



STEFORA – STEM For All

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1. STEFORA Project Identity

Project Title	STEM For All
Project Acronym	STEFORA
Project Duration	24 months
Type of Action	ERASMUS Lump Sum Grants
Granting Authority	European Education and Culture Executive Agency
Project Coordinator	RIT Kosovo (A.U.K) College
Countries Involved	Kosovo, Albania, Sweden, Ireland
Project Partners	<ol style="list-style-type: none">1. RIT Kosovo (A.U.K) College2. Linnaeus University (LNU)3. International Business College in Mitrovica (IBC-M)4. Maynooth University (MU)5. University of POLIS (POLIS)6. European University of Tirana (UET)

2. Project Objectives

Objective 1: Digital citizenship - mitigating institutional barriers.

Objective 2: Universal design principles for inclusive education.

Objective 3: Norm critical approaches to raise cultural awareness and foster gender sensitive education.

STEFORA project is designed with a holistic approach around three general project objectives.

3. Work Packages



01. Management & Coordination

Partner leader: RIT Kosovo

Oversees the project to ensure timely delivery, budget management, and quality control, while handling data management and ethical requirements.



02. STEM Engagement Education Models

Partner leader: Linnaeus University

Develops innovative education modules to promote STEM engagement, critical thinking, and inclusivity, with a focus on breaking gender stereotypes.



03. STEM Capacity Building

Partner leader: Maynooth University

Strengthens RIT Kosovo, IBC-M, POLIS, and UET STEM pedagogical techniques, teaching tools, and administrative skills to create more inclusive and engaging STEM environments for all students.



04. Networking & Knowledge Sharing

Partner leader: POLIS University

Enhances the potential of the RIT Kosovo, IBC-M, POLIS and UET to be part of new international STEM Career Expert Networks and to increase their impact on the STEM jobs profiles.



05. Quality Assurance

Partner leader: IBC-M

Implements rigorous procedures and reviews to maintain the high quality of all project outputs, ensuring standards are met and continuously improved.



06. Dissemination & Exploitation

Partner leader: UET

Engages stakeholders and the public through comprehensive communication strategies to maximize the project's impact and promote long-term benefits.

4. Key Project Results



Key Indicator	Activity / Project	Data / Outcome
Increase in STEM Engagement	Developed three education modules on digital citizenship, universal design, and norm-critical approaches.	Established modules in three official languages in Kosovo & Albania. Two additional reports exploring good practices on STEM education from EU partners.
Implementation of STEM Strategies	Created four institutional STEM strategies tailored to increase gender inclusivity in Kosovo & Albania	All beneficiary institutions have outlined their specific key strategic points, actions, and monitoring processes for implementing these strategies
Broad Outreach and Engagement	Conducted multiple workshops, webinars, and training sessions.	<ul style="list-style-type: none"> - 9 workshops with project team and stakeholders in STEM, hosted by 3 partner institutions - 3 advanced trainings hosted by partner institutions - 3 webinars hosted by 3 regional partner institutions - 12 workshops for adoption of STEM best practices in 4 regional partner institutions - Training and webinar materials made available through the STEM observatory
Academic and Knowledge Contributions	Delivered presentations at international conferences	<ul style="list-style-type: none"> - Two presentations at international conferences on teaching methodologies, sharing STEFORA results - A joint collaborative publication from all partner institutions - Two academic publications in progress

5. Good Practices for Increasing STEM Engagement

Our initiatives focus on fostering an inclusive and engaging STEM environment through norm-critical approaches, universal design, and digital citizenship. These practices address institutional barriers, promote gender inclusivity, and equip students with the necessary skills to thrive in a digital world.

Our approach is grounded in three key areas:

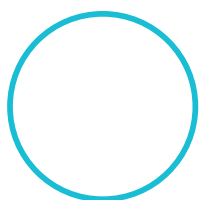
- Norm Critical Approaches,
- Universal Design, and
- Digital Citizenship.

Each of these practices is designed to reshape the educational landscape, ensuring that all students, regardless of gender or background, have equal opportunities to excel, innovate, and contribute meaningfully to the STEM fields

“These practices contribute to a more inclusive and supportive environment, enhancing STEM engagement among underrepresented groups”

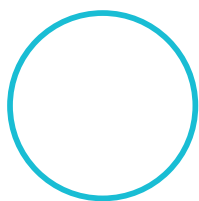
I. Norm Critical Approaches

Norm Critical Approaches aim to break down systemic barriers in STEM education by fostering inclusivity and diversity from the ground up. This involves strategic initiatives like promoting women role models, continuous faculty training, and creating supportive environments through mentorship and institutional policies.



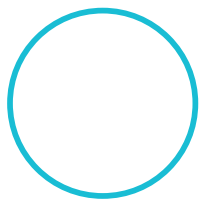
01. Pre-enrollment Strategy

Women Role Models and influencers in all Promotional materials, Development of Guidebooks for Parents, Establish and/or deepen the cooperation with high schools through courses/training for high school STEM teachers.



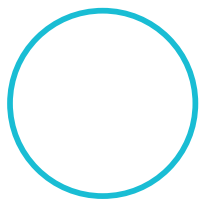
02. Embracing Diversity

Faculty's continual training, collegial discussions, and workshops to identify and reduce gender bias in the teaching and learning processes and embrace diversity as a campus wide goal. Piloting classes that are taught in pairs by gender mixed professors.



03. Retention Policies

Exposure of students to STEM disciplines in different ways: role model interventions and mentorship; industry experience, through internship programs; and student competitions, such as Hackathons.



04. Institutional Environment

HEIs should develop gender responsive action plans and strategies derived from the policy instruments at all levels (UNESCO, 2015). HEIs to design and implement affirmative measures to create inclusive environments for everyone, such as scholarship schemes benefiting women and non-majority communities' students.

II. Universal Design

Universal Design emphasizes creating adaptable, inclusive learning environments and content that cater to diverse student needs, alongside training and policies that promote gender inclusivity and eliminate bias in STEM education.

1 Inclusive Learning Environments

Design learning spaces that are adaptable and inclusive, accommodating diverse learning styles and preferences through thoughtful arrangements and varied resources

2 Inclusive Content and Teaching Materials

Create flexible curricula and diverse teaching materials that use inclusive language and examples, ensuring all students feel represented and engaged.

3 Training to Raise Awareness for Inclusivity

Implement training programs to educate professionals on Universal Design principles and guide STEM educators on avoiding gender-biased language and practices.

4 Policies and promotional materials

Foster inclusivity through community engagement, dialogue, and ongoing evaluation to ensure educational practices meet the needs of diverse student populations.

III. Digital Citizenship

Digital Citizenship equips students with the skills and awareness needed for safe, responsible, and professional online engagement, focusing on behavior, literacy, and data protection

- Responsible Online Behavior:

Establish a code of conduct and reporting mechanisms to ensure a safe digital environment, with targeted campaigns promoting responsible online behavior among women in STEM.

- Digital Literacy:

Incorporate digital literacy into STEM curricula to teach students how to critically analyze information, foster inclusivity, and create respectful online spaces.

- Professional Digital Footprint:

Provide career office support to help students build professional online identities and networking skills, enhancing employability in the STEM field.

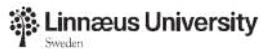
- Digital Safety:

Develop and update comprehensive cyber safety policies in line with GDPR, offering annual training on privacy settings and safe online practices.

Together, these digital citizenship initiatives lay the foundation for a secure, inclusive, and empowering online presence, preparing students to excel and lead responsibly in the digital world.



Project Partners



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