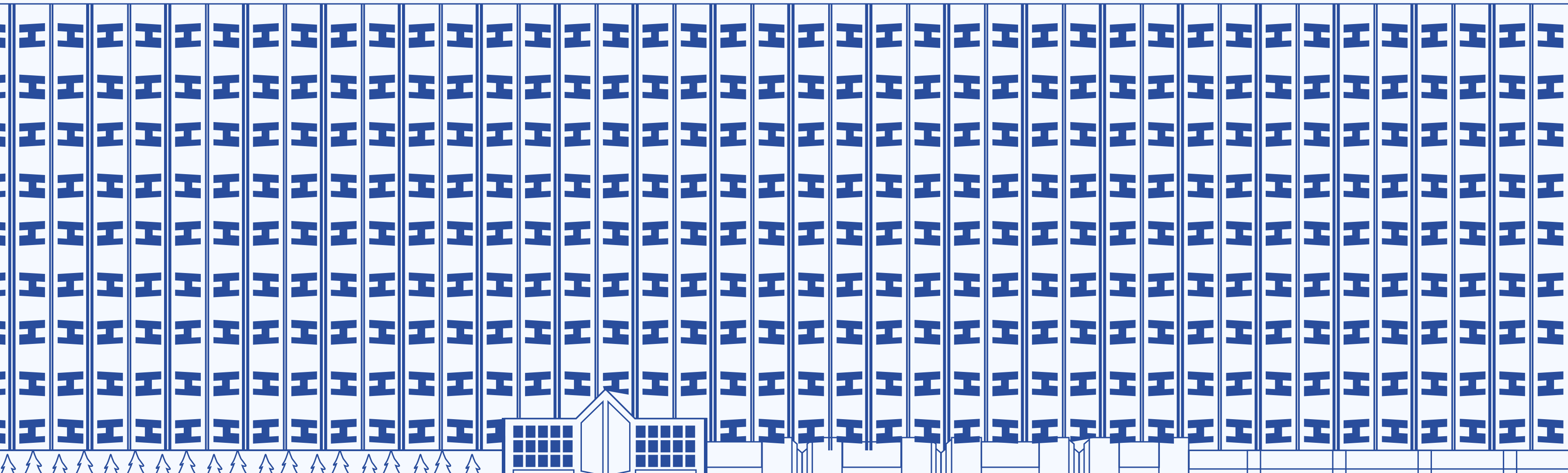




SATBAYEV
UNIVERSITY

EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION POLICY (EDI)

KAZAKH NATIONAL RESEARCH TECHNICAL UNIVERSITY SINCE 1934





Welcome speech of Satbayev University's Rector

Dear colleagues, students and partners!

Satbayev University is entering a new stage of its development; the stage in which the values of equality, diversity and inclusion are becoming not just principles, but the foundation of our academic culture. We realize that it is the diversity of views, ideas, cultures, and experiences that creates an environment where innovation is born, leaders are formed, and the foundations for a sustainable future are laid.

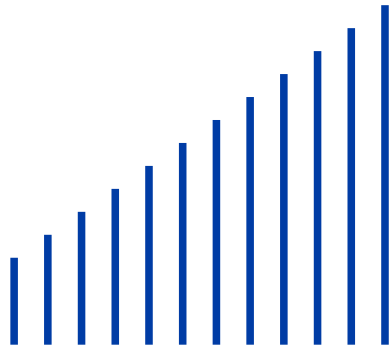
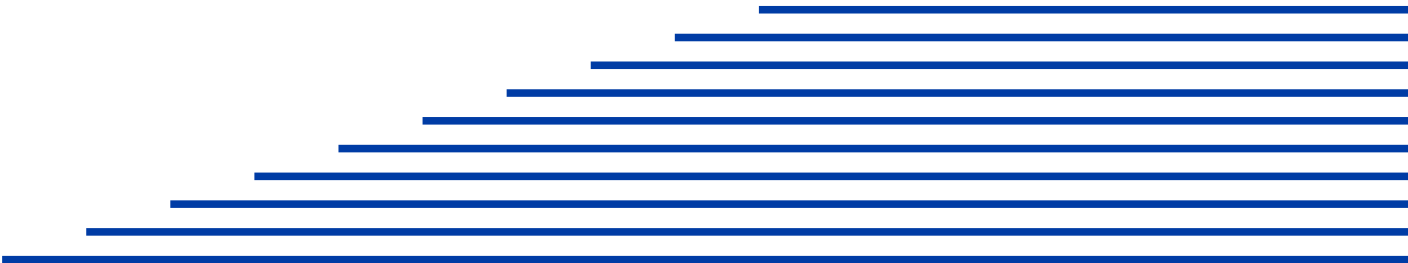
Policy of equal opportunities, diversity and inclusion reflects University's strategic choice to be a space where everyone, regardless of gender, age, origin, health status or other circumstances, can realize their potential. We strive to ensure that every student feels like a part of a single community, and every employee is a part of the overall success.

Our university has already taken important steps: conditions have been created for the education of students with special educational needs, mechanisms for equal access to educational and career opportunities are being developed, and systematic work is underway to promote women in science and engineering. All these are not just individual initiatives, but elements of a single ecosystem aimed at strengthening **justice, respect and trust**.

