**DIVERSITY, EQUITY AND INCLUSION (DEI) AMBITION**

To jointly map a path towards the sustainable promotion of a safe, inclusive and equitable campus society that embraces and embodies diversity and the values of social justice for all and seeks to unapologetically advocate and agitate for positive change.

**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 have DEI firmly embedded into the organizational culture of RADBOUD so that it becomes a Way of Being.

### GOALS 2021

<table>
<thead>
<tr>
<th>Goal 1: Impact</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Embed diversity more effectively in existing instruments</strong></td>
</tr>
<tr>
<td>Embed Diversity, Equity and Inclusion (DEI) in instruments of policy, programming, and research at Radboud University</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Goal 2: Research</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monitor diversity more widely</strong></td>
</tr>
<tr>
<td>Infuse DEI Lens in creation, assessment, monitoring and evaluation of Projects, Programs &amp; Research</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Goal 3: Teaching</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Establish an award system to provide frameworks and set the direction for policy</strong></td>
</tr>
<tr>
<td>Adopt a Rights-based Approach (gender and equity based) to provide frameworks for policy direction</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Goal 4: People &amp; Facilities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bring together and support institutional diversity plans</strong></td>
</tr>
<tr>
<td>Position Radboud as a DEI Hub &amp; Global Catalyst by evolving into a multidisciplinary cross sectoral, collaborative Institution</td>
</tr>
</tbody>
</table>

---

### Strategy

**Develop, evaluate and revise instruments** to reflect DEI.

**Embed** Diversity, Equity and Inclusion (DEI) in instruments of policy, programming, and research at Radboud University.

**Assess DEI needs or gaps** at Radboud University and identify areas of necessary intervention.

**Create** an internal DEI Advisory & Monitory Group.

**Reflect** a DEI and rights-gender-based framework in systems, policies and practice.

**Utilize** a DEI rights-gender-based approach to provide the policy framework for the creation and facilitation of safe, accessible and inclusive spaces on campus.

**Facilitate knowledge creating, sharing** collaboration and cross-pollination of ideas, concepts and practices.

**Position the DEI Office** as an inclusive partner and knowledge-hub on DEI within the university, local community and global context; lead a restorative justice complaints process;

**Promote awareness** and global alliance DEI Issues Collaborate with & create staff & student networks; **Keep abreast** with current practices locally and globally and continuously upgrade skills.

### INTERVENTIONS

**Create a DEI policy evaluation tool**

**Review existing policies and Co-create new policies**

**Use** a DEI and rights-gendered and equity based approaches to create or inform eligibility criteria in assessment instruments, Co-create and facilitate DEI Advanced Leadership Workshops.

**Co-create DEI Mentor Program with DEI Student Ambassadors**;

**Enlist Staff to be DEI Mentors**; **Focus on Team Building**

**Create DEI assessment and evaluation mechanisms, resources** Collaborate with and advise Departments Heads, Deans, members of Networks on DEI-related matters; 

**Inform Employee Satisfaction Survey and the Pay-gap Research**; 

**Provide** DEI Training and Learning opportunities for members of DEI Monitory Group & Develop TOR

**Attend to complaints and suggestions for intervention**

**Explore Restorative Justice approach in complaints process**

**Collaborate** with various departments, staff and students to effect significant impact – direct, cultural and systemic change [e.g. Refugee/International/Immigration/ Distance from Labor Market/ Well-Being/Anti-racism Networks/LGBTQ+] 

**Promote awareness** – positioning RadboudU as a safe and inclusive space for everyone; seamless accommodations process 

**Involves faculty in the discussion of creation of safe classrooms – Rules of Engagement / Trigger warnings**

**Collaborate** on joint DEI initiatives; **Establish a DEI Steering Engage in dialogue with Student Groups; DEI partners; Partner with different universities to share best practices; Seek out, identify, create a DEI epistemic community; Jointly facilitate global conversation on social responsibility and cultural competency; Create a Radboud Global Solidarity & DEI Directional Statement**; 

**Provide** forum for exchange of ideas and generating new knowledge; **Create international network of interconnect for many of the student groups and organizations**; develop a DEI Online Training Webinar and Training Module

### OUTCOMES

**Policy Evaluation Instrument**; 

**Revised Policies that fit DEI guidelines** 

**Revised Gender Policy & Christina Stipendium**

**Diversity, Equity and Inclusion Policy**

**Discrimination and Harassment Policy**

**Sexual Violence Policy**

**DEI Advanced Leadership Workshops**

**Partnership DEI Mentors - DEI Ambassadors**

**DEI Mentor Program with DEI Student Ambassadors**

**Focus on Team Building**

**DEI Assessment and Evaluation Mechanisms and Tools (Surveys, Instruments, Interviews)**

**Provide forum for exchange of ideas and generating new knowledge**

**Create a DEI epistemic community**; Jointly facilitate global conversation on social responsibility and cultural competency; Create a Radboud Global Solidarity & DEI Directional Statement; Provide forum for exchange of ideas and generating new knowledge; Create international network of interconnecting for many of the student groups and organizations; Develop a DEI Online Training Webinar and Training Module

**Provide** DEI Training and Learning opportunities for members of DEI Monitory Group & Develop TOR

**Attend to complaints and suggestions for intervention**

**Provide** DEI Training and Learning opportunities for members of DEI Monitory Group & Develop TOR

**Attend to complaints and suggestions for intervention**

**Explore Restorative Justice approach in complaints process**

**Collaborate** with various departments, staff and students to effect significant impact – direct, cultural and systemic change [e.g. Refugee/International/Immigration/ Distance from Labor Market/ Well-Being/Anti-racism Networks/LGBTQ+] 

**Promote awareness** – positioning RadboudU as a safe and inclusive space for everyone; seamless accommodations process 

**Involves faculty in the discussion of creation of safe classrooms – Rules of Engagement / Trigger warnings**

**Collaborate** on joint DEI initiatives; **Establish a DEI Steering Engage in dialogue with Student Groups; DEI partners; Partner with different universities to share best practices; Seek out, identify, create a DEI epistemic community; Jointly facilitate global conversation on social responsibility and cultural competency; Create a Radboud Global Solidarity & DEI Directional Statement**; 

**Provide** forum for exchange of ideas and generating new knowledge; **Create international network of interconnect for many of the student groups and organizations**; develop a DEI Online Training Webinar and Training Module

---

*Diversity* is the gamut of characteristics that make up our identity and includes aspects such as nationality, religion, language, sex and gender identity, ability, ancestry, ethnicity, and a host of other identifiers.

*Equity* is the differential allocation of resources, entitlements and accommodations to meet the complex varied needs of individuals or groups so as to create equilibrium in participation and partnership. It recognizes the fluidity and intersectionality of identities. *Inclusion* is involving everyone as valued autonomous participants in the decision-making process without “othering” and in a manner that empowers.