

Inclusion Strategy

Introduction:

The mission of ZSEM is to transfer values, knowledge, and skills that students need for long-term success in a globalized business world undergoing constant technological and market transformations. It's vision is to become recognized as a leading accredited school of economics and management.

ZSEM's Strategic Plan is based on four strategic pillars that emerge from its mission:

1. Strong commitment to faculty development
2. Dedication to quality
3. Internationalization
4. Strong links with the business community

In line with ZSEM's strategy, our main objective through this project was the internationalization of our students and staff members to prepare them for the global workplace.

Key Components:

1. Scholarships for Underrepresented Regions:

We will actively identify regions or countries that are underrepresented in our mobility programs.

Scholarships will be offered to students from these regions to encourage participation and broaden the diversity of our student body. ZSEM is committed to nurturing young talents through various scholarship initiatives. By reducing tuition fees, establishing corporate-level scholarships, and supporting gifted students from diverse backgrounds, ZSEM aims to create an inclusive academic environment.

The Erasmus Mundus Master in Impact Entrepreneurship (EMMIE) is a pioneering 90 ECTS Master program focused on full mobility, supported by a consortium of esteemed European Higher Education Institutions. EMMIE's goal is to attract global talent and empower them to tackle United Nations' Sustainable Development Goals.

ZSEM collaborates with Ivana Hodak Trust Foundation, INA, and ACAP Foundation to offer comprehensive scholarships, targeting gifted students with financial constraints, those from regions affected by events like earthquakes, and those exhibiting exceptional abilities.

With a vision to grant up to twenty corporate-level full scholarships annually, ZSEM's commitment to excellence and inclusivity shines brightly through its strategic scholarship initiatives.

2. Cultural Integration:

We will facilitate cultural integration by connecting international students with local families or mentors (Buddies) who can provide support and guidance and help international students integrate into the Zagreb School of Economics and Management as well as into the Croatian society.

Cultural and social events and activities will be organized to promote interaction and understanding among our diverse student community, such as study trips and excursions, international dinners, city tour, museum visits, buddy program, collaboration with Erasmus Student Network Zagreb (ESN) etc.

3. Support Services:

We will provide specialized support services for students with fewer opportunities, such as disabilities or economic disadvantages.

We're committed to fostering inclusivity by offering a range of specialized support services tailored to students facing challenges like disabilities or economic disadvantages. These services span academic support, counseling, mentorship, accommodation facilitation, and financial aid. Our goal is to create an inclusive environment where every student can thrive academically and personally.

4. Outreach and Partnerships:

We will collaborate with student unions, organizations dedicated to inclusion, and unions of people with fewer opportunities to ensure our programs are accessible and accommodating.

We will actively seek partnerships with institutions and organizations that share our commitment to inclusion.

5. Evaluation and Reporting:

We will regularly assess the impact of our inclusion strategy and make necessary improvements based on feedback and data.

Progress and results will be transparently reported to the community to maintain accountability.

Conclusion:

Inclusion is at the core of our institution's values, and we are dedicated to creating a welcoming and supportive environment for all our students. Our inclusion strategy outlines a clear path to achieve this goal, and we are committed to making continuous strides in promoting diversity and equality in our mobility activities.