

Supplementary File

Table. Elements that make up the interview structure.

1. Identification data	<ul style="list-style-type: none">- Personal- Employment data- Information about the Interview (date and place, interviewer, duration and observations)
2. Concept of attention to diversity in Higher Education	<ul style="list-style-type: none">- Could you give me a definition of diversity?- In your opinion, what traits does diversity inherently prove?- Therefore, what would not be diversity for you?- In the university context, how is diversity evidenced?- In your daily work events, you live with diversity. How would you describe it?- Do you feel ready to work with diversity as a teacher? If yes or no, why?- In the classroom, in what way does diversity, as you have defined it, influence the performance of your work as a university professor?
3. Inclusive policies at University	<ul style="list-style-type: none">- In your opinion, is the composition/profile of the members of the university responding to the principle of diversity?- In terms of attention to diversity, what actions and programs do you know from the University of which you are a part? What reasons do you think have driven them?- In your opinion, are they enough? Should they improve? If yes to this question, along what lines?- What specific service/s do you know to respond to the diversity in the university you are part of?- From the point of view of university teaching, is diversity included in our undergraduate, master's and doctoral programs? Are we, the teaching and research staff, prepared to include it? Could you identify one or two good practices in this regard at your university?- What curricular methodologies do you know to work on diversity? If yes, do you apply them in the classroom? If not, if you are not familiar with any of them, would you be potentially interested in learning about them?- Have you attended any training course in which, in whole or in some of its parts, the topic of diversity has been worked on?- Do you think that training in this area is a priority at your university, both on the part of the institution (offering sufficient training in this respect) and on the part of the teaching staff (taking courses when they are offered)?
4. Faculty inclusive practices from the Universal Design for Learning (UDL)	<ul style="list-style-type: none">- From all that has been reviewed on specific services, teaching, training ... in the area of attention to diversity, do you consider that the university responds adequately to the challenge posed by it?- What are the main difficulties you find in terms of attention to diversity at your university?- What are the main benefits that you think are reverted to the university by investing in diversity?- In your group, what difficulties and what benefits do you find in relation to this principle and that affect you both positively and negatively?- Do you know the Universal Design for Learning (UDL)?

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- Are you familiar with Universal Design for Learning (UDL)? If yes, what do you think about this approach, positive and negative aspects to apply it in the classroom?
 - Proposals for action to improve attention to diversity
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