

STRATEGY OF INCLUSION AND DIVERSITY IN ERASMUS+

2022-2027



State Education
Development Agency

NA LV01



EUROPEAN UNION

1. EUROPEAN AND NATIONAL POLICY FRAMEWORK

Equality and inclusiveness are two of the core values of the European Union. The new 7-year Erasmus+ programme (hereinafter – the Programme) period 2021-2027 has been initiated with a strong focus on green and digital transitions, along with increased inclusion and diversity aspects, which aim at making the programme more accessible to both new applicant organisations and people with fewer opportunities for participation. Likewise, the need to strengthen and extend the Erasmus+ Programme with such improvements as making the Erasmus+ programme more inclusive, simpler and more manageable for beneficiaries, has been identified [1]. Subsequently, the Erasmus+ Programme Guide (hereinafter – Programme Guide), with a particular focus on the latest Programme Guide for Year 2023 [2], outlines the importance of the Programme

to promote equal opportunities and access, inclusion, diversity and fairness across all its actions.

Organisations and participants with fewer opportunities themselves are at the heart of the objectives of the Programme Guide and with this in mind, the programme makes mechanisms and resources available to promote an inclusive approach, making them accessible to a diverse range of participants.

In the national context of Latvia, the Sustainable Development Strategy of Latvia (hereinafter - Latvia 2030) as a long-term policy planning instrument outlines the sustainable development objectives of Latvia and recommends solutions for efficient and sustainable use of culture, nature, economic and social capital, particularly singling out the fundamental value of Latvia - human capital. The **quality, accessibility, and content of education at all levels of education and age groups** –

[1] Commission Implementing Decision on the framework of inclusion measures of the Erasmus+ and European Solidarity Corps Programmes 2021-2027. Accessible at: <https://erasmus-plus.ec.europa.eu/document/commission-decision-framework-inclusion-2021-27>

[2] Erasmus+ programme Guide 2023. Accessible at: <https://erasmus-plus.ec.europa.eu/programme-guide/erasmus-programme-guide>

from pre-school to adult education – is a development possibility of Latvia and the precondition for the increase in the value of human capital. The National Development Plan for 2021-2027 has been developed in accordance with Latvia 2030. Priority 2 “Knowledge and Skills for Personal and National Growth” sets a goal

for knowledgeable, inclusive, and creative society for an efficient, innovative, and productive economy.


Given that Latvia’s most important resource is its people, main growth opportunities lie in increasing and proficiently using knowledge and skills. In order to pave the path to future success, Education Development Guidelines 2021-2027 “Future Skills for Future Society” has been elaborated, focusing on 4 main objectives: (1) Competent teachers and academic personnel, (2) Up-to-date and qualitative education offer, (3) Support for everybody’s growth, (4) Effective education system and resources management.

Inclusion and diversity aspects are emphasized and mainstreamed across all education sectors, different target groups, supported also by the EU Structural Funds. Moreover, Erasmus+ 2021-2027 education and training targets have been reflected in Action Plan 2023 of the Education Development Guidelines 2021-2027. On overall, long-term and mid-term national policy context and needs prove being fully compliant, supplementary, and synergetic with the strategic goals, planned activities and set indicators for the Erasmus+ period 2021-2027.

To achieve the above-mentioned goals, the Erasmus+ National Agencies (hereinafter – NA) are considered as key players in converting these goals into actions that support initiatives with a view of being as inclusive and diverse as possible. Based on the overall principles and mechanisms at European level, the National Agencies have been requested to draw up inclusion and diversity plans to best address the needs of participants with fewer opportunities and support the organisations working with these target groups in their national context.

To support the implementation of inclusion and diversity plans, along with strategic actions at national level, the development of national inclusion strategies has been suggested with a supplementary document – Implementation guidelines for Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy [3].

[3] European Commission: Implementation guidelines - Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy. Accessible at: <https://erasmus-plus.ec.europa.eu/document/implementation-guidelines-erasmus-and-european-solidarity-corps-inclusion-and-diversity-strategy>



On the grounds of this, the Inclusion Strategy for 2022-2027 of the Erasmus+ NA of Latvia for the field of education and training has been developed for making Erasmus+ more accessible to new organisations and participants across all sectors the Programme aims at. This strategy is developed as a framework document for the internal use of the NA and stakeholders working with inclusion and diversity issues.

In addition, the Erasmus+ Regulation [4] states that action plans must be drawn up at national level on how the Member States, taking into consideration the national context, will increase the inclusion and diversity of the Programme. Thereof, taking into consideration the national context, NA develops annual work plans in line with the NA's multi-annual work programme and other overarching documents. Annual work programmes (incl. year 2022 and 2023) see in the Annexes.

