of sessions spanning more than one day, where the target audience acquires specific knowledge and skills.
- *Debates*: Sessions in which the target audience participates in discussions, usually moderated by one or more university representatives.
- *Networking activities*: Sessions that promote contact with professionals in the sector or researchers in a specific scientific field, facilitating professional projection after university studies.
- *Policy making*: Programs or organizational structures within the university that promote diversity and gender equity.
- *Study programs*: Development of training programs aimed at strengthening knowledge, facilitating university admission or retention, attracting more women to STEM fields, or preparing for professional life.
- *Support groups*: Accompaniment initiatives, which may include mentoring, emotional, or psychological support.
- *Talks*: Sessions where one or more university representatives deliver lectures or presentations to the target audience.
- *Workshops*: Hands-on and practical activities that allow students to experiment in STEM fields.
- *Other*.

**Underrepresented group:** A list of underrepresented groups or collectives that are prioritized as recipients of the activity. The considered collectives include: *Females*, *Students with low socioeconomic level*, *Ethnic minorities*, and *Other minorities*. The inclusion of a group in this list does not necessarily mean that the initiative is exclusively targeted at that group; rather, it has been specifically designed to welcome and attract them to STEM studies. The definition of "low socioeconomic level" has not been quantified, leaving this criterion at the discretion of each originating institution.

Funded by the European Union. Views and opinions expressed are however those of the authors only and do not necessarily reflect those of the European Union. The European Union can not be held responsible for them.



**Co-funded by  
the European Union**



# ELA4ATTRACT

EMPOWER LA HE FOR INCLUSION AND STEM ATTRACTION

