

Vision: Diversity & Inclusion



At the Extension School, we strive for a learner-centred educational approach that is inclusive and accessible to all. As we value the diversity of our learners, we strive to create an equitable environment where they feel welcomed and supported, and where everyone can fulfil their potential irrespective of contextual circumstances or personal profile. By offering an inclusive learning environment, we aim to enrich the learning experience, stimulate learners' creativity, and improve their performance.

Our vision for Diversity & Inclusion (D&I) supports our efforts to offer an inclusive and accessible learning experience in line with the [TU Delft values](#) of diversity, equity and inclusion. Our D&I commitment focusses on four dimensions.

Accessibility

All learners can easily access and interact with our course content.

- We strive to ensure fair access to resources by catering for all students' unique learning requirements. We produce accessible content according to recommended universal design for learning principles guidelines.
- We design for optimal navigation and usability.
- We consider the mobile learning experience and aim to design courses that are fully accessible and responsive on any device.
- We provide course materials that can be accessed offline to cater for learners with limited internet access.
- We are committed to identifying and resolving barriers that our learners may face while participating in our courses, so that we are continually improving on accessibility and the learning experience.

Diversity of course content and learning experience

Learners can recognize themselves in the variety of the presented content and are given the tools they need to succeed.

- Each course reflects and caters for the diversity of the target audience by providing contextually relevant content, where applicable within the scope of the learning experience.
- Course content will include a variety of real-world examples comprising different regional, social and professional contexts as applicable to the subject matter.
- The varied (online) learning experience comprises activities, assessments, and educational resources in alternative formats to suit the diverse needs of learners.
- We encourage a sense of belonging by providing in all our courses a social space where learners can interact with peers and build a professional community.

Gender equality

We aim to advance gender equality and increase female participation in lifelong learning.

- We aim to increase female participation in STEM disciplines, reduce barriers, and facilitate career advancement in their chosen professional field.
- As the participation of persons identifying as female or 'other' in our courses has grown steadily over the years, we aim to continually foster this participation by offering a welcoming learning environment, respectful of individual differences. We believe that an increased gender-mix presence in continuing education positively impacts gender diversity on campus and in face-to-face education.
- To promote gender equality, we strive for a gender-balanced composition in our course teams.

Affordability

More learners across the world can access our educational offerings.

- We are committed to educating the world by offering all our MOOCs with a free audit track.
- We share our educational resources on the TU Delft [OpenCourseWare](#) platform and embrace an open licencing policy, allowing others to access and reuse content from our courses irrespective of geographical location or socio-economic barriers.
- Additionally, we extend our commitment through specific schemes of financial assistance or through reduced fees for selected courses.

By undertaking a series of initiatives linked to these four D&I dimensions, the Extension School aspires, over time, to become a beacon of diversity and inclusion in the lifelong learning landscape, ensuring equality of opportunities for all.
