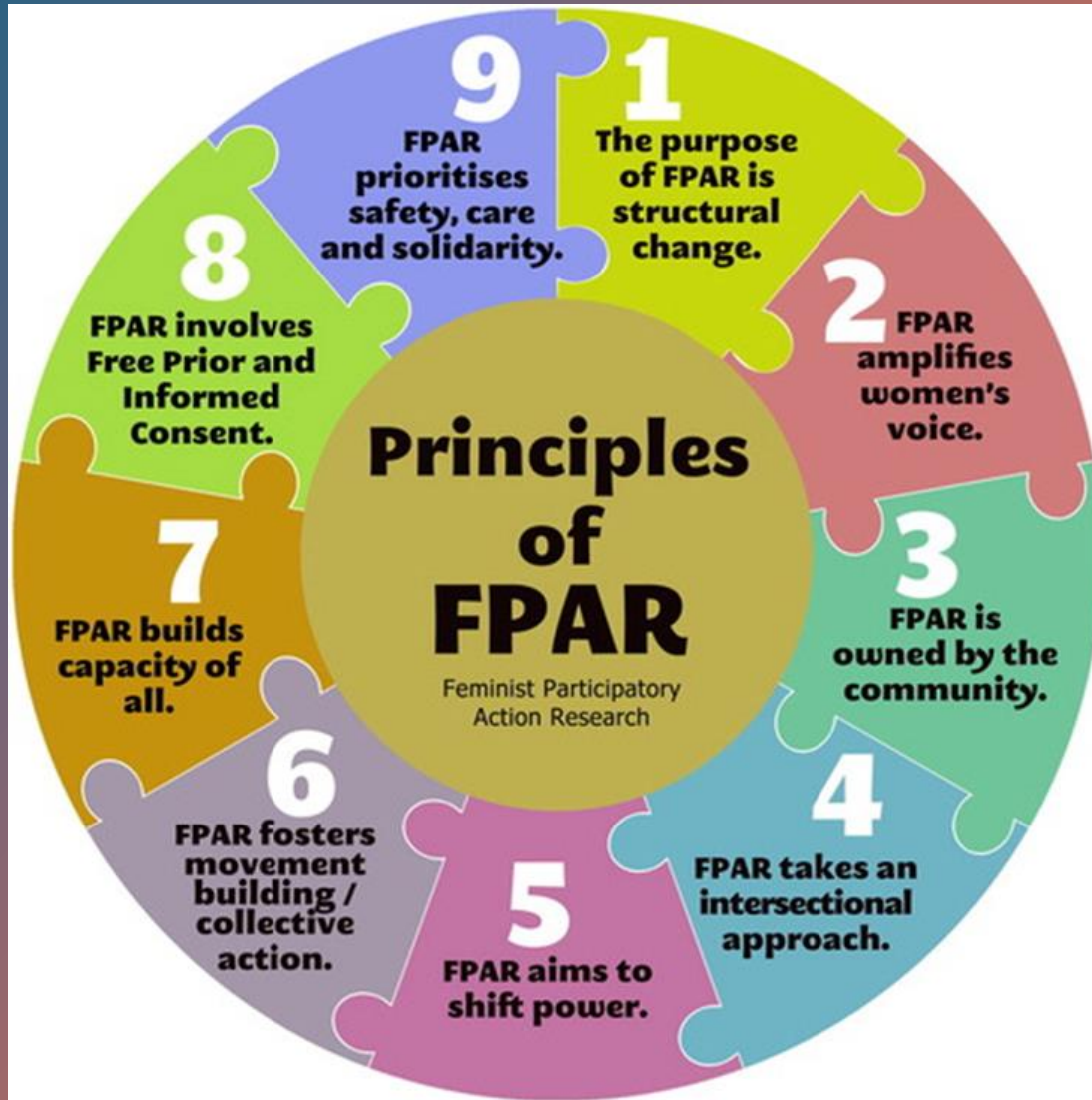




AIESEP Equity, Diversity and Inclusion (EDI) Policy launch



Co-design



- Overuse of the term 'co-design'.
- When every consultation event is labelled as co-design, it can dilute the term's meaning and lead to community disillusionment, as their input may not be genuinely considered in decision-making processes.
- Participatory action research (PAR) can be considered an authentic co-design approach with a potential way to navigate power relations that may arise.

Co-researchers

Co-designers	Facilitators	Critical Friends
<ul style="list-style-type: none">• Aspasia Dania• Shre Lynch• lisahunter• Dylan Scanlon• María José Camacho Miñano• Ching Wei Chang• Carolina Poblete Galvez• Marina Castro-Garcia• Kristin Elin Walseth	<ul style="list-style-type: none">• Carla Luguetti• Menno Slingerland	<ul style="list-style-type: none">• Ben Williams• Karen Farquharson

Policy co-design - process

Meetings	Dates
Recruitment	September
Meeting 1	October
Meeting 2	November
Break	
Meeting 3	February
Meeting 4	March
Meeting 5	March
Meeting 6	April
Meeting 7	April
Meeting 8	Meeting with the board

+ 3 critical friend meetings

Building relationships & Identifying the expectations for a policy (co-designers and Board)

Negotiating some of the challenges with policy co-design

Exploring successful policies in other organisations

Drafting the Policy

The Policy



1. Understanding the Purpose and Relevance of the EDI Policy



2. Scope of the Policy: a living document



3. Organisational commitment



4. A restorative procedure

Where we are at now?



July–Oct. 2025

Board members'
comments



Oct. 2025

Board approval of the
policy



Jan. 2026

AIESEP connect –
Launch the policy



June 2026

co-design action plan at
the pre-conference