university of groningen

Flowchart: Diversity & Inclusion at the University of Groningen

Last Updated: March 2025

Welcome to the diversity and inclusion flowchart. Because we are such a large organization, finding the answer to your question: 'Where can I go for: ...?' may not be so easy. The flowchart below contains diversity and inclusion initiatives. The flowchart has four sections: training, support, connecting, and policy.

Training

If you are looking for training in diversity and inclusion (D&I), and specifically looking for:

1. improving language skills and intercultural understanding, tailor-made courses, testing services, and translations and written support, please visit the Language Centre
2. training for employees and managers on a variety of D&I themes, including social and personal safety, raising awareness of diversity and inclusion on the work floor, inclusive recruitment training, inclusive leadership training, Quality @ Work training, etc., please visit HR
3. Training through the Corporate Academy on inclusive leadership for managers, internationalisation and intercultural competence, and Gender and Leadership in Academia for PhD students
4. summer/winter schools on intercultural competence and D&I
5. working on the process of fostering a diverse and inclusive curriculum through a series of workshops using materials from the EQUiiP project, please visit the EQUIPPING page
6. modules for lecturers on inclusive education and active learning in the classroom and the UTQ and STQ, please visit Educational Support & Innovation (ESI)
7. for communities of practice and seminars on blended learning and inclusive education, visit the Teaching Academy Groningen (TAG)
8. Course for PhD supervisors with modules on neurodiversity, social safety, and cultural differences

9. The Inclusive Teacher e-learning: A self-paced training for inclusive course design, pedagogy, assessment, and group work

10. Within Faculties:
    a. Faculty of Science and Engineering: intercultural training for TAs, lecturers, etc. and scientific academic skills
    b. Faculty of Medical Sciences: interculturally competent U online modules
    c. Faculty of Law: intercultural competence training, D&I training, social safety training

Support

If you are looking for support in D&I matters, for both students and/or staff, there are various resources and groups you can contact:

1. The Ombudsperson, Are you dealing with problems as a staff member or a student and have no idea who to turn to? Then you can also call or email the independent Ombudsperson

2. The Confidential Advisor is the first point of contact for staff members and students who are victims of undesirable behaviour or discriminatory treatment, who witness or suspect malpractices within the organization, or who are involved in a work-related conflict

3. Occupational Health, Safety & Sustainability employs a variety of experts in the fields of work and organization, sick leave, staff welfare, occupational health and hygiene, ergonomics, the environment, occupational safety and radiation safety

4. The Advisory Committee for Students with a Performance Disability (ACF), which monitors and advises the Board of the University on policy for students with performance disabilities and is part of the project group for physical and digital accessibility

5. The study advisors from each degree programme at the University. You can find a comprehensive list here

6. The Student Service Centre (SSC), which offers workshops, training, psychological support, etc. for students

7. Career Services, for expertise on job orientation and disabilities

8. The Student Wellbeing Portal, for points of contact, sources of support, and initiatives for students and their wellbeing

9. Support for studying with a functional impairment

10. HR website for staff about supporting students with a functional impairment
11. Information and feedback point regarding physical and digital accessibility at the UG
12. Resources for staff with care responsibilities: Work and informal care for employees
13. Inclusive Language Style Guide of the D&I Office, which provides explanations, tips and tricks on using inclusive language at the University

Connect

Perhaps you would like to **connect** with some colleagues on D&I topics. There are several options for this:

1. Across the University, then you could join the:
    a. Community of Practice on Diversity & inclusion, organized by the Teaching Academy Groningen (also known as TAG)
    b. Community of Practice on Wellbeing, organized by the Teaching Academy Groningen (also known as TAG)
    c. EQUIPPING project, which supports the development of international classrooms
    d. Young Academy Groningen (YAG), which aims to create a welcoming and inclusive working environment at the University of Groningen
    e. Various D&I networks and interest groups
    f. Peer groups for students to connect, including peer groups on AD(H)D, auditory impairment, autism, cancer, refugees, caretakers, parents, LGBTQIA+, and more
    g. Self-organized groups across various faculties

2. Within faculties, then you could join:
    a. the Young Arts Network (YARN) Decolonise Hub (for Diversity, Equity & Inclusion initiatives)
    b. i-BSS (inclusion at the Faculty of Behavioural and Social Sciences)

3. Or internationally, then you could contact:
    a. the ENLIGHT project, which is an alliance of nine Universities focusing on piloting new learning formats

University Policy

Finally, there are various University policy initiatives on diversity and inclusion:

1. The University's diversity and inclusion policy statements and an action plan
2. The Language and Culture database, which aims to ensure consistency and transparency in expectations regarding language and intercultural skills for all UFO profiles (job classification system) at the University of Groningen
3. Occupational Health, Safety, and Sustainability regulations, which includes issues such as staff well-being and mental health, safe working environment, and the Committee for Language and Culture
4. The project for work opportunities for employees with a labour market disadvantage
5. The policy plan for those studying with a performance disability
6. The Integrity policy (such as the Zero Tolerance Statement, Code of Conduct, confidential advisor, etc.)
7. Information about physical and digital accessibility at the UG
8. The Code of Conduct for student associations and organizations
9. UG Strategic Plan 2021-2026
10. Strategy Education and Students (SES) which assists with developing and implementing strategic policy on education, innovation, quality assurance, students, research funding and internationalization of education at the UG
11. A list of D&I officers for the various faculties
12. The University's Language and Culture Policy
13. Digital Accessibility: General Guidelines for Digital Content
14. Within Faculties:
    a. Faculty of Medical Science: UMCG committee for Language and Culture
    b. Faculty of Science and Engineering: The policy plan and working group for students with disabilities

c. Faculty of Economics and Business: Inclusive Curriculum group, D&I task force, Inclusivision Stimulation Fund

d. Faculty of Law: Wellbeing, Diversity and Inclusion Office

e. Faculties' Strategic Policies

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.

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