

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 |

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

+ 3 critical friend meetings

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