We believe that inclusivity is a force that unites us and moves us forward. That is why Satbayev University strives to become an example of how a university can be not only a center of knowledge, but also a space of human dignity, openness and social responsibility.

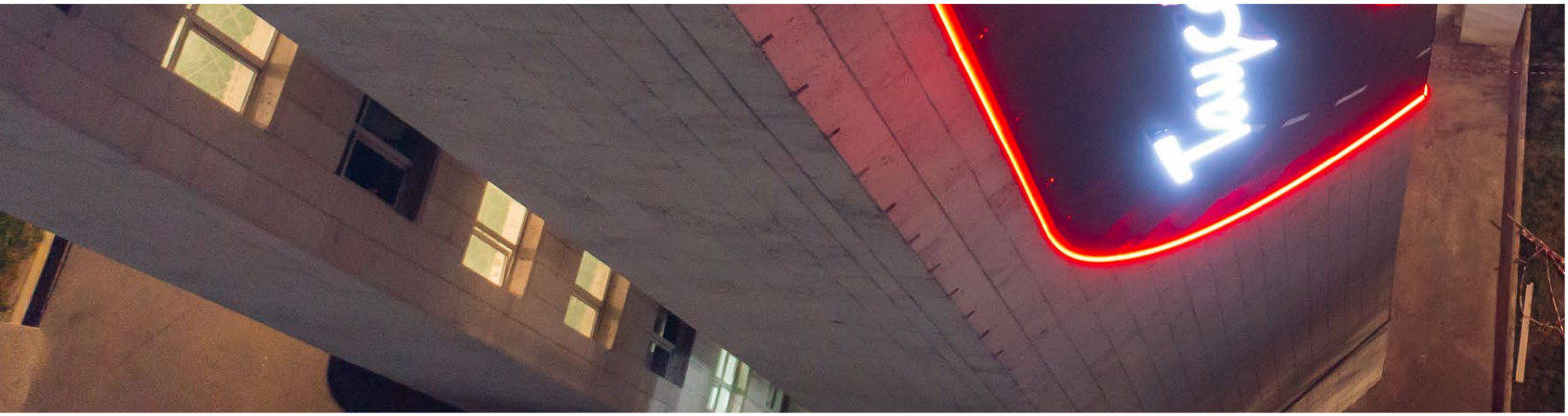
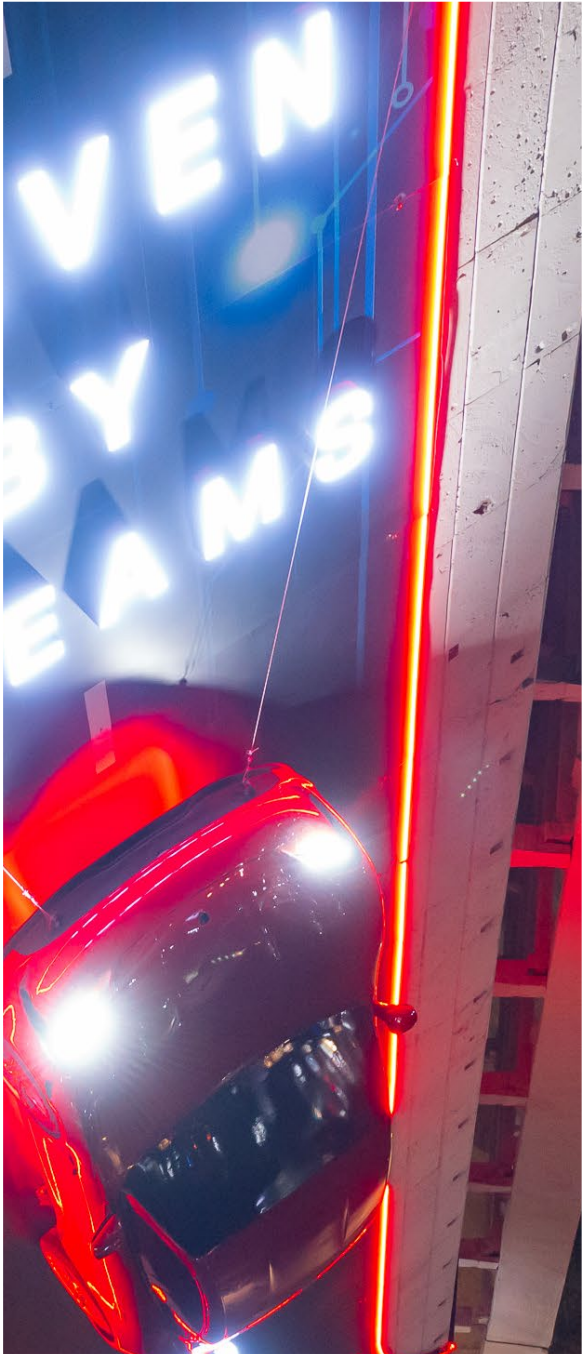
I would like to thank everyone who contributes to evolving the culture of equality and respect at our university. Together, we are shaping a future where **diversity is the source of progress, and inclusion is its path**.

