



Reduce Inequality Within and Among Countries

10.6.3

Misr International University (MIU) employs a proactive and strategic approach to recruit students and staff, from underrepresented groups. For student recruitment, this includes partnerships with schools in disadvantaged areas, dedicated outreach programs, and attending fairs targeting diverse candidates. For staff and faculty, our actions include mandating the use of inclusive language in job descriptions, utilizing diverse hiring panels, and actively advertising vacancies in publications and platforms that cater to all professionals.

- **Report on Planned Actions to Recruit Students (Academic Year 2023/2024)**
- **Report on Planned Staff Recruitment Actions and Evidence (Academic Year 2023/2024)**

Report on Planned Actions to Recruit Students (Academic Year 2023/2024)

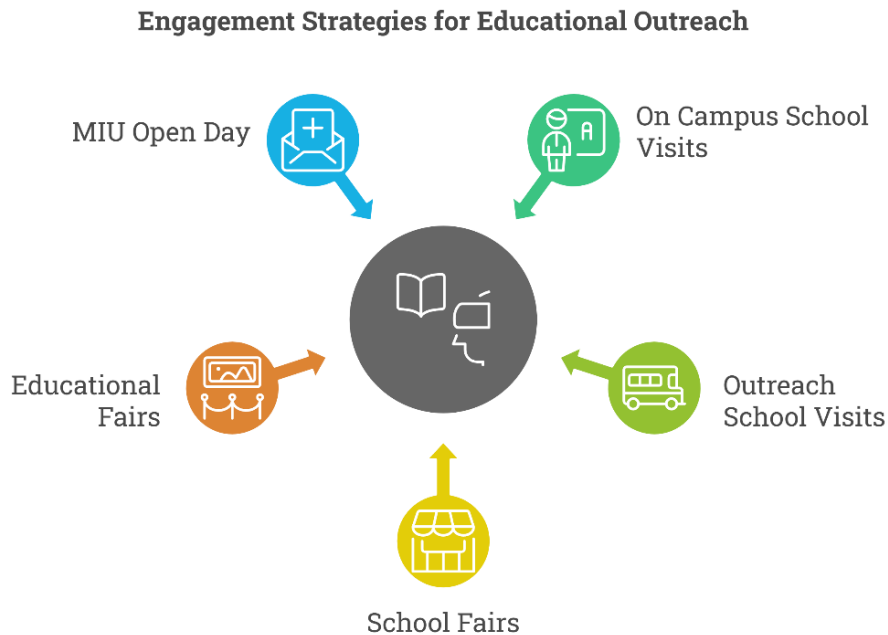
1. Strategic Commitment

Misr International University (MIU) is committed to expanding access to higher education for students from all backgrounds. In alignment with our institutional goal to foster a diverse and inclusive student body, MIU employs a proactive and strategic approach to recruitment.

This report serves as evidence, linked to specific public documentation, of the MIU University’s commitment to Indicator **10.6.3**: taking planned actions to recruit students from different groups through dedicated outreach and external engagement.

2. Planned Actions and Evidence

MIU’s recruitment strategy focuses on two key planned actions: engaging with diverse candidate pools at major external recruitment events and running dedicated academic outreach programs.



2.1 External Educational Recruitment Fairs

MIU actively participates in regional and national university fairs. These events are strategically chosen to increase the visibility of the University's access schemes and diverse academic portfolio, ensuring that potential applicants from various socioeconomic and geographic backgrounds have direct access to admissions guidance. This action directly addresses the stated policy of "attending career fairs" targeting diverse candidates.

Activity	Date/Period	Purpose	Public Evidence (URL)
New Cairo University Fair	5 th December 2023	To reach a broad and diverse pool of high school graduates in a major urban center, providing immediate information on programs, scholarships, and admissions requirements.	https://www.miuegypt.edu.eg/new-cairo-university-fair/
Traverse University Fair	24th - 25th November 2023	Participation in large-scale, structured recruitment events in strategic locations (HydeOut, New Cairo) to ensure comprehensive market penetration and engagement with all prospective students.	https://www.miuegypt.edu.eg/traverse-university-fair-on-the-24th-25th-of-november-at-hydeout-new-cairo/

Representatives from the Admission & Registrar Office as well as other faculties members (Professors and Teaching Assistants), participate in person to cover a better scope of all the MIU programs offered. Educational fairs such as this one are open for parents and any visitor willing to attend. These fairs are announced on the platform of the fair organizer and both MIU's Instagram and Facebook official pages.