Both this Inclusion strategy and annual work programmes are open documents that may be revised on an ongoing basis in line with arising needs and lessons learned. The nature of this Strategy is cyclic, depending on the achieved mid-term targets, results and impacts of the action plans, needs analysis, and set priorities.

In order to coordinate the planned activities across all sectors, ensure knowledge-sharing and cross-sectoral cooperation, the NA has nominated an I&D officer and set up an I&D working group, which comprises the representatives from KA1 and KA2 respective Units in all education and training sectors (ADU, HED, SCH, VET).

1.1. Needs analysis

The analysis phase of the Strategy development for understanding the needs of the beneficiaries and elaborating the I&D action priorities, included diverse data collection methods, including the analysis of data and reports gathered from predecessor and current Erasmus+ programme, some to mention – Survey on the satisfaction of the beneficiaries, assessment of impact and result sustainability of

[4] Regulation (EU) 2021/817 of the European Parliament and of the Council of 20 May 2021 establishing Erasmus+: the Union Programme for education and training, youth and sport and repealing Regulation (EU) No 1288/2013. Accessible at: <https://eur-lex.europa.eu/eli/reg/2021/817/>

Erasmus+ KA1 and KA2 action projects [5], Erasmus+ 2014-20 mid-term evaluation, Impact assessment of Erasmus+ programme [6], as well as the evidence and feedback collected as a part of the evaluation and consultation process of the interim evaluation of the 2021-27 programme and final evaluation of the 2014-20 programme [7]. Additionally, a survey of the beneficiaries of the KA1 and KA2 actions of the period 2018-2021, as well as KA1 SCH, VET, ADU, HED accredited organisations of 2020 [8] was carried out on the I&D aspects included in the ongoing and prospective Erasmus+ projects.

The goals of the survey were to understand the depth of the existing knowledge of the beneficiaries on the I&D priority, the beneficiary experience with the involvement of people with fewer opportunities in the Erasmus+ projects and future possibilities, along with the needed support to be provided.

The survey results show that 83% of the respondents are well informed about the I&D priority, its regulations and additional support provided, likewise the main source of information can be mentioned the National Erasmus+ homepage, informative seminars carried out by the Erasmus+ Programme department of the NA and informative e-mails sent by the NA. Furthermore, it has been concluded that 68% of the respondents have not included people with fewer opportunities/special needs in the Erasmus+ projects they have implemented, at the same time 97% of the respondents believe they would or might include these target groups in the prospective projects. Some of the reasons for the hesitation to include these target groups are based on the lack of supportive staff or people with fewer opportunities/special needs in the organisation (64%), as well as psychological and personal restraints of the potential participants (22%).

Some of the findings of the survey point to the need of the NA to publish success stories on its E+ social media and homepage, organise informative and thematic seminars on the I&D related topics, assure informative handouts, and last, but not

[5] https://www.2014.erasmusplus.lv/lat/izglitiba_un_macibas/publikacijas/

[6] Impact Assessment accompanying the document Proposal for a Regulation of the European Parliament and of the Council establishing 'Erasmus': the Union programme for education, training, youth and sport and repealing Regulation (EU) 1288/2013, SWD(2018) 277 final of 30 May 2018. Accessible at: <https://eur-lex.europa.eu/eli/reg/2021/817/>

[7] https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/13454-Erasmus+-2021-27-interim-evaluation-Erasmus+-2014-20-final-evaluation_en

[8] An online survey sent to 744 beneficiaries of KA 1 and KA2 in February 2022, the response rate was 34%, namely, 251 respondents. Accessible at: [Vebinārs par iekļaušanas un daudzveidības principu īstenošanu Erasmus+ projektos \(ar surdotulkojumu\) | Erasmus+ \(erasmusplus.lv\)](#)

least, organise expert discussions, presentations, as well as reinforce the cooperation between I&D support organisations in Latvia.

1.2. Stakeholder groups

The direct internal stakeholders include people inside of the NA, whose tasks are impacted by this Strategy, and these are: NA's I&D Inclusion and Diversity Officer, members of the NA's I&D working group (WG), which enable the facilitation of the I&D implementation in all KAs & sectors; project evaluation experts and Evaluation Committees; as well as the staff of the Erasmus+ Programme department of the NA, which encompass I&D aspects accordingly in fulfilling their work responsibilities.

The indirect internal stakeholders include all staff working at the NA, which may contribute to the execution of the Strategy and NA's vision.

