

2025

COMPETENT BODY: Vice-Rectorship for Culture, Equality and Diversity.

SERVICE/OFFICE IN CHARGE: Department of Support for Diversity and Disabilities and Department of Equality

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1. WINTER COURSES ON DIVERSITY (school year 2024-2025)

1.1 Introduction to addressing hate crimes and anti-gypsism (5th edition)

All the information on the course can be found here:

https://www.umh.es/contenido/Estudios/:tit_fpo_17171/datos_val.html

<https://diversidad.umh.es/2025/11/20/cursos-de-invierno-sobre-diversidad/>

Dates: from 24 November to 19 December

No. of hours: 25 hours

Format: Online

Members of the teaching and research staff, research staff and doctoral staff enrolled: 2

Number of enrollees from other groups: 13

COURSE GOALS

- Analyse the right to equality and non-discrimination and its scope as a higher value of our legal system.
- Look at the historical origin, evolution and conceptualisation of hate crimes.
- Identify the most common forms of discrimination that can lead to a hate crime.
- Learn the limits and obstacles for prosecuting hate crimes, with a special focus on freedom of expression.
- Study the issue of anti-gypsism as a specific type of discrimination against gypsies, as well as its origin, historical evolution and current impact.
- Reveal and understand forms of anti-gypsism from a gender perspective and its impact on women's lives.

STURCTURE OF THE COURSE

Block 1. Discrimination and hate crimes.

Block 2. Discrimination against gypsies: an approach to anti-gypsism.

Block 3. Anti-gypsism from a gender perspective.

CURSO **ON LINE**
¡Gratuito!

**Introducción
al abordaje de
los delitos de
odio y
antigitanismo**
5ª edición



 **24/11/2025**
19/12/2025

Más información e inscripción en:
cursosdeinvierno.umh.es

1.2 Learning about affective-sexual and gender diversity (1st edition)

All the information on the course can be found here:

<https://diversidad.umh.es/2025/11/20/cursos-de-invierno-sobre-diversidad/>

https://www.umh.es/contenido/Estudios/:tit_fpo_17388/datos_val.html

Dates: from 13 November to 11 December

No. of hours: 25

Format: Online

Members of the teaching and research staff, research staff and doctoral staff enrolled: 1

Number of enrollees from other groups: 17

COURSE GOALS:

- Understand affective-sexual diversity in the academic and social fields.
- Provide students resources and practical tools.
- Teach students about the various realities of the LGTBQ+ community.
- Learn about the support process in Trans-related experiences.
- Foster critical thinking.
- Give visibility to role models of the LGTBQ+ community.

STRUCTURE OF THE COURSE:

- BLOCK 1: Theory on affective-sexual and identity diversity, and gender expressions
- BLOCK 2: Practical part with information on LGTBQ+ role models
- Aspects of affective-sexual and identity diversity, and gender expressions
- LGTBQ+ role models
- Factors that impact a transition process / Trans experiences (I)
- Factors that impact a transition process / Trans experiences (II)
- LGTBQ+ role models
- Introduction to Queer theory



Aprendiendo sobre la diversidad afectivo-sexual y de género

ON LINE



13/11/2025

11/12/2025

Más información e inscripción en:
cursosdeinvierno.umh.es

2. PROGRAMME FOR TRAINING TEACHERS AND IMPROVING TEACHING OF THE UMH 2025 (school year 2024-2025)

PROGRAMME FOR TRAINING TEACHERS AND IMPROVING TEACHING OF THE UMH

In the school year 2024-2025, we presented the XXIII EDITION of the Programme for Training Teachers and Improving Teaching of the Miguel Hernández University. This programme is a result of the training demands and needs put forth by our teachers, and of the goals established in the Strategic Plan for Quality and the Plan for Assessing Teaching of the UMH, promoting innovative teaching and educational excellence as a guarantee of the quality of the university education.

This programme focuses on the close relation between the university teachers' training and the quality of the education, and covers a set of activities and resources that the university institution organises to improve the personal and professional development of its participants. The programme is open to constant changes and improvements that have increased its number of training proposals and activities thanks to the involvement of the departments, centres and the entire teaching staff of the Miguel Hernández University.