A. Student Zone - Cairo Round

- A fair that was held in Cairo for high school students on October 23, 2023, in Triumph Luxury Hotel.

B. IGE – Roadmap - Cairo

- One-to-one counselling meetings with representatives from each university on the 15th of November 2023 at Dusit Thani Hotel.

C. Traverse University Fair in Cairo

- A fair that is held for students with registration fees (caliber is different in this fair) on both November 24th & 25th, 2023 at Hyde Out Park.

D. IB Diploma Orientation (IBO)

- Session with representatives from the IB Office to orient universities with the IB program, the assessment process used in the IB Diploma Programme (DP), the release of DP results, and how universities can access students' e-transcripts using the IB portal.

E. Student Zone - Damietta Round

- A fair that was organized by Student Zone at Damietta International School on January 9th, 2024, was to introduce a new market in schools located in Damietta Governorate.

F. Edugate – Banha Round

- A fair organized by Edugate at Benha International College to market in the Qalyubiyya Governorate in north-eastern Egypt.

G. IGE Map out – Rehab

- An event for students to gather as a hub to attend talks as well as ask university representatives targeting students who live in New Cairo.

H. Edugate Fair Cairo (1st Round)

- Instagram:
https://www.instagram.com/reel/C3zdIAWt79p/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWEIZA==

I. Edugate Fair Cairo (2nd Round)

- This second round is to target students who are studying to obtain the Egyptian Secondary Certificate as by August they would have finished and possibly know their results.

Educational Fairs	
Student Zone - Cairo Round	1 day
IGE – Roadmap - Cairo	1 day
Traverse Fair Cairo	2 days
IB Diploma Orientation (IBO)	1 day
Student Zone - Damietta Round	1 day
Edugate – Banha Round	1 day
IGE Map out – Rehab	1 day
Edugate Fair Cairo (First Round)	3 days
Edugate Fair Cairo (Second Round)	3 days



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2.2 Campus-Based Outreach (Open Days)

Open Campus Events are critical for reducing psychological and informational barriers for students from under-represented backgrounds. By providing free access to the campus, MIU demonstrates the higher education experience and highlights support services by providing school visits to the university campus. These visits provide direct, on-campus access to information about scholarships, student services, and access schemes, specifically promoting the university to candidates who have not had prior exposure to higher education institutions.

A. Open Day at MIU – 17 May 2024

- Open Campus event that included a variety of activities and was attended by 222 students along with their families.
- Check out the Instagram Reel: https://www.instagram.com/reel/C6zOrKqrlI7/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWFIZA==

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B. Open Day at MIU – 10 August 2024

- Second Open Campus event to introduce MIU programs into depth and provide immediate Q&A for applicants.
- We had 317 attendees along with their family members.
- See images below:



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School Visits 2023-2024	
Type of Visit	Total Schools
On Campus School Visits	7
School Fairs	48
Faculty workshop	1
Open Day at MIU – May	222 attendees
Open Day at MIU – August	317 attendees
Total Schools Visited	55

2.3 Dedicated Academic Programs

In addition to broad recruitment efforts, MIU runs targeted programs designed to expose high school students to university-level academic life and mitigate educational disadvantage by offering preparatory knowledge.

Program	Faculty/Focus	Purpose	Public Evidence (URL)
Intensive Summer Course	Faculty of Architecture	An early intervention program aimed at high school students, offering specialized academic enrichment to prepare them for university entry and potentially demystify demanding fields like Architecture. This acts as a targeted outreach program.	https://www.miuegypt.edu.eg/academics/faculty-of-architecture/intensive-summer-course-2024-for-high-schoolers/
Tailored workshop	All Faculties	<ul style="list-style-type: none"> • Senior students from Misr American College (MAC) were sent out a Google Form through the school counselor to sign up for either a workshop in the Faculty of Electronics & Communications or Dentistry. • Accordingly, upon arrival to the MIU campus, MAC students attended a preservation by staff from different faculties, tour, workshop and enjoyed free time on campus. 	https://www.instagram.com/reel/C2xLCMYtxsl/?utm_source=ig_web_copy_link&igsh=MzRIODBiNWEIZA==