With respect,
Meiram Begentayev
Chairman of Board - Rector of Satbayev University



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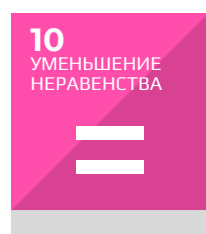
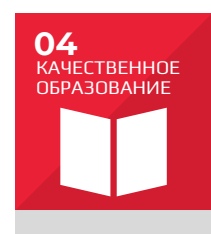
EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION POLICY (EDI)



1. Introduction

Satbayev University recognizes diversity as a strategic resource for development, innovation and competitiveness. University considers the principles of equal opportunities and inclusion not only as a moral and legal obligation, but also as the basis for sustainable development and the social function of higher education.

By supporting the **UN Global Sustainable Development Goals (SDGs 4, 5, 8, 10, and 16)**, University strives to provide **high-quality, inclusive, and equitable education, equal opportunities for all, decent employment, and fair, inclusive institutions** capable of ensuring the equity and participation.



In addition, Satbayev University sees an important mission in forming an active civic position among students and staff – respect for human dignity, willingness to participate in solving socially significant tasks, in the development of the sustainable, fair and innovative Kazakhstan.

Our mission is to create an inclusive university community where every student and staff member feels respected, heard and involved in the evolvement of the university. We believe that it is through equality and participation that the potential of the individual and society as a whole is revealed.

2. International and national obligations

(Equality, Diversity and Inclusion – EDI) is built in accordance with generally recognized international standards and commitments adopted by the Republic of Kazakhstan, and reflects University's desire to be part of a global academic community that shares the values of sustainable, equitable and inclusive development.

Policy of EDI Satbayev University is based on the provisions of key international documents ratified by Kazakhstan. These commitments are integrated into Satbayev University's strategic guidelines and include access to education, equality of academic and professional opportunities, and respect for everyone's rights and dignity:

- **Universal Declaration of Human Rights and the International Covenant on Economic, Social and Cultural Rights**, which enshrine everyone's right to education without discrimination.
- **UN Convention on elimination of all forms of discrimination against women (CEDAW)**, which forms the basis for promoting equal opportunities for girls and boys in education, science and university management.
- **Convention on the rights of persons with disabilities (CRPD)**, which defines the obligations to create a barrier-free environment, digital and physical accessibility.
- **Bologna Declaration**, which sets standards for academic mobility, recognition of qualifications, and equal opportunities in higher education.

Our EDI Policy reflects our understanding on sustainable development concept and Sustainable Development Goals that University joined in 2023. The priority goals for Satbayev University are:

- **Ensuring** inclusive and equal access to education and professional development – **SDG 4 "Quality education"**.
- **Expanding** opportunities for girls and women to participate in STEM sciences and be represented in managerial positions – **SDG 5 "Gender Equality"**.
- **Development** of modern skills and competencies of graduates to increase their competitiveness in the labor market – **SDG 8 "Decent work and economic growth"**.
- **Support** for students from socially vulnerable groups, including regions with low access to education – **SDG 10 "Reducing the inequality"**.
- **Promoting** a culture of respect, non-discrimination, and academic ethics among students, faculty, and scientists at Satbayev University – **SDG 16 "Peace, justice, and effective institutions"**.

Implementation of EDI policy serves as Satbayev University's contribution to achieving the national indicators of sustainable development in Kazakhstan until 2030.

Policy of EDI Satbayev University meets the priorities of the state strategic documents:

- **Strategy "Kazakhstan-2050" and Action Plan in the field of human rights and supremacy of law** (approved by Decree of President of the Republic of Kazakhstan dated 08.12.2023 # 409), emphasizing the development of an inclusive society and equal opportunities for all.
- **Concepts of family and gender policy in the Republic of Kazakhstan until 2030** (approved by Decree of President of the Republic of Kazakhstan dated 06.12.2016 # 384), setting a guideline for increasing women's participation in science and innovation.
- **The election program of President of the Republic of Kazakhstan "Fair Kazakhstan - for everyone and for everyone. Now and forever,"** emphasizing the importance of equal access to resources and fair treatment in all areas of life.
- **Concepts of digital transformation, development of the information and communication technology and cybersecurity industry for 2023-2029** through the focus on digital inclusion and removing barriers in IT education.

3. Mission and vision

Satbayev University promotes a culture of equality, diversity and inclusion as a foundation for academic and social development. It has created an educational environment where every student and staff member has equal opportunities for learning, research and self-realization, and respect, openness and collaboration are part of daily academic practice.

Through inclusion and equity principles, University contributes to evolving the human potential, innovation and sustainable progress in Kazakhstan.

Satbayev University strives to become the leading inclusive university in Central Asia, where diversity is valued as a source of innovation and strength. University of the future is an open, fair and inspiring academic community that unites people of different cultures, ideas and opportunities for the sake of sustainable development of society and strengthening civic responsibility. In this future, equality and respect for the individual are the standard of quality in education, science, and governance.

Confirming the commitment to the values of equality, diversity and inclusion, Satbayev University has Center for Support and Maintenance of Inclusive Education. This is a structural unit whose work is aimed at developing the degree programs for people with special needs, providing a barrier-free learning environment, psychological support for students, development and implementation of scientific projects; cooperation with international and national public foundations and organizations; organizing and holding the socially significant events, festivals, trainings.