GOALS:

1. The goals of the Programme for Training Teachers and Improving Teaching are:
2. Ensure the quality of the teaching and achieve educational excellence.
3. Train the university teaching staff in the various elements that affect the teaching-learning process: planning the teaching, teaching methods, evaluation, motivating students, communication skills, autonomous learning, office hours, etc.
4. Provide strategies to support teaching and research: statistical resources, bibliographic searches, oral and written communication techniques, etc.
5. Prepare the university teaching staff for the teaching possibilities provided by new information and communication technologies.

Training formats:

- [Iq lwldc#wudlq lqj#ru#K q lyhuvlw|#Igx fdwlrq ISG I4 ; :#E](#)
- [Wudlq lqj#q#Iq q rydwlyh#Whdfk lqj#Iqg#Igx fdwlrq dci { fhoq fh](#)

*PROGRAMME ON INITIAL TRAINING IN UNIVERSITY EDUCATION

This is a training programme designed to provide initial teacher training, which is required to work as a university teacher. It is included in the Programme for Training Teachers and Improving Teaching of the Miguel Hernández University of Elche.

- GOALS

- Understand the institutional context of the teaching staff of the UMH: teaching, management and research.
- Share teaching experiences with academic tutors and programme participants.

- Deliver training on key skills and knowledge for university education:

planning, methods, evaluation, motivation...

- Promote innovative teaching.

- WHO IT IS AIMED AT

It is aimed at the teaching staff of the Miguel Hernández University of Elche and the research staff of the UMH that also teaches (proof must be furnished on the assigned teaching duties by printing the relevant authorisation signed by all parties).

4. DURATION: 100 hours, including a 3-hour session on equality and diversity.

The screenshot displays a web interface for course management. On the left is a sidebar menu with a search icon at the top. The menu items include 'Actividad final', 'Artículo Bolarín 2016', 'Entrega de la actividad fi...', 'ESTRATEGIAS METODOL...', 'Presentación', 'Tareas', 'Material de apoyo', 'PERSPECTIVA DE GÉNER...', 'Asistencia', 'Tarea', 'Presentación', and 'perspectivadegéneroymovi...'. The 'PERSPECTIVA DE GÉNER...' item is highlighted in red. The main content area on the right has a header 'Material de apoyo' with a folder icon and a 'Marcar como hecha' button. Below this is a section titled 'PERSPECTIVA DE GÉNERO EN LA DOCENCIA Y EN LA INVESTIGACIÓN' with a dropdown arrow. Underneath are two items: 'Asistencia' with a blue icon and a text box containing 'Marcar la asistencia a la clase del día 6 de mayo de 2024.', and 'Tarea' with a pink icon and a text box containing 'Saludos, En este apartado encontréis la tarea relativa al taller: "Perspectiva de género en la docencia e investigación". Se trata de una tarea individual y de reflexión. Tened en cuenta que hay dos libros a rellenar, uno para docencia y otro para investigación.' Each item has a 'Marcar como hecha' button.

Number of participating teaching and research, research and doctoral staff members: 25

*TRAINING PROGRAMME ON INNOVATIVE TEACHING AND EDUCATIONAL EXCELLENCE



PROGRAMA DE FORMACIÓN EN INNOVACIÓN DOCENTE Y EXCELENCIA EDUCATIVA

[PRESENTACIÓN](#)

[ACCESO](#)

[MATRÍCULA](#)

[BECAS](#)

[RECONOCIMIENTOS](#)

[TÍTULOS](#)

[FORM. PERMANENTE](#)

[CONSULTA PÚBLICA](#)

[Novedades](#)

PROGRAMA DE FORMACIÓN EN INNOVACIÓN DOCENTE Y EXCELENCIA EDUCATIVA

18 diciembre 2025

Introducción

Este programa pretende continuar avanzando en la necesidad de asegurar una cultura de innovación y mejora continua del proceso de enseñanza-aprendizaje en la universidad.

Es un programa de apoyo continuo al desarrollo profesional del profesorado, en el que se incluye una oferta de cursos, que da respuesta a las preferencias manifestadas por nuestro profesorado, con temas variados relacionados con el aprendizaje, el diseño curricular, metodologías docentes e investigadoras y otros recursos que favorecen la profesionalización de las tareas que tiene que desarrollar el profesorado universitario.

