10.6.3 Access to University Underrepresented Groups Recruit 2024–2025

Institutional Commitment and Planned Recruitment Actions

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) is committed to promoting **social justice, social inclusion, equal opportunity, non-discrimination, and reducing social inequality** by encouraging applications from underrepresented and disadvantaged groups across its **student, academic faculty, and administrative staff communities**.

For prospective students, AASTMT undertakes targeted outreach and provides scholarship and financial assistance opportunities to support refugees and asylum seekers, students from low-income backgrounds, women entering traditionally male-dominated fields, students with disabilities, and applicants from diverse national and cultural backgrounds. These initiatives aim to reduce barriers to higher education, broaden participation, and promote social integration and upward social mobility.

For **staff and faculty recruitment**, AASTMT seeks to strengthen inclusive employment practices by promoting equal access to job opportunities for qualified candidates from underrepresented groups, particularly persons with disabilities. In alignment with **Egyptian Law No. 10 of 2018 on the Rights of Persons with Disabilities**, the Academy's Human Resources Department supports the implementation of disability-inclusive employment practices and the statutory **5% employment quota** applicable to eligible employers. According to AASTMT's **2024–2025 SDG 10 statistical records, 345 employees with disabilities** were reported across the institution, reflecting the representation of persons with disabilities within its workforce.

Building on these efforts, AASTMT aims to strengthen inclusive recruitment procedures, encourage applications from qualified candidates with disabilities, incorporate non-discrimination and equal-opportunity principles into vacancy announcements, and monitor the representation of underrepresented groups among applicants and newly recruited staff and faculty.

Recruitment and Access Opportunities for Refugees – Bridge of Hope Initiative

On **10 June 2024**, the Arab Academy for Science, Technology and Maritime Transport (AASTMT), in partnership with the **United Nations High Commissioner for Refugees (UNHCR)**, officially launched the **Bridge of Hope initiative** to expand access to undergraduate education for refugees in Egypt. Through targeted scholarship opportunities, the initiative aims to address financial and educational barriers, promote **social justice, social inclusion, equal opportunity, and non-discrimination**, and facilitate the recruitment and admission of students from underrepresented and disadvantaged groups.

During the academic year **2024–2025**, the initiative provided an institutional framework for reaching refugee communities, encouraging applications from eligible candidates, and supporting access to AASTMT's academic programmes. Through its collaboration with

UNHCR, the Academy seeks to strengthen refugee inclusion, reduce educational inequalities, and promote **social integration and upward social mobility** through higher education.

The initiative represents a targeted institutional measure supporting AASTMT's commitment to **inclusive recruitment and equitable access to higher education**. Its implementation during 2024–2025 should be substantiated by the number of scholarships offered and refugee students admitted, as recorded in the Academy's official scholarship and admissions records.

Institutional Commitment to Diversity and Inclusion

The Arab Academy for Science, Technology and Maritime Transport (AASTMT) demonstrates a strong institutional commitment to social justice, social inclusion, social integration, and equal opportunity by fostering an inclusive and multicultural learning environment that embraces diversity, promotes non-discrimination, and addresses social inequality. With students representing more than 37 nationalities, AASTMT actively promotes cultural exchange and social integration while supporting equitable access to higher education for underrepresented groups, including international and migrant students and individuals from diverse socioeconomic and cultural backgrounds. Through its commitment to inclusive education and widening participation, the Academy seeks to reduce educational and social inequalities, eliminate barriers to access, strengthen equal opportunities, and promote upward social mobility for disadvantaged and marginalized communities.

https://aast.edu/en/campuses/portsaid/contenttemp.php?page_id=48600102 on AASTMT webpage

Women… Partners in Sailing Toward the Future – 18 May 2025

As part of its commitment to social justice, social inclusion, gender equality, and equal opportunity, the Arab Academy for Science, Technology and Maritime Transport (AASTMT) organized the event “Women Partners in Sailing Toward the Future” on 18 May 2025, highlighting the importance of empowering women and expanding their participation in the maritime sector, a traditionally male-dominated field. The initiative reflects AASTMT’s efforts to address gender-based discrimination, social inequality, and barriers to women's participation in maritime education and professional careers. By raising awareness of educational and career opportunities for women, the event supports social integration, inclusive education, and upward social mobility, while contributing to a more diverse and inclusive maritime community. The event also provides a potential platform for encouraging female participation in AASTMT’s maritime academic programmes and underrepresented Groups Recruitment.