Today, students with special needs can study in 8 degree programs:

- **design,**
- **mathematical economics and data analysis,**
- **business engineering,**
- **Startup Bachelor's degree,**
- **computer science,**
- **mathematical and computer modeling,**
- **information security,**
- **information systems.**

Center has experts - sign language interpreter, teaching assistant, psychologist and junior engineers, whose main function is to help create a comfortable educational environment for students with special educational needs.

University maintains specialized records of people with disabilities and persons with disabilities in the information system at the stages of their admission, education and employment.

Monetary compensation is paid for meals for students with disabilities and students who are registered for tuberculosis at the university's own expense. Scholarship allowances of 75% have been established for students with hearing and visual impairments. Students with disabilities who study on a contractual basis at the expense of extra-budgetary funds of the university are provided with tuition discounts in the amount of 10-20% (if GPA is 2.5 or higher).

University creates a barrier-free environment for students: ramps are installed in all academic buildings and partially in student dormitories.

For students with visual disabilities, Scientific Library has organized a subscription to IPR media resources. IPR MEDIA Group is a developer of programs and adaptive technologies for inclusive education aimed at educating people with visual impairments.

Website has a widget for the visually impaired <https://satbayev.university/>. By going to the website and clicking on the label version for the visually impaired, a functional menu for information display settings will open. A learning mechanism has been developed for visually impaired and hard of hearing students on the official Polytech online website (polytechonline.kz).

Career Center is actively engaged in the employment of students with disabilities and disabilities.

In 2025, rooms for students with special educational needs will be equipped in the new university dormitory.



4. Basic principles

Satbayev University's policy of diversity, equal opportunities and inclusion is based on generally recognized international norms and obligations ratified by the Republic of Kazakhstan, as well as taking into account the experience and best practices of world universities.

Principle of equality and non-discrimination ▼

Every student, teacher, and staff member has the right to equal access to education, research, employment opportunities, and academic resources, regardless of gender, age, ethnic origin, citizenship, social status, religion, disability, sexual orientation, or other circumstances.

At Satbayev University, the given principle is implemented through evolving and observing the anti-discrimination standards; ensuring access to study programs, grants, scholarships and career opportunities; and implementing a zero tolerance policy against discrimination and harassment.

Principle of inclusivity and accessibility ▼

Inclusivity and accessibility is the creation of an environment in which all members of the university community, regardless of differences, have equal opportunities to participate in the academic, scientific and social life of the university due to the absence of architectural, digital, communication and cultural barriers.

At Satbayev University, the given principle is implemented through developing the academic support system for students with special needs; the use of universal design principles in evolving the educational courses and digital platforms; providing a barrier-free environment (elevators, ramps, adapted laboratories, online access); involving students and staff in shaping the university's development strategy.

Principle of respect and cultural diversity ▼

Cultural and ethnic diversity is a resource for improving the quality of education, scientific research and the innovative potential of University.

At Satbayev University, this principle is implemented through the support of international academic exchanges and intercultural projects; the promotion of ideas of intercultural respect and dialogue in university culture; the inclusion of multicultural and gender-sensitive approaches in curricula.

Principle of transparency and accountability ▼

Openness and transparency of policies, procedures and decisions lays the foundation for trust, fairness and responsibility.

At Satbayev University, the given principle will be implemented through public reporting on the implementation of the university's development strategy and EDI; open procedures for hiring and promoting staff; and the publication of an annual report on equal opportunities and inclusion.

5. Goals and objectives

Satbayev University aims to create an inclusive, fair and safe university environment where the principles of equality and respect for diversity ensure equal opportunities for all students, faculty, scientists and staff, contributing to academic and professional development, innovation and sustainable progress of Satbayev University and the society of Kazakhstan.

Already today we are systematically implementing the following tasks:

- Equal access to educational resources, internships, laboratories, and digital platforms is provided.
- Principles of equality, diversity and inclusion are embedded in all degree programs and training courses.
- System for monitoring academic performance has been implemented, taking into account inclusive principles and the needs of students.
- Equal opportunities are guaranteed in the recruitment, promotion and evaluation of employees.
- We respect gender and age diversity in our academic and administrative boards.
- Formation of the personnel reserve is based on equal access and representation principles.
- Physical, digital, and communication accessibility of campuses, dormitories, and learning spaces has been ensured.
- Psychological, academic, and social support systems for students from vulnerable groups have been established and are being maintained.
- A safe environment is provided without discrimination, harassment and bias.



5. Goals and objectives

At the same time, in the process of achieving its goal, the university will have to systematically solve the following task:

In the field of academic and educational process

- To develop academic mobility and the participation of students and teachers in international EDI projects.
- To improve gender balance in STEM fields, engineering professions, and the representation of women in leadership positions.
- In the field of management and personnel policy
- To include EDI criteria in the KPIs system of department heads and teachers.
- To develop and implement mandatory trainings on non-discrimination, respect for diversity, and inclusive leadership.

In the field of university environment and infrastructure

- To implement the principles of universal design in all elements of infrastructure and educational services.
- To approve mechanisms for addressing, responding to, and preventing violations of EDI principles.

In the field of communication and university culture

- To promote a culture of respect, diversity, and collaboration through communication campaigns, student initiatives, and internal events.
- To create effective mechanisms and feedback channels on equal opportunities and inclusion.
- To support and expand student clubs and communities focused on the values of diversity and mutual respect.
- To develop partnerships with external organizations, businesses, and NGOs to promote EDI principles in the professional environment.