[Tweets by estudios_umh](#)

Objetivos

- Formar al personal docente universitario en los diferentes elementos que influyen en el proceso de enseñanza-aprendizaje: planificación de la docencia, métodos de enseñanza, evaluación, motivación del estudiantado, habilidades de comunicación, aprendizaje autónomo, tutorías y nuevas tecnologías y plataformas digitales aplicadas a la enseñanza.

This programme intends to continue advancing the need to ensure a culture of ongoing innovation and improvement of the university's teaching-learning process.

It is a programme of ongoing support for the professional development of the teaching staff, including a series of courses that meet the preferences expressed by our teachers. It includes a variety of topics related to learning, curriculum design, teaching and research methods, and other resources that favour the professionalisation of the duties of the university teaching staff.

GOALS

- Train the university teaching staff on the various elements that affect the teaching-learning process: planning the teaching, teaching methods, evaluation, motivating students, communication skills, autonomous learning, office hours and new technologies applied to teaching.
- Meet the training needs and interests of the teaching staff.

Aimed at the entire teaching and research staff of the UMH.

This programme included the following courses on diversity:

*STRATEGIES FOR AN EFFECTIVE INCLUSION OF LGTBIQ+ STUDENTS AND SUPPORT FOR DIVERSITY

Start date: 07-06-2025

End date: 15-06-2024

Members of the teaching and research staff, research staff and doctoral staff enrolled: 6

Timetable: from 09:00 to 12:00

Location: Classroom 2.1 of the La Galia building

Format: On-site

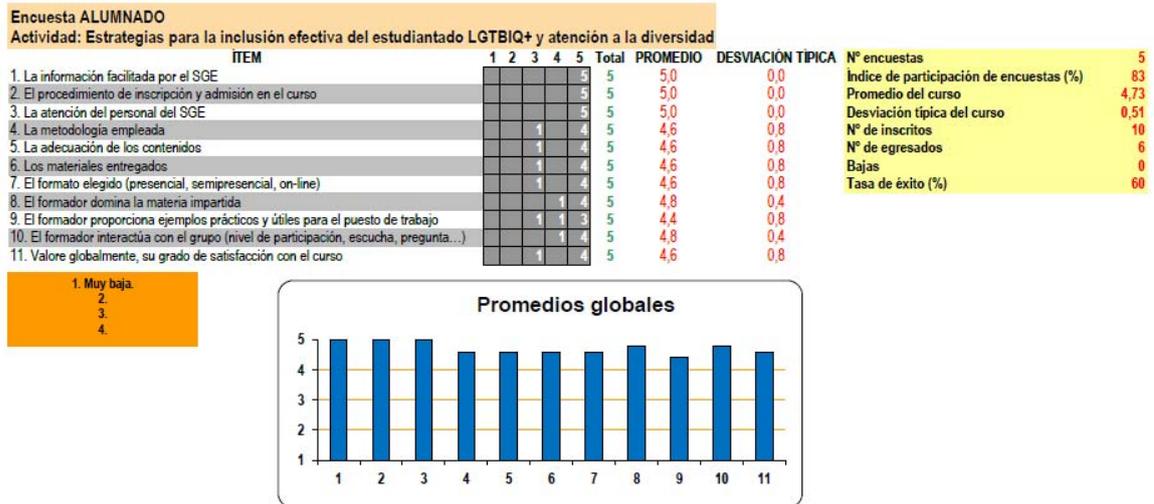
Goals:

- Learn the education needs and realities of LGBITQ+ students in the university context
- Acquire inclusive pedagogic strategies that promote and affirm sexual and gender diversity, guaranteeing a safe learning environment
- Manage protocols for the prevention, tackling and resolution of potential conflicts related to sexual orientation-based- and/or gender identity and expression-based discrimination

Contents:

- Terminology and key concepts on diversity
- Frameworks on LGTBIQ+ rights
- Queer perspective in the classroom
- Support for members of the LGTBIQ+ community
- Creating safe educational environments
- Mediation strategies in cases of LGTBIQphobic discrimination
- Accompaniment in cases of LGTBIQphobic exclusion

Evaluation of the course, including total and average results from a student survey, global figures on course participants and spaces for comments from the students:



COMENTARIOS:

Me gustaría felicitar al ponente, que ha sido excelente comunicador. Sería muy importante continuar profundizando en estos temas. Un curso muy recomendable para entender como gestionar la diversidad en el aula. Gran trabajo del docente.

