



Almaty 2026

Strategy on Equality, Diversity, and Inclusion

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INTRODUCTION

International Information Technology University (IITU) recognizes equality, diversity and inclusion as essential components of an effective, innovative and socially responsible university.

As a technology-focused and internationally oriented higher education institution, IITU is committed to creating an environment in which every student and employee is treated with dignity and respect and has equitable opportunities to participate, learn, develop and contribute to the university community.

The **IITU Strategy on Equality, Diversity and Inclusion (EDI) 2026-2030** establishes the University's strategic direction for promoting equal opportunities, preventing discrimination, strengthening an inclusive learning and working environment, improving accessibility, and ensuring that diversity is respected and valued across the institution.

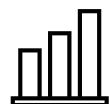
The Strategy supports IITU's broader institutional priorities, including educational excellence, student development, responsible governance, internationalization, sustainable development and the integration of the Sustainable Development Goals (SDGs) into university activities.

The Strategy is designed to provide a common institutional framework while allowing individual schools, departments and administrative units to develop actions appropriate to their specific areas of responsibility.



PURPOSE AND STRATEGIC CONTEXT

The purpose of the Strategy is to establish a systematic institutional approach to equality, diversity and inclusion across the main areas of university life.

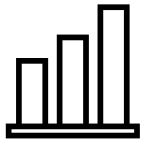


THE STRATEGY AIMS TO:

- promote equal access to education, employment and professional development;
- ensure a respectful and inclusive learning and working environment;
- recognize and value diversity within the university community;
- identify and reduce barriers to participation and achievement;
- strengthen accessibility of university facilities, services and digital resources;
- promote fair and transparent approaches to recruitment, development and career progression;
- provide appropriate mechanisms for raising concerns and addressing discriminatory or exclusionary practices;
- strengthen institutional awareness and capacity in the area of EDI;
- establish measurable indicators for monitoring progress and continuous improvement.

The Strategy is informed by the principles of equality, non-discrimination, human dignity, accessibility, fairness, respect and inclusion and is implemented in accordance with the legislation of the Republic of Kazakhstan and applicable institutional regulations.

VISION AND MISSION



VISION

IITU seeks to be an inclusive and equitable university where diversity is respected, barriers to participation are addressed, and every member of the university community has the opportunity to learn, work, develop and succeed.



MISSION

IITU will integrate equality, diversity and inclusion into institutional governance, education, student support, human resources, campus life and community engagement through evidence-based policy, inclusive practices, capacity building and continuous monitoring.

GUIDING PRINCIPLES

EQUALITY OF OPPORTUNITY

All members of the university community should have equitable opportunities to access education, employment, professional development and participation in university life.



NON-DISCRIMINATION

IITU does not tolerate discrimination, harassment, bullying or other forms of unacceptable behaviour based on characteristics protected by applicable legislation or institutional regulations.



RESPECT AND HUMAN DIGNITY

Every member of the university community should be treated fairly, respectfully and with dignity.



DIVERSITY

IITU recognizes diversity as a source of educational, cultural and intellectual enrichment and seeks to create an environment where different perspectives and experiences can contribute to university development.



INCLUSION AND BELONGING

Inclusion means creating conditions in which students and employees can participate meaningfully in academic, professional and social activities and feel respected and valued as members of the university community.



ACCESSIBILITY

The University seeks to identify and reduce physical, digital, informational, educational and organizational barriers that may limit participation.



TRANSPARENCY AND ACCOUNTABILITY

Progress towards EDI objectives should be supported by transparent processes, defined responsibilities, measurable indicators and regular monitoring.



CONTINUOUS IMPROVEMENT

EDI practices will be periodically evaluated and improved based on institutional data, feedback and identified needs.



SCOPE

The Strategy applies to the entire IITU community, including prospective and current students, academic staff and administrative staff, university management, visiting professors, researchers and other academic contributors, interns and trainees, contractors and other individuals participating in university activities, where applicable, as well as student organizations and university-affiliated activities.

GOAL 1. INCLUSIVE ACADEMIC ENVIRONMENT

Objective

To ensure that IITU's academic environment is inclusive, culturally responsive and accessible, enabling students with diverse backgrounds, experiences and learning needs to participate fully and achieve their academic potential.

SMART TARGETS:

2027

- 
- By 2027, review academic programs and curricula to identify opportunities to strengthen cultural sensitivity, diversity and representation.
 - By 2027, develop guidance for inclusive teaching, learning and assessment practices.
 - By 2028, establish mechanisms for providing accessible learning materials and reasonable academic accommodation for students with special educational needs.
 - From 2027 onward, provide annual training for academic staff on inclusive teaching, intercultural competence and supporting diverse learners.

2030

- By 2030, establish regular student feedback mechanisms to assess inclusiveness and accessibility of the academic environment.

KPI's:

- Percentage of academic programs reviewed for EDI considerations.
- Number of academic programs incorporating inclusive teaching practices.
- Number and percentage of academic staff participating in EDI training.
- Percentage of priority learning materials made accessible.
- Number of students receiving academic accommodation/support.
- Student satisfaction with inclusiveness and accessibility of the learning environment.

GOAL 2. ACCESSIBLE AND INCLUSIVE CAMPUS

OBJECTIVE

To create a physically and digitally accessible campus environment that enables students and employees with diverse needs to participate fully in university life.