The direct external stakeholders include organisations, both prospective applicants and beneficiaries, with a focus on newcomer organisations for reducing the entry barriers and obstacles to full participation in the Programme. The indirect external stakeholders are individuals – target groups as described below.

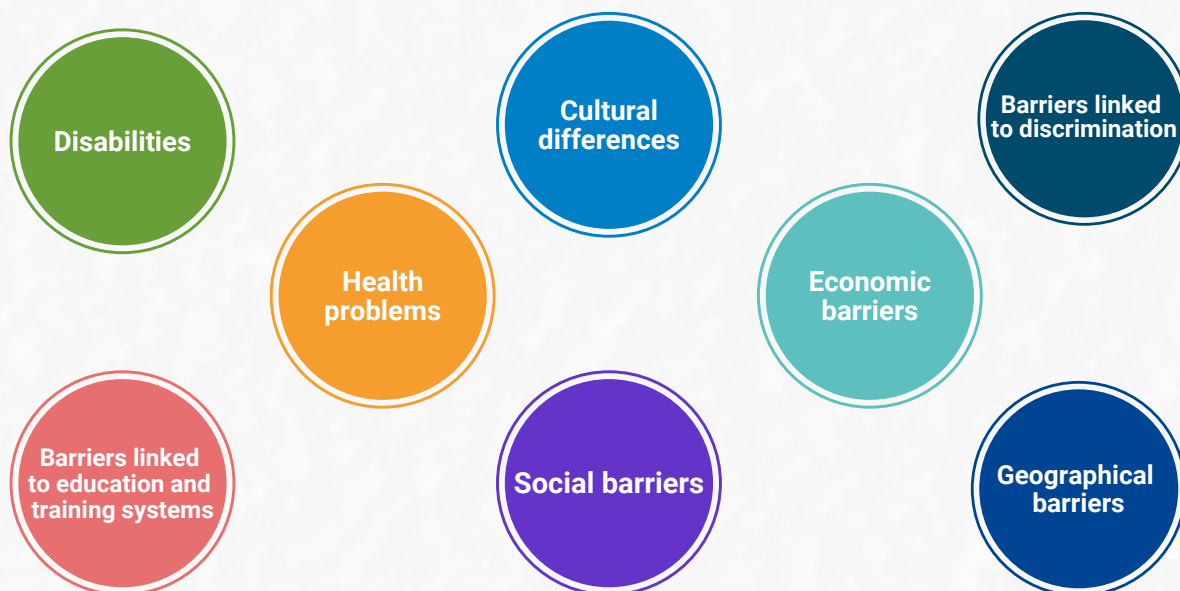
1.3. Target groups

In the context of Erasmus+ education and training perspective, inclusion focuses on the people with fewer opportunities. In the context of this Strategy, the target group includes people with fewer opportunities as defined by the European Commission being

“people who, for economic, social, cultural, geographical or health reasons, due to their migrant background, or for reasons such as disability or educational difficulties or for any other reason, including a reason that could give rise to discrimination under Article 21 of the Charter of Fundamental Rights of the European Union, face obstacles that prevent them from having effective access to opportunities under the Programme” [9].

[9] European Commission: Implementation guidelines - Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy. Accessible at: <https://erasmus-plus.ec.europa.eu/document/implementation-guidelines-erasmus-and-european-solidarity-corps-inclusion-and-diversity-strategy>.

Barriers that prevent some people's access to opportunities that are available to others may hinder participation both as a standalone factor, or in a combination among them, not exhaustively include [10]:



The deliberately wide definition of people with fewer opportunities, supports the strong emphasis on inclusivity, without reducing the possibility of the active participation to any person who might feel excluded, or who is actually excluded from actively benefitting from the Programme. In different parts of the Programme Guide the definition of people with fewer opportunities is expanded to include, e.g.:

- people with disabilities and migrants, as well as European Union citizens living in remote areas or facing socio-economic difficulties;
- participants with physical, mental and health related conditions, students with children, students who work and students from all study fields underrepresented in mobility;
- low-skilled adult learners;
- persons who are not in education, employment or training;
- people facing socio-economic difficulties, or any other potential source of discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation, etc.

[10] European Commission: Implementation guidelines - Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy. Accessible at: <https://erasmus-plus.ec.europa.eu/document/implementation-guidelines-erasmus-and-european-solidarity-corps-inclusion-and-diversity-strategy>

The general objective of the framework of inclusion measures is to facilitate the access to the Erasmus+ Programme for people with fewer opportunities, to ensure the putting in place of measures to remove the obstacles that may prevent such access, and to serve as a basis for further implementation guidance. Based on the principle that the Programme has to be accessible for all, regardless of the barriers people may face, the aim is to leave no one behind and contribute to more inclusive societies.

