

MEETING CHAIR: MARTIN FOUGERE

MEETING SECRETARY: CARLOS DIAZ RUIZ

PRESENT: MARTIN FOUGERE, NIKODEMUS SOLITANDER, FON KRAIRIKSH, HANNA SIPILAINEN, CARLOS DIAZ RUIZ, KAISA RANTONEN, MAN YANG, ALINA ANDERSON, SUSANNA KALLIO

Three-sentence summary of the meeting

The April meeting addressed a petition requesting a formal statement from Hanken leadership on DEI and censored research topics, DEI survey progress showing strong staff engagement (~70% response rate) but very low student uptake requiring targeted outreach, and a draft 'Annual Clock' aligning Hanken communications with key DEI and sustainability dates. Substantial discussion focused on how Hanken can provide a platform for DEI voices, generating ideas around Moodle, a dedicated DEI coordinator, and engagement with researchers. The Safer Space Guidelines were also reviewed and refined.

What important news was announced?

- A petition is being drafted requesting a formal statement from Hanken leadership on its position on DEI and currently censored research topics.
- The staff DEI survey response rate is approximately 70%. The student survey response rate is very low (only 4 responses); targeted outreach is planned via the student union website, social media, QR codes, and classroom announcements.
- A draft 'Annual Clock' of DEI and sustainability-related dates has been developed to guide Hanken's external communications throughout the year.

What issues were discussed?

- Brainstorming on how Hanken can provide a platform for DEI voices and events: suggestions included a Moodle page for DEI events and researcher profiles, engaging the Gender Research Group, and bringing in external speakers. A dedicated DEI coordinator was identified as necessary to sustain these initiatives.
- Safer Space Guidelines reviewed and refined: suggestions included using plain language, framing principles positively (e.g. 'explain acronyms' rather than 'no acronyms'), and ensuring guidelines are not interpreted as strict norms.
- Hanken's DEI web pages and harassment reporting pages reviewed for updates; DEI ombud contact information to be clarified on the website.
- An Anti-Racism KSA (Knowledge, Skills, Attitudes) index drafted by Fon was introduced as a potential tool for measuring anti-racism learning and awareness.

Important dates

- No specific dates recorded in the minutes