

Diversity & Inclusion at the University of Groningen - Who, what & where?

Working on

Diversity & Inclusion

at the University of Groningen

Language Centre

Language and intercultural training. tailor-made courses, testing services, translations and written support.

- Human Resources (HR)Training for employees on social and personal safety, and raising awareness of diversity and inclusion on the work-
- Inclusive Recruitment training
- Inclusive Leadership training
- Quality @ Work training

Winter/summer schools

Several winter and summer schools on topics of health, education and inclusion & diversity.

Corporate Academy

- Inclusive leadership for managers
- Internationalisation and intercultural competence
- Gender and Leadership in Academia Course for PhD supervisors on
- neurodiversity, social safety and cultural differences

Educational Support & Innovation (ESI)

UTQ/STQ for teaching staff. Modules on specific topics for teachers e.g. inclusive education and active learning



Workspace safety and mental health

- <u>Ombudsperson</u>
- Confidential advisor
- Health, Safety & Sustainability

Career Services

Expertise on job orientation and disabilities (for students)

Student Wellbeing

- Student Wellbeing Portal
- Studying with a functional impairment HR website for staff supporting students with functional impairment

Work and informal care for employees

Comenius Leadership Project Making Value of Student Diversity

through Logistical Innovations

Peer groups for students: including AD(H)D, auditory impairment, autism, cancer, refugees, caretakers, parents, LGBTQIA+

- Faculty of Science and Engineering
 Intercultural training for TAs, lecturers, etc
- Scientific academic skills

Faculty of Medical Sciences

Interculturally competent U online modules

Intercultural competence training, D&I training, social safety training

 Teaching Academy Groningen (TAG)
 Community of Practices e.g. on blended learning and inclusive education, seminars for lecturers and other employees

EQUIPPING

Training

Facilitates the process of fostering a diverse and inclusive curriculum, through a series of workshops using materials from the EQUiiP project.



UG-wide:

- **Teaching Academy Groningen (TAG)** Community of Practice on Diversity & inclusion, Blended Learning, events, intervision.
- **EQUIPPING**
- YAG aims to create a welcoming and inclusive working environment at the UG. Self-organized groups across
- various faculties

Faculty:

- Young Arts Network (YARN)
 - Decolonisation
- i-BSS (Inclusion at Faculty of BSS)

D&I <u>networks and interest groups</u> at the UG and in Groningen







Human Resources (HR)

- Project manager for people with a labour market disadvantage (Wet afspraakbanen / labour law) Zero tolerance statement

Diversity Office Policy

AMD / Health, safety and sustainability

- Wellbeing staff, mental health
- Safe working environment Committee for Language and Culture

SES

Policy

- Policy plan: studying with a performance disability Code of Conduct for student associations and
- organizations
- Policy (UG strategic policy, Language & Culture Policy, IDI strategic policy, faculties' strategic policies)

Integrity

Language and Culture database

Information about physical and digital accessibility

Faculty D&I representatives

Quick guide digital accessibility

Advisory committee for students with a performance disability (ACF)

- (Un)solicited advice on disability issues Accessibility project group (physical & digital accessibility)

<u>Study advisors</u>Educational and exam facilities, disability provisions, confidential advisor for students

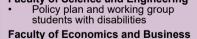
Student Service Centre (SSC)

Support

Expertise on studying with disabilities and other special needs

D&I Office Inclusive Language Style Guide

Information and feedback point physical and digital accessibility at the UG



Faculty of Science and Engineering

Inclusive Curriculum group

Faculty of Medical Sciences

UMCG Committee for
Language and Culture

- D&I task force
- Inclusivision Stimulation Fund

Faculty of Law

Wellbeing, D & I Office



Last update: January 2024