university of groningen

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 classroom.

Inclusive Teacher e-learning
self-paced training for inclusive coursedesign, pedagogy, assessment and group work



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 work-shops 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

Connecting

Training

Working on Diversity & Inclusion at the University of Groningen



Support

Policy

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



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

Peer groups for students: including AD(H)D, auditory impairment, autism,

Advisory committee for students with a performance disability (ACF)
- (Un)solicited advice on disability issues
- Accessibility project group (physical & digital acces-sibility)

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

Faculty of Medical Sciences
- UMCG Committee for Language and Culture

Faculty of Science and Engineering
- Policy plan and working group students with disabilities

Faculty of Economics and Business
- Inclusive Curriculum group
- D&I task force
- Inclusivision Stimulation Fund

Faculty of Law
- Wellbeing, D & I Office

This overview is the product of a series of collaborative workshops initiated by the Community of Practice (CoP) Diversity and Inclusion (TAG) and other stakeholders within the UG community.

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For updates/additions please contact: diversity@rug.nl