

MEETING CHAIR: KIETO

MEETING SECRETARY: ALINA

PRESENT: KIETO, ALINA, NIKO, ELINA, AKE, FON, IDA, MAN, SUSANNA, HANNA

Three-sentence summary of the meeting

The February meeting focused primarily on refining the DEI survey following detailed feedback from the consultation committee, covering language, GDPR considerations, question phrasing, and items to be removed or simplified. Several important process updates were shared, including the selection of Kuikan Co. as an external data analysis partner and progress on the anti-racism programme. The committee also agreed on practical communication changes: shifting to email for meeting scheduling and having Alina lead the Swedish translation of the survey.

What important news was announced?

- Kuikan Co. has been selected as the external partner to process the DEI survey's raw data, following the rector's recommendation.
- Niko and Hanna attended THL antiracist accelerator workshop #3. The Week Against Racism will take place 17-23 March 2025; the committee discussed whether to organise something at Hanken during this week.
- An anonymous harassment reporting form is under construction.
- Kieto's last day at Hanken will be 14 March. The process to appoint a replacement DEI ombud will be started; Niko and Elina will discuss next steps.

What issues were discussed?

- Detailed discussion of consultation committee feedback on the DEI survey: topics included translation needs, GDPR/data protection, language simplification, the framing of minority-related questions, and several specific questions recommended to be skipped or revised.
- The committee agreed to use email for meeting scheduling and agenda distribution. Teams will continue for other communication. Meeting agendas should be sent at least six days before the meeting.
- Alina will correct the AI-translated Swedish version of the survey, with support from communications specialists in her team.

Important dates

- 12-19 February 2025: Survey set-up and testing
- 20 February - 10 March 2025: Survey open
- 10-18 March 2025: Data analysis
- 20 March 2025: Delivery of report on findings
- 14.03.2025: Kieto's last day at Hanken and in the DEI Committee