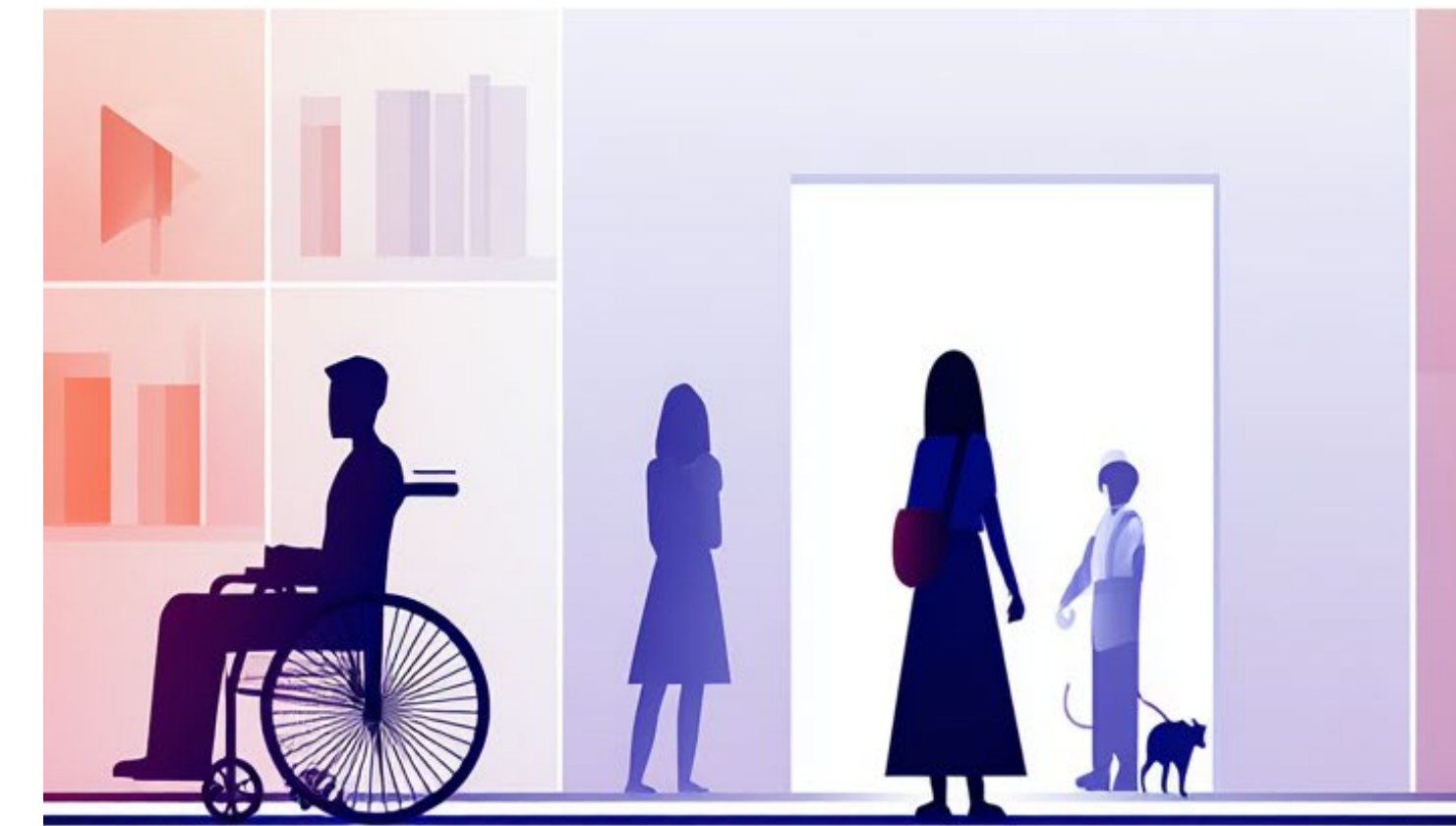
In the field of research and innovation

- To promote the representation of girls and women, students with disabilities and representatives of other vulnerable social groups in scientific and innovative projects, student entrepreneurship.
- To support research in the field of gender and social aspects of STEM, student entrepreneurship, innovation and technology.
- To include EDI approaches in the evaluation of research programs and grant competitions.
- To create conditions for the development of interdisciplinary research on sustainable and inclusive development.

In the field of sustainable development and reporting

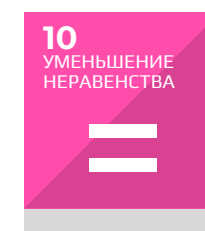
- To ensure the relationship between EDI's objectives and Satbayev University's strategy for achieving **Sustainable Development Goals (SDGs 4, 5, 8, 10, 16)**.
- To develop and implement a system for monitoring and annual reporting on implementing the EDI policy.
- To expand strategic partnerships with universities and organizations promoting the EDI and ESG agenda.
- To ensure the growth of Satbayev University's positions in international and national rankings on inclusivity and sustainable development.

Expected result of policy implementation



A competitive Satbayev University with the modern and inclusive university ecosystem in which equality, diversity and inclusivity are not only ethical values, but also strategic guiding principles of development.

