

## Diversity, Equity & Inclusion 2023-2026

The University of Humanistic Studies is committed to creating an inspiring learning and working environment in which there is space, respect and appreciation for differences. This is also an community where various forms of learning and working can come into their own. We believe that diversity, equity and inclusion enrich academic debate and is an important dimension of scientific quality. DEI therefore plays an important role in teaching, research, human resources and student recruitment, and in collaborations with academic and societal partners.

### Key points 2023-26

**Diversity:** Increasing diversity among staff and students. This is reflected in the presence of various forms of diversity, including ethnicity, gender identity, sexual orientation and physical or psychological disabilities.

**Equity:** Raising awareness of the existence of prejudice and discrimination. We are committed to equal opportunity and equity policies by creating conditions in which employees and students from diverse backgrounds can thrive.

**Inclusion:** Deliberate efforts that ensure a study and work environment where differences are welcomed, different perspectives are discussed respectfully, and where everyone can feel at home and involved.

### Strategic objectives

- Increase awareness and a sense of urgency around DEI at the University and in collaboration with external partners, resulting in demonstrably more attention to DEI in Education, Research, Organization and with regard to societal impact.
- Further develop integrated DEI policies, procedures and concrete interventions at central and departmental levels, based on the University's mission, strategic plans and DEI vision, inspired by humanistic values and traditions.
- Moving further toward transdisciplinary approaches to science that value epistemological and methodological diversity.
- Encouraging inclusive leadership by explicitly addressing DEI in professionalization courses.
- Achieving greater diversity among students and staff and creating a work and learning environment where they feel seen and valued. In this process, we identify barriers and opportunities to promote DEI. Changes take shape while using the idea of "nothing about us, without us".
- Creating a challenging inclusive learning and working community with "safe" and "brave" spaces, in which students and staff feel at home and engaged and in which can develop well
- The design and implementation of an in-transit and out-transit monitoring system of students and staff, which will map DEI developments and thus provide tools to adjust policies.