



DEI Committee Meeting 08.04.2026

This document is a summary of the Hanzen DEI committee that took place on the date above. It summarizes the topics discussed without naming individuals unless explicitly agreed otherwise. This is to ensure that sensitive issues related to DEI can be discussed and addressed with clarity and openness.

Brief meeting summary

The committee continued its discussion on the identity and purpose of the DEI committee, explored how to better promote adherence to DEI principles in institutional processes, and reviewed a draft text for a Ministry of Education report. The committee also addressed psychological safety protocols (Chatham Rules), ombuds training, and pedagogical guideline follow-through. Several updates were shared on ongoing DEI-related initiatives across units, including anonymous recruitment and international student recruitment practices.

Discussions

Committee identity and engagement

The committee discussed what it does and how it can encourage broader participation in its meetings. It was suggested that individual members could take initiative in raising topics that are personally meaningful or institutionally important. A planning day was proposed to set goals for upcoming semesters. The committee emphasized the importance of remaining aligned with Hanzen's DEI plan throughout these efforts.

The question of how to ensure DEI processes are followed—for example, in hiring procedures—was raised. Possible mechanisms such as feedback forms following key procedures were mentioned. It was agreed this topic warrants further discussion at a future meeting.

Ministry of Education report

A draft DEI text prepared by central administration for submission to the Ministry of Education was shared at short notice, as the deadline was the following day. The committee reviewed the text and agreed it should be revised to focus more concretely on what Hanzen actively does—such as its connection with the student union and the training of ombuds—rather than simply affirming compliance with legislation. A participant agreed to rewrite the text after the meeting and share it via Teams for comments. The committee also noted the value of developing a standard reusable text for such reporting purposes going forward.

Chatham Rules and psychological safety

The committee reviewed a document on Chatham Rules as a framework for psychological safety within the committee. Under these rules, participants may share the substance of what was discussed but not attribute statements to specific individuals. The committee considered how to apply and potentially adapt these rules internally.

Community safety and anti-harassment measures

The committee discussed the importance of ensuring that ombuds at Hanzen, SHS, and SSHV are properly trained. A key goal is for the ombuds to have sufficient knowledge to train their successors in subsequent years, thereby building sustainable capacity in the institution's reporting and support structures for both staff and students.

Pedagogical guidelines (Action 1.2)

The committee acknowledged that Hanken's pedagogical guidelines are well-developed, but noted that more needs to be done to ensure they are accessible and actively followed. In addition to digital communications (emails, web pages), the committee discussed the value of in-person dissemination—such as presenting topics at faculty meetings—since smaller-group discussions tend to be more effective.

Decisions

The revised Ministry of Education DEI text will be drafted by a committee member after the meeting and shared on Teams for review and comments by other members.

General community feedback

An issue regarding special arrangements, which had been raised in a faculty meeting, was noted as a growing concern. The committee agreed to discuss this matter more thoroughly at the next meeting.

Updates from units and departments

A national taskforce is currently investigating whether and how a preferred name could be added to study registers (alongside official names) in SISU/Peppi. This matter is pending a decision by UNIFI vice-rectors, as implementation would be costly and price estimates are not yet available.

A meeting with HR is scheduled to review progress on anonymous recruitment, including experiences from the pilot phase.

A meeting was recently held with the University of Helsinki to explore collaboration on due diligence related to recruitment agent practices, particularly concerning risks for international students. Similar discussions have also taken place with Arcada. A follow-up meeting involving relevant staff is planned for 9 April.

An updated website for recruitment agents and international students has been developed. Committee members were encouraged to review it and provide feedback.

Important dates

13.05.2026 – Next DEI Committee meeting.