Through the systematic implementation of EDI policy, University achieves academic excellence, innovation and sustainable development, strengthening its position as the leading scientific and educational center in Kazakhstan and Central Asia.



6. Policy implementation

EDI policy is implemented by Satbayev University in stages, taking into account strategic priorities, resource opportunities and international obligations of the Republic of Kazakhstan.

Each stage is aimed at creating a sustainable, inclusive university ecosystem and includes specific directions, actions and performance indicators.

Stage I. Preparatory (2025-2026) – formation of the regulatory and institutional framework

Goal: to create a system environment for executing and coordinating the EDI policy at the university level.

At the preparatory stage, EDI Policy and the necessary internal regulations are approved. EDI Council is being created, responsible departments and coordinators are appointed. The state of inclusivity and equal opportunities is being audited, and a roadmap with KPIs is being developed. Information and training events are being implemented simultaneously, and unified communication and reporting channels are being formed.

Stage II. Implementation (2026-2028) – integration of EDI principles into all processes

Goal: to integrate the principles of diversity, equal opportunities and inclusion into the key areas of the university's activities.

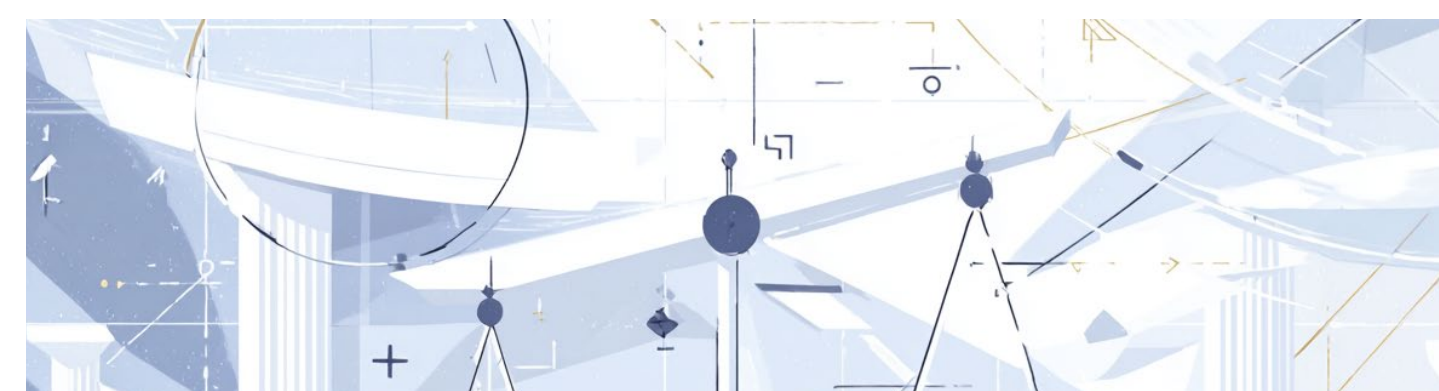
At this stage, EDI principles are integrated into all key university processes. The policy of equality and inclusion is included in strategic documents and educational programs. The principles of universal design are being implemented in the infrastructure and digital environment.

Staff development programs are being conducted, education is being made available to all categories of students, academic mobility and the participation of vulnerable groups are being expanded. In parallel, partnerships with NGOs and international organizations are developing, and the practice of introducing EDI indicators into the internal quality assurance system is being formed.

Stage III. Institutionalization and development (2028-2030) – strengthening the resilience and leadership

Goal: to consolidate the implementation results and position Satbayev University as a national and regional leader in EDI sphere.

The stage is aimed at consolidating the achieved results and turning Satbayev University into a national and regional leader in the field of EDI. A system of regular monitoring, evaluation and public reporting on the implementation of the policy is being implemented. University participates in international rankings and professional networks on inclusivity and sustainable development, and develops research areas in the field of social and gender innovation. An annual index of the university's inclusivity is being formed, experience is being exchanged and best practices are being replicated. EDI principles are finally integrated into the corporate governance and development strategy of Satbayev University 2035.



Stage IV. Evaluation and updating (ongoing, from 2030)

Goal: to ensure continuous improvement of EDI policies and mechanisms.