2. STRATEGIC FRAMEWORK

As a starting point for converting greater inclusion and diversity into measurable actions and deliverables in the field of education and training in Latvia, the key indicators included in the Regulation of Erasmus+ Programme Annex II [11] has been used as a basis for further reference:

2.4.1. The number of people with fewer opportunities taking part in activities under Key action 1;

2.4.2. The number of newcomer organisations and institutions taking part in the Programme under Key actions 1 and 2.

2.1. Vision and values

The NA has defined its vision - to be a benchmark among consistently professional, effective, cooperative, and innovative public institutions. In the light of one of the NA's values to **personify the image of an open and responsive organization**, providing highly professional environment with the beneficiaries as satisfied clients being at the very heart of the agency, the NA is committed to promoting, implementing and managing the Programme at a national level with equal opportunities to all beneficiaries accessing the programme, including the beneficiaries with fewer opportunities. It is done by raising the awareness on multiple tools and support mechanisms provided by the Erasmus+ programme. The NA is devoted to sound and efficient management of the EU funds for the successful implementation of the Programme in terms of quality and impact.

2.2. Goals

The NA's strategic approach is to develop, deepen comprehension, design activities strongly facilitating successful implementation of I&D priority and attainment of the set targets and indicators. To increase inclusion and diversity in Erasmus+ during the current programme period the following goals have been set:

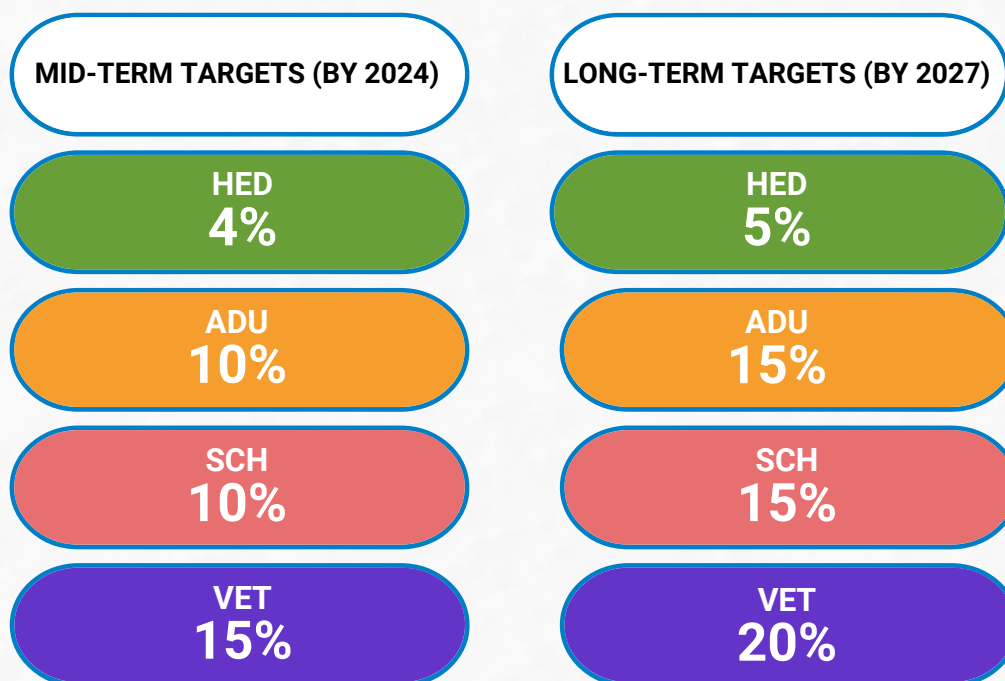
[11] Regulation (EU) 2021/817 of the European Parliament and of the Council of 20 May 2021 establishing Erasmus+: the Union Programme for education and training, youth and sport and repealing Regulation (EU) No 1288/2013. Accessible at: <https://eur-lex.europa.eu/eli/reg/2021/817/>

- To maintain a broad pool of diverse applicants with an emphasis on an increased share of people with fewer opportunities in the Programme;
- To attract newcomer organisations and institutions by raising their awareness on the availability of the E+ dedicated measures;
- To increase the number of I&D focused projects by prioritizing high quality projects actively addressing I&D during the grant awarding process.