***STRATEGIES FOR AN EFFECTIVE INCLUSION OF STUDENTS WITH DISABILITIES AND SPECIAL EDUCATION NEEDS**

Duration: 12 hours (9 hours on-site and 3 hours of independent work)

Dates: 10, 12 and 17 June 2025

Timetable: From 09:00 to 12:00

Location: Classroom 2.1 of the La Galia building. Elche campus

Format: On-site

Number of enrollees: 13 (Members of the teaching and research staff, research staff and doctoral staff)

Goals:

- Learn the educational needs that students with disabilities and/or special education needs (i.e. functional diversity) can have in order to conduct an inclusive education.
- Acquire basic teaching strategies based on the universal design for learning.
- Manage protocols of adaptation and for solving potential conflicts.

Contents:

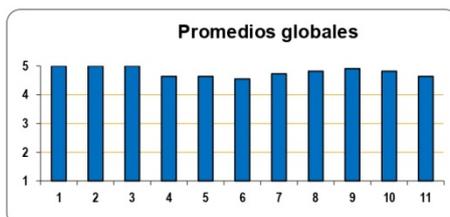
- The Disability Support Unit of the UMH. Terminology.
- Universal accessibility.
- Digital accessibility.
- Support tools.
- Support for people with physical disabilities and reduced mobility.
- Support for people with visual disabilities.
- Support for people with hearing disabilities.
- Support for people with intellectual disabilities and autism spectrum disorders and other specific learning difficulties (ADHD, dyslexia...).
- Support for people with psychosocial disabilities.
- Protocol for requests for adaptations (implementation).

Encuesta ALUMNADO

Actividad: Estrategias para la inclusión efectiva del estudiantado con discapacidad y NEAE

ÍTEM	1	2	3	4	5	Total	PROMEDIO	DESVIACIÓN TÍPICA	Nº encuestas	
1. La información facilitada por el SGE					11	11	5,0	0,0	11	Índice de participación de encuestas (%)
2. El procedimiento de inscripción y admisión en el curso					11	11	5,0	0,0	85	Promedio del curso
3. La atención del personal del SGE					11	11	5,0	0,0	0,43	Desviación típica del curso
4. La metodología empleada		1	2		8	11	4,6	0,6	16	Nº de inscritos
5. La adecuación de los contenidos		1	2		8	11	4,6	0,6	13	Nº de egresados
6. Los materiales entregados		1	2		8	11	4,5	0,9	0	Bajas
7. El formato elegido (presencial, semipresencial, on-line)		1	1		9	11	4,7	0,6	81,25	Tasa de éxito (%)
8. El formador domina la materia impartida		1			10	11	4,8	0,6		
9. El formador proporciona ejemplos prácticos y útiles para el puesto de trabajo		1			10	11	4,9	0,3		
10. El formador interactúa con el grupo (nivel de participación, escucha, pregunta...)			2		9	11	4,8	0,4		
11. Valore globalmente, su grado de satisfacción con el curso		1	2		8	11	4,6	0,6		

1. Muy baja.
2.
3.
4.
5. Muy alta.



3. CONFERENCES ON DIVERSITY

3.1 III CONFERENCE ON LGTBIPHOBIA IN SPORT

Date: 19 February 2025

Timetable: from 11:00 to 13:00

Location: Plaça de Baix hall of the UMH

Members of the teaching and research staff, research staff and doctoral staff enrolled: 1

Number of enrollees from other groups: 6

Information on the conference: <https://diversidad.umh.es/2025/02/14/iii-jornada-lgtbiq-fobia-en-el-deporte/>

The Miguel Hernández University of Elche (UMH) held, on 19 February and from 11:00 to 12:45, the III UMH Conference against LGTBIQ+phobia. Sport and Diversity, organised by the Vice-Rectorship for Culture, Equality and Diversity through its Diversity Office and the Healthy Campuses and Sports Office of the UMH, in cooperation with the First Vice-Presidency and Department of Social Services, Equality and Housing of the Valencian Government. The activity was conducted in the assembly hall of the Valona building in the Elche campus.

