

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

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-floor.
- 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



Faculty of Science and Engineering

- Intercultural training for TAs, lecturers, etc
- Scientific academic skills

Faculty of Medical Sciences

- Interculturally competent U online modules

Faculty of Law

- 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

- 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 networks and interest groups at the UG and in Groningen

- International:
- ENLIGHT



Training

Connecting

Support

Policy

Working on Diversity & Inclusion at the University of Groningen



Workspace safety and mental health

- Ombudsperson
- 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+

Advisory committee for students with a performance disability (ACF)

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

Study advisors

- Educational and exam facilities, disability provisions, confidential advisor for students

Student Service Centre (SSC)

- 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



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 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

Faculty D&I representatives

Quick guide digital accessibility

Information about physical and digital accessibility