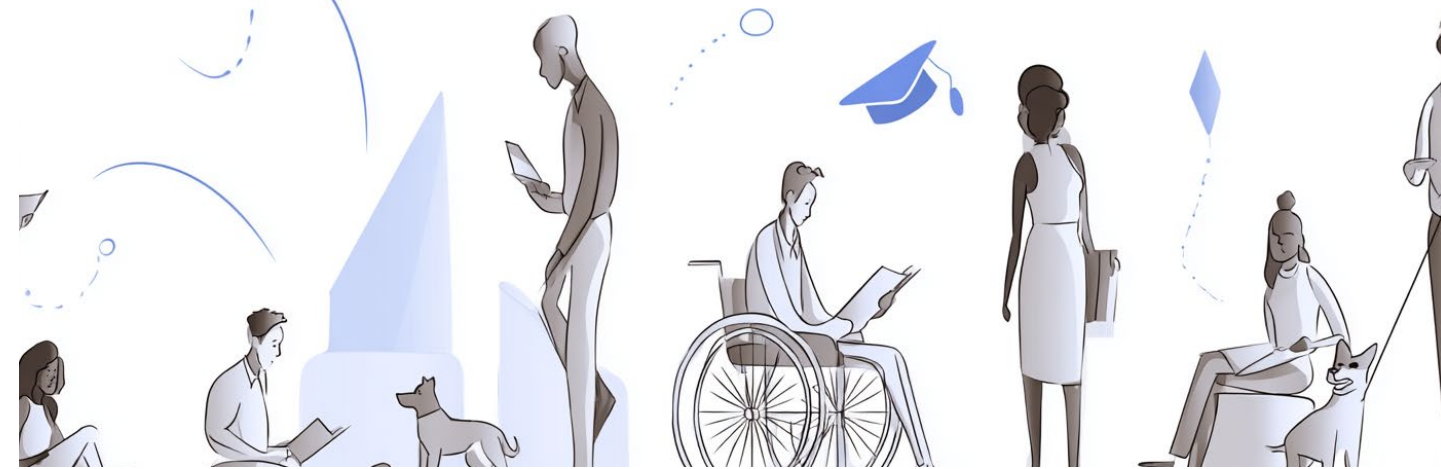
At the final, permanent stage, continuous improvement of the policy and its implementation mechanisms is ensured. University regularly conducts external and internal performance assessments, updates regulatory documents and indicators in accordance with international standards. Inter-university and inter-sectoral cooperation is developing, and Satbayev University's positions in international initiatives of UNESCO, OECD and EUA are being strengthened. A high level of inclusivity, trust and engagement is maintained, which confirms the university's status as a modern, competitive and socially responsible scientific and educational center.



7. Key areas

All policy directions of EDI Satbayev University are focused on creating the conditions for equal participation and success. Policy implementation focuses on the following key areas:

Academic inclusion and equal access to education



Ensuring fair and non-discriminatory access to degree programs, infrastructure, and digital resources for all students. Special attention is paid to supporting women, students with special educational needs and representatives of vulnerable groups.

Personnel policy and inclusive management



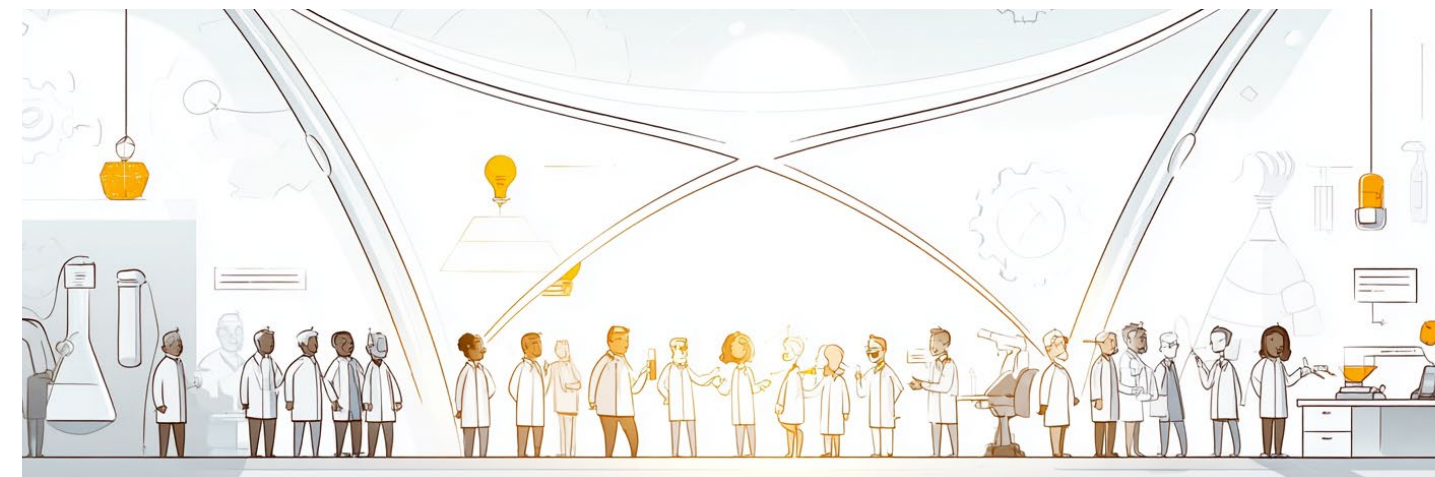
Creating the equal opportunities for teachers and staff in recruitment, promotion, and professional development. Building leadership based on the values of diversity and equity.

University environment and culture of respect



Creating the safe, respectful and supportive space for learning and work. Developing a culture of dialogue, empathy and responsibility, countering discrimination and harassment.

Research, innovation and social responsibility



Integrating the EDI principles into scientific and research activities, promoting gender and social balance in STEM fields, and supporting projects that promote sustainable development.

International cooperation and partnerships

Evolving the academic and research links with universities, international organizations and NGOs to share experiences and implement best practices in the field of equality and inclusion.



8. Governance and responsibility

Executing the EDI Satbayev University policy is ensured by an institutional management system aimed at coordinating actions, monitoring results, and accountability at all levels of the university community.