This conference was aimed at the entire university community and the interested public. Participation was completely free of charge.



3.2 II CONFERENCE ON TRANS REMEMBRANCE AND INTERSEX SOLIDARITY

Date: 10 November

Timetable: from 09:30 to 18:30.

Location: Plaça de Baix hall

Members of the teaching and research staff, research staff and doctoral candidates enrolled:

1

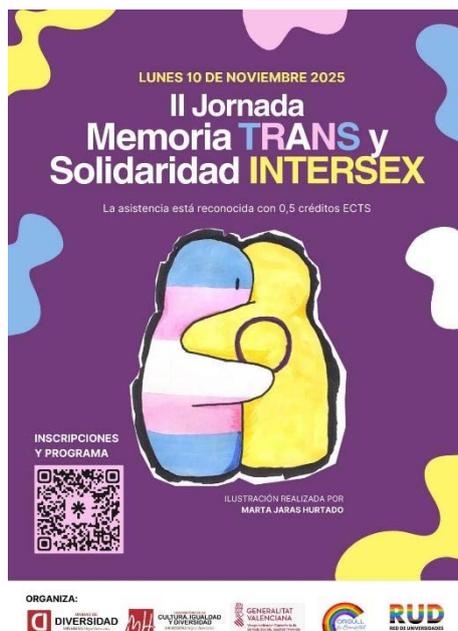
Number of enrollees from other groups: 68

All the information on this conference can be found here:

<https://diversidad.umh.es/2025/10/20/ii-jornada-memoria-trans-y-solidaridad-intersex/>

The Miguel Hernández University held, on 10 November, the II Conference on Trans Remembrance and Intersex Solidarity, a gathering aimed at acknowledging the experiences and challenges of trans and intersex individuals, as well as fostering empathy, reflection and solidarity inside and outside the university environment.

The conference included the participation of activists, artists and specialists who addressed physical and gender diversity from various viewpoints: intersexuality, activism, health and social care realities and drag as a form of expression and resistance.



3.3 VI Conference for the International Day of Persons with Disabilities

Date: 3 November 2025

Timetable: From 09:00 to 19:30

Location: Auditorium of the Severo Ochoa building in the Sant Joan d'Alacant campus of the Miguel Hernández University.

Number of enrollees:

- Members of the teaching and research staff, research staff and doctoral staff: 4
- Other groups: open to students of the entire UMH

Format: On-site

Description / Goals:

The Miguel Hernández University celebrated the International Day of Persons with Disabilities by holding the VI Conference on Inclusion and Diversity, a gathering aimed at giving visibility to disabilities and raising awareness on them, fostering empathy and equal opportunities, and promoting inclusion, especially in the university environment.



4. Awards on diversity and disability

Goal:

Highlight and incentivise academic initiatives that integrate the diversity and disability perspectives through teaching, research and the transfer of knowledge, promoting inclusion, visibility, equal opportunities and an improvement of the quality of life of all people and groups.

Awards included:

1. [Awards in the Framework of the Inclusion, Visibility, Quality of Life Improvement and Rights of People with Disabilities](#)
 - **Description:** Rewarding projects that include the disability perspective in their results, providing solutions, visibility or strategies to improve the quality of life of people with disabilities.
 - **Categories:**
 - a) Final Bachelor's and Master's Degree Dissertations and Doctoral Theses
 - b) Research projects related to disability

2. [Awards in the Framework of Promoting Diversity](#)
 - **Description:** Rewarding projects that integrate the diversity (cultural, geographical and/or ethnical, LGTBQA+...) perspective in teaching, research or the transfer of knowledge, fostering inclusion and equality in the academic and social fields.
 - **Categories:**
 - a) Final Bachelor's and Master's Degree Dissertations and Doctoral Theses
 - b) Research projects related to diversity