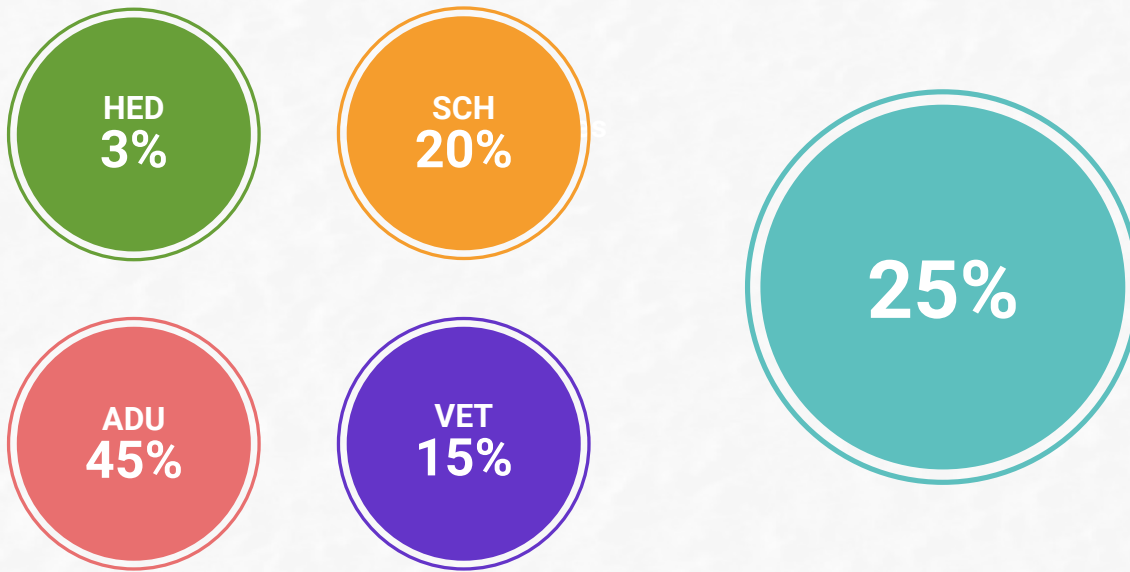
2.3. Objectives

- to increase the share of participants with fewer opportunities under Key Action 1 by 1% in HED, 5% in ADU, SCH and VET by 2027;
- to increase the number of newcomer organisations and institutions under Key Actions 1 and 2 by 18 in HED, 120 in ADU, 270 in SCH and 90 in VET by 2027;
- to ensure the share of approved applications addressing I&D priority of 25% on average per each Call.

2.4. Key indicators and targets



Share (%) of participants with fewer opportunities taking part in activities under Erasmus + Key Action 1



Number of newcomer organisations and institutions taking part in the Programme under Key Actions 1 and 2 (annually)

Share (%) of approved applications addressing I&D

2.5. Key action areas

The NA plans to address inclusion and diversity throughout the whole lifecycle of the project preparation & implementation by building networking and capacity for inclusion and diversity, assuring transparent selection of participants, strengthening awareness-raising and outreach, as well as providing support of the participants in all project stages.

In order to achieve the set goals and objectives, close cooperation with the national ministry (Ministry of Welfare) responsible for I&D issues in Latvia (part of all E+21-27 Evaluation Committees), relevant public authorities, I&D supporting organizations will be ensured, as well as the partnership with NAU and LV NA Youth will be strengthened. Regular information flow among the members of the established I&D work group will be assured to emphasize the importance of I&D priority in the development of project applications, assessment of projects, in the implementation phase and finally the evaluation of the project reports.

PROMOTION & DISSEMINATION

	2022	2023	2024	2025	2026	2027
to assure up-to-date information on horizontal priorities to applicants and beneficiaries (including people with fewer opportunities) via a wide range of media, social networks, with involvement of I&D implementation support organizations, networks, Role Models, etc.	x	x	x	x	x	x
to ensure high quality measures by establishing an I&D Quality Award as a part of Erasmus+ Projects' Quality Award;	x		x		x	
to support applicants and beneficiaries with I&D supportive info materials and available resources – common for E+ 21-27, per sectors, on-line	x	x	x	x	x	x
to maintain up-to-date I&D section on www.erasmusplus.lv	x	x	x	x	x	x

TRAINING & SUPPORT

	2022	2023	2024	2025	2026	2027
<p>to build the capacity of applicants and beneficiaries (incl. newcomers) by various info seminars, info materials, on-line resources, kick-off meetings, thematic seminars, TCA, etc. to become fully familiar with: a) European I&D Policy framework and E+ 2021-2027 widened I&D context, b) definitions of target groups – EC Guidelines, transnational and national contexts, differences among the sectors, c) E+ support mechanisms for I&D (activities and financing): structured approach for actions and sectors – similarities & differences, d) role of organization in developing its I&D strategy/action plan, e) role of organization in applying I&D principles through the whole project life-cycle: before, during, after, f) building on experience from previous E+ projects/participants</p>	x	x	x	x	x	x