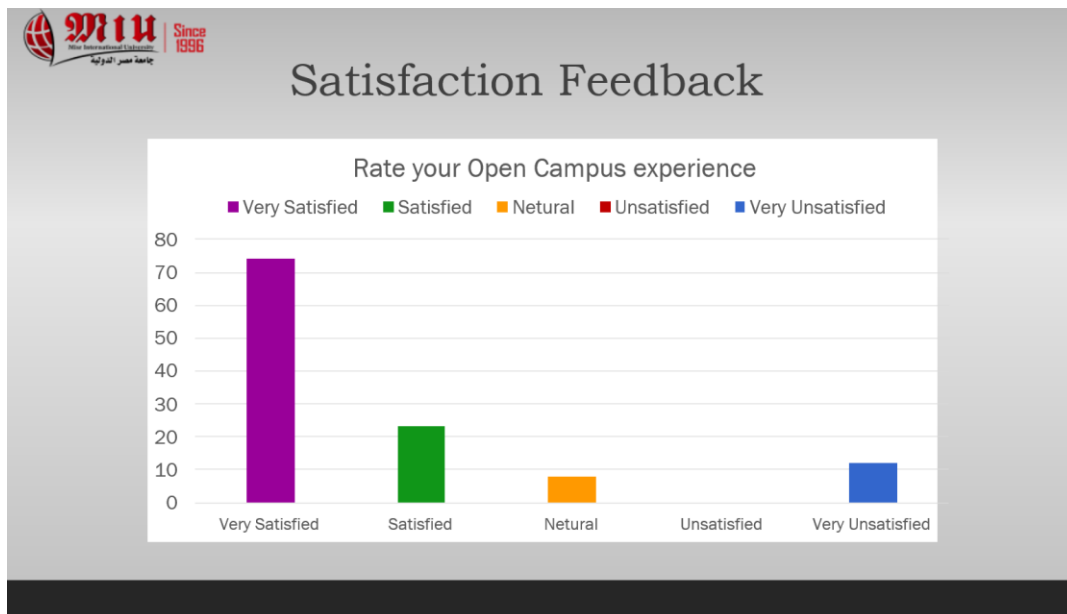
3. Conclusion

The public documentation provided demonstrates that Misr International University (MIU) employs clear, **planned actions** to recruit students. These actions encompass:

1. **Dedicated Outreach Programs** (e.g., the Intensive Summer Course) to build academic capacity and interest among potential future students.
2. **Active Engagement at External Recruitment Events** (e.g., New Cairo and Traverse University Fairs) to ensure the University’s opportunities and access policies reach the widest possible audience, including students from under-represented geographical and socioeconomic demographics.
3. Open Campus Events for students from under-represented backgrounds. By providing free access to the campus,

These ongoing, documented activities confirm MIU’s proactive and strategic commitment to achieving diversity in its student body, thus satisfying the requirements of Indicator 10.6.3.

Statistics post the Open Campus Event

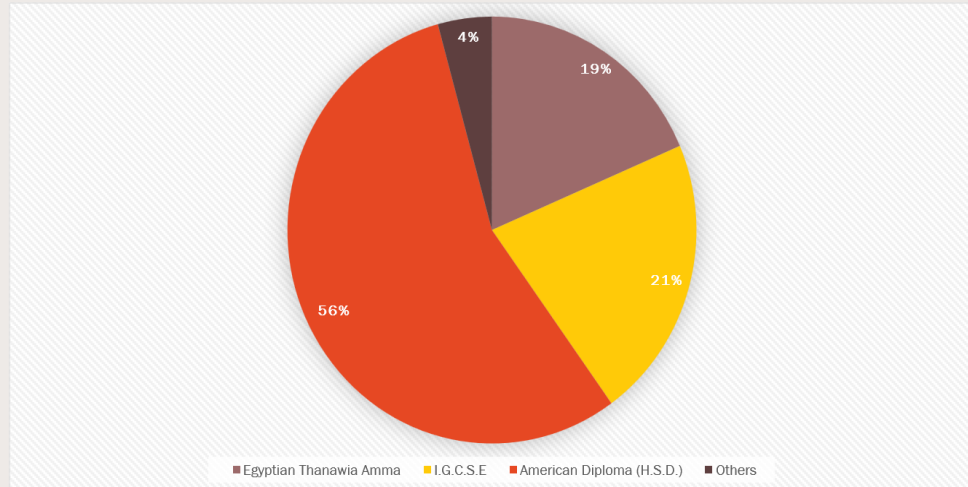




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Registered Applicants by Certificate



