**DIVERSITY, EQUITY AND INCLUSION [DEI] AMBITION:** To jointly promote a safe, inclusive and equitable campus society that embraces and embodies diversity and the values of social justice and advocate and agitate for positive change, in alignment with the sustainable development goals.

**DEI MISSION:** Lead, facilitate, mentor, stimulate and support all levels of the organization to achieve diversity, equity and inclusion objectives through collaboration and insightful programming.

**DEI VISION:** To firmly embed diversity, equity and inclusion into the organizational culture of Radboud university community.

### AMBITIONS 2021-2025

**[Impact]**

- **Priority 1** Embed Diversity, Equity and Inclusion [DEI]
  - Embed DEI in instruments of policy and practice to impact cultural and structural change.

  **AMBIENT DEI MISSION:**
  - **Keep the DEI FINGER ON THE PULSE**
    - **Shape DEI policies**
      - Equity and Inclusion [DEI]
    - **Embed and advocate and practice to Shape DEI Policies**
      - Position RU as a Global Diversity, Equity and Inclusion [DEI] Catalyst & Hub
    - **Promote an accessible, inclusive and structural framework**
      - Inclusive Campus
  - **Promote a Reflective impact cultural and structural framework**
    - ** Invite and reflect a DEI role**
      - Global Priority 4 [People]
      - **Promote a Reflective impact cultural and structural framework**
        - **Position DEI as an inclusive partner and stakeholders**
          - Local & global community
        - **Provide an accessible knowledge base**
          - Local & global community
  - **Promote a Reflective impact cultural and structural framework**
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      - Local & global community

### STRATEGY

1. ** Develop benchmarking instruments to gauge standing and learn from best practice;**
2. ** Include DEI Language - terminologies and concepts into the institutional framework;**
3. **Facilitate integrative change strategy with inclusive leadership intervention tools;**
4. **Provide DEI Training for students and staff.**

### INTERVENTIONS

1. **Conduct inclusion assessments; diversity data project**
   - [with Management faculty 2022];
2. **Revise criteria in documents to reflect inclusive language/ practice with HR & In’to Languages [2022];**
3. **Produce DEI Anti-Bias Theatre workshops**
   - [with HR & Radboudumc 2021];
4. **Launch DEI Mentors & DEI Ambassadors Programs**
   - [HR & Radboud Academy [2022].

### OUTCOMES [IMPACT]

1. **Joint university-wide DEI governing bodies;**
2. **Diverse inclusive curricula;**
3. **Gender targets, pay gap research;**
4. **Efficient accommodations process.**

### [Research]

- **Priority 2** Monitor DEI Progress
  - Keep the DEI FINGER ON THE PULSE

### [Teaching and Learning]

- **Priority 3** Shape DEI Policies & Procedures
  - Shape DEI policies and procedures to reflect a DEI framework

### [People]

- **Priority 4** Be a global DEI Hub
  - Position RU as a Global Diversity, Equity and Inclusion [DEI] Catalyst & Hub

### [People & Facilities]

- **Priority 5** Promote an Accessible, Safe, Inclusive Campus
  - Promote an accessible, inclusive and safe campus environment

### OUTCOMES [IMPACT]

1. **A DEI Epistemic Community with diversity in people and knowledge;**
2. **Solidarity and DEI Directional Statements; Start Strong Program;**
3. **Harassment/consent/bystander Training;**
4. **Annual Antiracism Awareness Week [ARAW] and DEI Symposium.**

### OUTCOMES [IMPACT]

1. **An inclusive safe campus that is reflects its occupants;**
2. **Gender neutral toilets; regular infrastructural upgrades;**
3. **Courageous Conversations;**
4. **A transformative campus that serves and is representative of diverse stakeholders.**