<p>to promote I&D novelties via list/on-line channel group: I&D topicalities that are sectoral (HED, ADU, SCH, VET) and cross-sectoral for regular exchange of information, consultations, presentations (e.g., monthly news' summaries, quarterly on-line meetings)</p>	x	x	x	x	x	x
<p>to ensure the accessibility for E+ participants, e.g., the use of appropriately equipped premises, sign language interpretation, audio versions for web-page news, etc.</p>	x	x	x	x	x	x
<p>to maintain up-to-date I&D section on www.erasmusplus.lv</p>	x	x	x	x	x	x

MONITORING & REPORTING

	2022	2023	2024	2025	2026	2027
to monitor the progress on the achievement of the set goals and needs analysis respectively by carrying out an annual questionnaire of beneficiaries on I&D topicalities – achievements, hurdles, required NA's input/training/assistance, etc. – inter alia serving for shaping of I&D training and support activities	x	x	x	x	x	x
to provide a thematic monitoring seminar on horizontal priorities, including I&D	x		x		x	
to carry out an analysis on the progress of the I&D Action Plan (2025)	x	x	x	x	x	x

STRATEGIC SYNERGIES (NATIONAL AGENCY)

	2022	2023	2024	2025	2026	2027
to nominate an I&D Officer, ensure co-operation with Baltic NAs I&D officers, I&D officers from other NAs, participation in transnational capacity building events	x	x	x	x	x	x
to establish operational I&D NA's working group, engage with it at various activity levels	x	x	x	x	x	x
to run targeted capacity building and in-service training activities for NA's staff	x	x	x	x	x	x

2.6. Monitoring and reporting

Throughout the implementation of the Inclusion Strategy 2022-2027, the monitoring and evaluation of the progress on the achievement of the set goals and targets is assured by systematic collection and analysis of information.

Reviewing, recording and reporting takes place on a regular basis by tracking on the indicators annually as a part of annual work programme preparation and execution, as well as yearly reporting to the European Commission. Furthermore, mid-term evaluation (2024) and end-of-programme (2027) requires full stock of obtained objectives and progress indicators reported to the European Commission. Regular staff and work group meetings take place on an ongoing basis to review the status of different tasks and activities, discuss the progress, potential risks and make adjustments to the action plans or strategy if necessary.

2.7. Support to applicants and beneficiaries

There are various support mechanisms offered to applicants and beneficiaries at all stages of the project cycle. Equal means of support are provided to all applicants and beneficiaries, especially for the new-comers and people with fewer opportunities, in order to reduce obstacles to their full participation [12].

The support is provided **prior and during the application** by informative seminars and materials, face-to-face and online interaction, guidance through the application process. Furthermore, dedicated guidelines and specific training opportunities are provided to evaluators of the project applications. Potential participants are supported in their administrative preparation. In general, user-friendly approach is applied in making the Programme guidance, application (incl. online platforms) and reporting, documents and forms clearer, shorter and more understandable. Step-by-step capacity building pathways, project format and mobility duration are adjusted to enable greater participation and outreach.

During the project execution, a wide range of support activities such as preparatory visits, reinforced mentorship, dedicated financial support, easier-to-access actions, language learning support, online exchanges are offered as complementary options for the participants with fewer opportunities. In addition, guidance and active communication via e-mail and phone are offered at all times.

After the project, the evaluation of the project experience and impact is completed, lessons are learnt and improvements made. Beneficiaries are encouraged to participate in local activities (information, support) in order to maximise the experience and encourage potential participants.

2.8. Synergies with other funds and programmes

The NA aims to foster a close synergy to streamline inclusion and diversity efforts among Erasmus+ Programme and other funds and initiatives (ESFs, EEA and Norwegian Financial Instruments, NordPlus, Euroguidance, Eurydice) under the umbrella of the hosting institution of the NA - VIAA. Additionally, synergies between the different Programme priorities: making the programmes greener and more digital and promoting participation and inclusion, are created.

