



Donetsk State University of Internal Affairs  
(Kropyvnytskyi, UKRAINE)

# **GENDER-SENSITIVE UNIVERSITY POLICIES FOR DEVELOPING HUMAN CAPITAL FROM CONFLICT-AFFECTED REGIONS**

Universities have repeatedly adapted to receiving students and researchers who have been forcibly displaced by wars and crises, both within their countries of origin and across borders. However, the transition from emergency measures to sustainable institutional policies that enhance retention, academic attainment, and subsequent employability remains uneven. Through MSCA Staff Exchanges, we propose to work with partners to develop and pilot a new generation of gender-sensitive university policies that treat human capital from conflict-affected contexts as a strategic asset, rather than as a temporary “crisis cohort”.

What we plan to deliver through the project

- 1) to compare how university policies have evolved in response to waves of forced displacement, and to identify which measures demonstrably improve access, retention, and academic attainment.
- 2) to design policy prototypes (integrated packages of policies and procedures) that explicitly address gender-related barriers and intersectional risks, including caring responsibilities, safety and safeguarding, discrimination, and psychosocial vulnerability.
- 3) to develop an implementation toolkit for universities and partners, comprising staff development modules, safeguarding-oriented procedures, and guidance for embedding these measures within institutional strategies for equality, diversity, and inclusion.





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is a specialised Higher Education Institution training professionals for both the law-enforcement domain and wider civilian institutions. Relocated twice due to Russia's war against Ukraine, it brings a decade of institutional experience in developing and implementing university policies to sustain and rebuild human capital under crisis conditions, including gender-sensitive and non-discriminatory support mechanisms.

### Track record and expertise

DonSUIA's expertise relevant to this project includes the design and implementation of equality- and gender-competence policies within professional education, with a particular emphasis on applied approaches to inclusive communication, non-discrimination, and the development of gender competence in professional settings, supported by training tools and internal procedures.

The University also has sustained experience in institutional dialogue and implementation practice, including convening deliberative and capacity-building platforms on gender equality and European integration standards, demonstrating an ability to translate normative commitments into organisational routines, policies, and decisions.

The team brings an international project and research profile, combining the management of international education and research collaborations (including Erasmus+ and related formats) with evidence-informed inquiry into forced displacement and university responses in crisis contexts, including qualitative empirical work on the experiences of forcibly displaced Ukrainians in the United Kingdom and a focus on policy transformation in higher education.

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