The general management and strategic control is carried out by EDI Council at Rector's Office, which approves action plans, performance indicators and annual reports on the implementation of the policy. Rector is primarily responsible for implementing the policy provisions and integrating EDI principles into University's development strategy.

The responsible executors are the structural divisions of University:

- Department for degree program management and methodological work, Project Office for sustainable development and inclusive education is responsible for integrating the EDI principles into degree programs and accreditation processes;
- Project Office for Sustainable Development and Inclusive Education ensures accessibility of infrastructure, student support and implementation of inclusive practices, and is responsible for monitoring and reporting on SDG and inclusivity indicators;
- HR service is responsible for ensuring the equal opportunities in recruitment, promotion and professional development of employees;
- Department of Communication and Community Development – for developing a culture of respect and engagement.

For the effective implementation and coordination of the principles of diversity, equal opportunities and inclusion at the level of academic departments at Satbayev University, EDI working groups are being created at the Institutes.

The working groups are the structural elements of EDI policy management system and ensure interaction between EDI Council, Institutes administration, students and teachers. Their activities are aimed at adapting the general principles of policy to the specifics of degree programs and academic environment of each Institute.

9. Monitoring and evaluation

Monitoring and evaluation of the effectiveness of performing the EDI policy are integral elements of Satbayev University quality management system. The given processes ensure transparency, accountability and continuous policy improvement in accordance with international standards (UN, OECD).

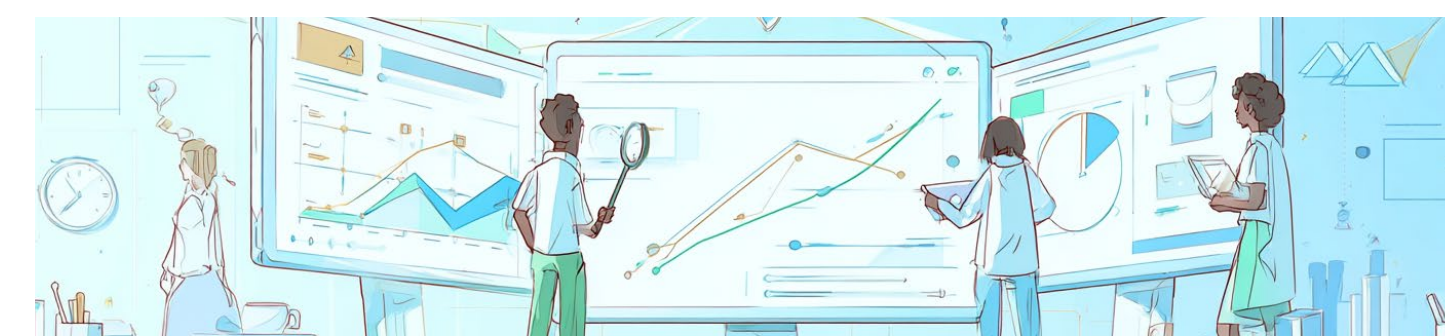
The main purpose of monitoring and evaluation is to provide systematic control over the fulfillment of tasks and the achievement of EDI policy targets. The analysis results make it possible to identify progress and problem areas, form an evidence base for management decisions and plan adjustments, and contribute to strengthening a culture of equality, engagement, and trust within University community.

Monitoring covers all key areas of University's activities – the educational process, personnel policy, the university environment, research activities and management system. It is aimed at assessing the availability of degree programs and services, the fairness of recruitment and promotion procedures, student and staff satisfaction with learning and working conditions, as well as analyzing the participation of various groups in research projects and managerial decision-making.

Comprehensive monitoring tools are used, including annual reports from Institutes' EDI working groups, student and staff satisfaction surveys, infrastructure and digital environment audits, analysis of personnel and academic data, as well as reports from EDI Council on reviewed appeals and recommendations. The given data empower to form a holistic view of the state of inclusivity and the effectiveness of executing the principles of equality at University. The monitoring results are analyzed annually by EDI Council, which prepares a summary report on implementing the policy and submits it to Satbayev University's Rector. Report reflects the results achieved, the dynamics of indicators, identified barriers and recommendations for further improvement of implementation mechanisms. Based on these data, an integral index of Satbayev University inclusivity is formed, reflecting the progress level in evolving the inclusive university ecosystem.

Monitoring reports are published on University's official website and included in the annual Strategic Development report, which ensures openness and public accountability. Monitoring is conducted on THE annual basis, and an in-depth performance assessment is conducted every three years with the participation of external experts and partner organizations.

The monitoring is coordinated by EDI Council, and the direct implementation is carried out by Project Office for Sustainable Development and Inclusive Education.



Inclusion and inclusivity in education

In the context of Satbayev University's activities, the concepts of inclusion and inclusivity have an interconnected but different meaning.

Inclusion is considered as the process of active involvement of all students and staff in the educational, scientific and social life of University, removing barriers and ensuring equal opportunities for participation.

Inclusivity, in turn, refers to the property and quality of the university environment, reflecting the level of openness, accessibility, respect for differences and fairness towards all members of the community.

Thus, inclusion expresses the practical activities of the university, and inclusivity is the result and characteristic of the diversity management system maturity. Executing the EDI policy is aimed at developing both components – both the creation of engagement mechanisms and formation of the sustainable, inclusive culture at Satbayev University.