[12] European Commission: Implementation guidelines - Erasmus+ and European Solidarity Corps Inclusion and Diversity Strategy. Accessible at: <https://erasmus-plus.ec.europa.eu/document/implementation-guidelines-erasmus-and-european-solidarity-corps-inclusion-and-diversity-strategy>

ANNEXES

Multi-Annual Work Programme 2022-2027

NA's strategic approach is to develop, deepen comprehension, design activities strongly facilitating successful implementation of I&D priority and attaining of the set targets and indicators by: raising awareness on E+ for newcomers; on availability of E+ dedicated measures for people with fewer opportunities; training and supporting staff dealing with I&D issues, participants with fewer opportunities in their organizations; in the grant awarding process prioritizing qualitative projects actively addressing I&D, etc.

NA's mid-term objective is to strive for reaching the following shares of participants with fewer opportunities in KA1: HED-4%, ADU-10%, SCH-10%, VET-15%, and for long-term in KA1: HED-5%, ADU-15%, SCH-15%, VET-20%. In KA2 NA strives for 25% of approved project applications addressing I&D priority (on average/per Call). NA's I&D Action Plan is under development.

Strategic actions: 1) to provide information, training and support to applicants and beneficiaries involving people with fewer opportunities facilitating to remove any potential barriers to their full participation, 2) I&D responsible national ministry (Ministry of Welfare) – part of all E+ 21-27 Evaluation Committees, 3) liaison with NAU, potential co-operation with LV NA Youth, 4) establishing of I&D experts' group – emphasizing I&D priority importance in project applications development, applications' assessment, project implementation, project reports evaluation, etc. – regular exchange of information, 5) establishing of co-operation with relevant public authorities, I&D support organizations, ensuring of regular up-to-date information exchange.

Promotion & dissemination: 1) horizontal priorities and I&D promotion Info Campaign (e.g., specifically devoted I&D priority year) on wide range of media, social networks, with involvement of I&D implementation support organizations, networks, Role Models, etc., 2) establishing I&D Quality Award as part of Erasmus+ Projects' Quality Award, 3) developing of I&D info materials, collecting resources – common for E+ 21-27, per sectors, on-line, 4) development of I&D section on www.erasmusplus.lv.

Training & support: 1) capacity building of applicants and beneficiaries, attracting of newcomers (info seminars, info materials, on-line resources, kick-off meetings, thematic seminars, TCA, etc.) to become fully familiar with: a) European I&D Policy framework and E+ 2021-2027 widened I&D context, b) definitions of target groups – EC Guidelines, transnational and national contexts, differences among the sectors, c) E+ support mechanisms for I&D (activities and financing): structured approach for actions and sectors – similarities & differences, d) role of organization in developing its I&D strategy/action plan, e) role of organization in applying I&D principles through the whole project life-cycle: before, during, after, f) building on experience from previous E+ projects/participants; 2) establishing of I&D topicalities e-list/on-line channel group: common and per sectors (HED,ADU,SCH,VET) for regular exchange of information, consultations, topicalities' presentations (e.g., monthly news' summaries, quarterly on-line meetings); 3) accessibility promotion for E+ participants, e.g., using of appropriately equipped premises, sign language interpretation, audio versions for web-page news.

Monitoring: 1) annual questionnaire of beneficiaries on I&D topicalities – achievements, hurdles, required NA's input/training/assistance, etc. – inter alia serving for shaping of I&D training and support activities, 2) thematic monitoring seminar on horizontal priorities, including I&D, 3) survey/analysis on the progress of I&D Action Plan (2025).

NA: 1) nominated I&D Officer, potential co-operation with Baltic NAs I&D officers, I&D officers from other NAs, participation in transnational capacity building events, 2) established and operational I&D NA's working group, 3) targeted capacity building and in-service training activities for NA's staff.

Annex 2: Work Programme for Year 2022

WORK PROGRAMME 2022 LV01 / ACTION PLAN INCLUSION & DIVERSITY	
N.P.K.	KEY ACTIVITY AREAS
1.	PROMOTION AND DISSEMINATION
1.1.	Targeted info campaign implemented focusing specifically on promotion and explanation of the I&D horizontal priority essence, target groups, financial support mechanisms, sharing of experiences, etc., including NA's participation in Conversations' Festival "Lampa 2022", granting of Quality Excellence Award 2022 for Erasmus+ HPs projects, including I&D, detailed information: https://www.erasmusplus.lv/jaunums/devini-erasmus-programmas-projekti-sanema-valsts-izglitiba-attistibas-agenturas-izcilibas-balvu
1.2.	I&D capacity building events of the future project applicants and final beneficiaries implemented via national I&D event (26/05/2022, sign language interpretation provided) and via I&D promotion in sector specific events delivering I&D content presentations in informative seminars, project management and monitoring events
1.3.	Dedicated I&D HP section established in national Erasmus+ web-site and supplemented with valuable information on a regular basis: https://www.erasmusplus.lv/ieklausana-un-daudzveidiba
1.4.	I&D community common e-list and NA's I&D dedicated e-mail address have been created and both are in an active use: erasmus-ieklausana@viaa.gov.lv
1.5.	I&D priority main feature's info material compiled and made available online for all sectors' target groups, therefore it can be further tailored during all E+ 2021-2027 period