Planned Staff Recruitment Actions and Evidence (Academic Year 2023/2024)

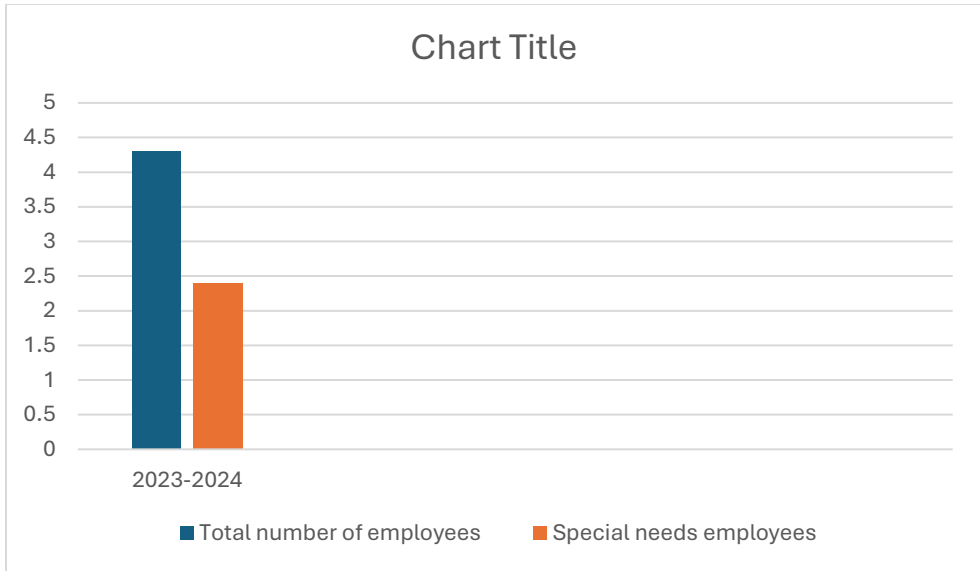
MIU’s staff recruitment strategy integrates legal compliance and proactive policy to ensure representation from underrepresented professional groups, particularly individuals with disabilities. This addresses the stated policy of "mandating the use of inclusive language in job descriptions, utilizing diverse hiring panels, and actively advertising vacancies in publications and platforms that cater to underrepresented professionals."

3.1 Recruitment of Persons with Disabilities

MIU has a legal and ethical commitment to affirmative action in employment for persons with disabilities, ensuring compliance with national law and contributing to a supportive working environment.

Mandate/Action	Basis	Target/Commitment	Relevance to Indicator 10.6.3
Mandatory Hiring Quota	Egyptian Law No. 10 of 2018 (Rights of Persons with Disabilities)	5% of total employee workforce are to be persons with disabilities.	This is a concrete, planned, and legally mandated action to recruit a specific underrepresented group (persons with disabilities). https://www.miuegypt.edu.eg/policies/policies-summary/#policy17

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3.2 Support and Retention for Staff with Chronic Diseases

MIU recognizes that fostering an inclusive working environment includes providing robust support for employees managing chronic health conditions. These planned actions enhance MIU’s reputation as an equitable employer, thereby aiding in the recruitment and long-term retention of a diverse and talented workforce.

Planned Action	Policy/Mechanism	Relevance to Inclusive Environment
Flexible Working Arrangements	Work-Life Balance	Allow employees to adjust schedules (e.g., flexible start/end times, remote options) to manage medical appointments or fluctuating energy levels.
Confidential Health Management	Wellness & Occupational Health Office	Establishment of a designated, confidential office to facilitate necessary workplace accommodations and ensure privacy regarding health status. https://www.miuegypt.edu.eg/policies/policies-summary/#policy14 https://www.miuegypt.edu.eg/policies/policies-summary/#policy17
Specialized Wellness Programs	Employee Assistance Program	Offering tailored resources, counselling, and education focused on managing chronic conditions and promoting mental health and stress reduction. https://www.miuegypt.edu.eg/policies/policies-summary/#policy09