SMART TARGETS:

- 
- 2027**
 - From 2027 onward, incorporate accessibility requirements into the planning, renovation, procurement and development of university infrastructure and digital services.
 - By 2027, review university websites, learning management systems and key digital services for accessibility.
 - By 2030, implement priority physical accessibility measures, including ramps, elevators, tactile indicators, automatic doors and accessible facilities, subject to technical feasibility and available resources.
 - By 2030, improve accessibility of university facilities for students and employees with disabilities.
 - 2030**
 - By 2029, progressively improve the accessibility of online courses and digital learning materials for users with visual, hearing and other disabilities.

KPI's:

- Percentage of priority accessibility measures implemented.
- Percentage of priority online courses/materials meeting accessibility requirements.
- Number of accessibility-related improvements implemented annually.
- Number of accessibility requests received and resolved.

GOAL 3. INCLUSIVE UNIVERSITY COMMUNITY, SUPPORT AND GOVERNANCE

OBJECTIVE

To foster a respectful and inclusive university community by strengthening support systems, staff and student capacity, external engagement, communication and institutional accountability for equality, diversity and inclusion.

SMART TARGETS:

- 
- 2027
 - By 2027, establish clear mechanisms for students and employees to request support, reasonable accommodation and assistance related to inclusion and accessibility.
 - By 2027, develop a mentoring and support framework for students who face barriers to participation or require additional institutional support.
 - From 2027 onward, provide regular training for academic and administrative staff on equality, diversity, inclusion, intercultural competence, respectful communication and prevention of discrimination and harassment.
 - 2030
 - By 2028, establish cooperation with relevant external organizations working in accessibility, inclusion and equal opportunities.
 - From 2027 onward, publish information on the University's EDI activities, achievements and areas for improvement through appropriate institutional communication channels.
 - From 2027 onward, conduct annual monitoring of progress against the EDI Strategy and use the results to inform institutional improvement.

KPI's:

- Number of support and accommodation mechanisms established.
- Number of students participating in mentoring or support programs.
- Percentage of staff completing EDI training annually.
- Number of active partnerships with relevant external organizations.
- Number of joint EDI-related activities implemented with external partners.
- Student and employee satisfaction with inclusion and support.
- Number of EDI initiatives and achievements communicated annually.

GOVERNANCE AND RESPONSIBILITIES

Successful implementation of the Strategy requires shared responsibility across the University.

University management provides strategic direction, resources and institutional oversight for EDI implementation.

The Center for Integration of Sustainable Development Goals coordinates implementation, monitoring, reporting and communication related to the Strategy.

HR is responsible for integrating EDI principles into recruitment, employment, professional development and workplace practices.

Departments and other academic units are responsible for incorporating inclusive practices into teaching, curriculum development, student support and academic activities.

The Department of Educational and Social Work contributes to equal access, student wellbeing, inclusion, accessibility and engagement.

The Department of IT Infrastructure addresses physical, digital and technological accessibility.

All members of the IITU community share responsibility for maintaining a respectful, inclusive and non-discriminatory environment.

Implementation of the Strategy will be monitored through the University's existing planning, monitoring and reporting mechanisms. Progress against the objectives, SMART targets and KPIs of the Strategy will be incorporated into the annual plans and reports of the SDG Integration Center.

Monitoring will combine quantitative and qualitative evidence, including institutional statistics, student and employee feedback, participation and progression data, professional development records, accessibility assessments, records of relevant concerns and their resolution, and evidence of implemented initiatives and improvements.

Where data collection involves personal or potentially sensitive characteristics, such information will be collected and processed only where appropriate, lawful and ethically justified, in accordance with applicable legislation and institutional policies. Findings from monitoring will be used to inform continuous improvement in the implementation of the Strategy.

IMPLEMENTATION ROADMAP 2026–2030

PERIOD

KEY INSTITUTIONAL PRIORITIES

2026

Approve the Strategy; designate responsibilities; establish baseline information and implementation framework

2027

Review key institutional processes; launch EDI awareness and staff training; conduct accessibility assessment; establish annual monitoring

2028

Implement priority improvements; integrate EDI indicators into institutional monitoring; strengthen inclusive teaching and accessibility practices

2029

Evaluate progress; address remaining barriers; expand effective EDI initiatives; strengthen evidence-based decision-making

2030

Conduct comprehensive Strategy review; assess achievement of targets; identify priorities for the next strategic cycle

COMMUNICATION AND AWARENESS

The Strategy and its key principles should be communicated to the university community through appropriate institutional channels. Communication should use clear, respectful and accessible language and should be adapted to the needs of different audiences.

REVIEW AND CONTINUOUS IMPROVEMENT

The Strategy will be reviewed periodically to ensure that it remains relevant to the University's institutional priorities, legal requirements and the evolving needs of its community. The results of the review will inform the development of the University's next EDI strategy and implementation cycle.

CONCLUSION

Equality, diversity and inclusion are integral to IITU's commitment to educational quality, innovation, social responsibility and sustainable institutional development.

The successful implementation of the Strategy will depend on shared responsibility, evidence-based monitoring, continuous dialogue with students and employees, and the University's commitment to removing barriers and creating opportunities for all members of its community.