2.	TRAINING AND SUPPORT
2.1.	Project evaluation experts and Evaluation Committees trained to focus accordingly on I&D aspects in fulfilling on their assignments; (8) I&D capacity building activities for the NA's staff members continued
2.2.	NA's I&D working group (WG) continuing to be active in facilitating I&D implementation in all KAs & sectors
3.	MONITORING AND REPORTING
3.1.	Annual questionnaire of KA1, KA2 project implementers developed to find out what type of I&D target groups, activities they have been tackling upon in their projects, what worked out well, what obstacles they have encountered and what support they would expect from the NA to facilitate smooth implementation of I&D priority aspects in their existing and future projects, especially taking into account the widened context of I&D target groups in E+ 2021-2027
4.	STRATEGIC SYNERGIES (NA)
4.1.	Active communication started with I&D Salto in E&T for a mentoring exercise to develop NA's I&D Strategy as a self-standing document, the mentoring for NA's I&D WG will be executed in 2023

Annex 3: Work Programme for Year 2023

Work Programme 2023 LV01 / Action Plan Inclusion & Diversity	
N.P.K.	Key activity areas
1.	PROMOTION AND DISSEMINATION
1.1.	Specifically devoted practical experience sharing & discussion events organised to outreach I&D participants from different sectors: (1) SCH&VET, (2) ADU, (3) HED - project implementers' experience exchange events on solving practical etc. problems when involving participants with fewer opportunities mobility and co-operation activities with an emphasis on active exchange of experience and examples of implementation
1.2.	Informative seminars, project management and monitoring events for raising events for raising and increasing awareness and the level of information about the I&D priority, list of potential barriers and widened target groups and for in-depth explanation of program support opportunities and financial mechanisms, exchange of good practice, sharing of information about I&D in projects to enable and foster inclusion and diversity across E+ projects
1.3.	On-line info material about I&D priority main features created in 2022 widely promoted and disseminated (available in an audio version, too)
1.4.	Experiences and good practices of I&D in E+ projects highlighted in 2022 I&D targeted promotion. Info campaign further exploited in 2023 as inspiring Role Models
1.5.	I&D section on national E+ web-site further developed, supplemented and updated with most actual information. Adapting the national www.erasmusplus.lv website to the needs of blind people (with the "listen" button) implemented

1.6.	Common sectors' targeted communication and information, awareness raising activities across E+ and NordPlus programmes, including showcasing projects successfully tackling European priorities, also I&D.
1.7.	Experience stories in VAAA/Erasmus+ Latvia social networks and participate in informative, thematic and dissemination events, workshops on I&D.
2.	TRAINING AND SUPPORT
2.1.	I&D TCA event
2.2.	Cycle of I&D expert discussions will be implemented in 2023 devoted to all 8 I&D barriers and grouped e.g., in 2-3 hurdles/per discussion. Experts' composition will be made of nation I&D institutions as well as I&D support NGOs. It will cover various of practical I&D implementation aspects - definitions of eligible target groups in the national context, applying of I&D national practices, differences among the sectors, role of the project beneficiaries in developed in their I&D action plans and applying of I&D principles through the whole project life cycle: before, during, after, etc. Experts will be used to deepen NA staff awareness and beneficiaries' knowledge and understand after various aspects of I&D and other programmes and funding possibilities
2.3.	Established I&D e-list will be further used for regular delivery and exchange of information
2.4.	Training of project evaluation experts will include in-depth explanation of I&D priority and I&D Strategy
3.	MONITORING AND REPORTING
3.1.	To carry out annual questionnaire of beneficiaries on I&D topicalities - achievements, hurdles, required NA's input/training/assistance, etc. - inter alia serving for serving shapping of I&D training and support activities

4.	STRATEGIC SYNERGIES (NA)
4.1.	To develop NA's Inclusion Strategy (as a separate self-standing document in a close co-operation with designated I&D Salto for E&T)
4.2.	Further elaboration of NA's I&D administrative procedures has to be executed - applying of national context for defining of the eligible I&D target groups, national documents proving participant's I&D eligibility, etc., further exploring I&D national context information received from NAU, too.