Women… Partners in Sailing Toward the Future, 18 May 2025 – on AASTMT webpage .

AHFAD University for Women

Notably, AASTMT reports welcoming 47 displaced Sudanese students from **Ahfad University for Women**, who completed their pharmacy degrees through a joint academic programme. This initiative illustrates the Academy's role in addressing educational disruption, reducing social inequality, and facilitating access to higher education for students facing displacement-related *barriers.*



AHFAD UNIVERSITY WOMEN GRADUATUION

Implementation of Targeted Educational Access and Outreach Initiatives for Refugees – AASTMT Partnerships with UNHCR and Caritas Egypt (2024–2025)

In line with its institutional commitment to **social justice, social inclusion, social integration, and equal opportunity**, the Arab Academy for Science, Technology and Maritime Transport (AASTMT) continued strengthening educational opportunities for refugees and displaced communities during the academic year **2024–2025**, building on its partnership with the **United Nations High Commissioner for Refugees (UNHCR)** and the **Bridge of Hope initiative**, launched on 10 June 2024. The initiative provides a scholarship-based framework designed to encourage applications from eligible refugees and facilitate their access to undergraduate education, addressing financial and educational barriers faced by disadvantaged and underrepresented groups.

Complementing this institutional partnership, AASTMT students and faculty members from its Language and Communication (LC) programmes participated in volunteer English-language teaching activities for refugees and young people at UNHCR headquarters during **August–September 2024 and July 2025**, alongside training in advertising, social media management, and creative content production. These activities contributed to **community engagement, capacity building, and social inclusion**, strengthening refugees' language, communication, and digital skills.

Refugee and Community English Literacy – AASTMT website



Bridge of Hope Initiative UNHR website

Caritas Egypt solar-energy vocational training for Sudanese Refugees

Furthermore, in June 2025, AASTMT collaborated with Caritas Egypt to deliver solar-energy vocational training for Sudanese refugees, extending its educational outreach to conflict-affected and marginalized communities.



Solar Energy Training for Sudanese Refugees, June 2025 on AASTMT Webpage

Together, these initiatives demonstrate the practical implementation of AASTMT's institutional partnerships and its commitment to inclusive education, social justice, equal opportunity, and reducing inequalities. By engaging directly with refugee communities and addressing educational and socioeconomic barriers, the Academy contributes to strengthening social integration, professional empowerment, and upward social mobility, while establishing relationships that can support broader access to educational opportunities.

Promoting Women's Participation in Artificial Intelligence and STEM – Celebrating the Achievement of AASTMT's First Female AI Graduate

As part of its ongoing commitment to social justice, social inclusion, gender equality, equal opportunity, and reducing social inequality, the Arab Academy for Science, Technology and Maritime Transport (AASTMT) promotes the representation and empowerment of women in Science, Technology, Engineering, and Mathematics (STEM), particularly in emerging disciplines such as Artificial Intelligence (AI). On 31 August 2025, Alexandria Governorate recognized Salma Fawzy, the first female graduate of AASTMT's College of Artificial Intelligence at Alamein Campus, for her outstanding academic achievements, international recognition, and professional development. Her accomplishments, including postgraduate academic opportunities and the establishment of student-led robotics and skills-development clubs, highlight the importance of inclusive education, women's leadership, and equitable access to emerging technological fields. By showcasing successful female role models in traditionally male-dominated disciplines, AASTMT helps challenge gender stereotypes, encourage social integration, and inspire greater female participation in AI and STEM education.



https://aast.edu/en/alumni/news-details.php?language=1&view=1&unit_id=386&news_id=486104996&event_type_id=1