

**MEETING CHAIR: IDA BORGAR**

**MEETING SECRETARY: MAN YANG**

**PRESENT: FON, IDA, CARLOS, AKE, NIKO, MARTIN, HANNA, MAN, ELINA, SUSANNA**

### **Three-sentence summary of the meeting**

The May meeting was Fon's last as DEI assistant (contract ending 30 May) and featured key updates on both the completed staff DEI survey and the closed student survey, including an overview of the main findings. The committee had a substantial discussion on staff survey results and provided input on how to frame the presentation on 28 May. The meeting also addressed the gender imbalance in Hanken's Swedish-language bachelor programme and confirmed that the appointment of a second DEI ombud is postponed until August.

### **What important news was announced?**

- The staff DEI survey has been completed. The results and Equity Plan presentation will take place on 28 May.
- The student survey has closed and analysis is underway. 175 responses received (approximately 19% from Vaasa). Notable findings relate to international students and language groups.
- Fon's contract as DEI assistant ends 30 May. A possible contract renewal is under discussion pending the new HR director's appointment.
- THL antiracist training part VI took place 14 May, attended by Niko and Hanna.
- Appointment of the second DEI ombud has been postponed until August. Niko will approach potential academic faculty candidates before midsummer, aiming to have someone in place for the new academic year.

### **What issues were discussed?**

- Staff survey key findings presented by Fon: strengths include satisfaction with DEI, authenticity, and sense of community; challenges include gaps in onboarding, unclear harassment reporting processes, and significantly different experiences between local and non-EU national staff, and between academic and non-academic staff.
- Language tensions were prominent in open comments. Approximately a quarter of respondents felt excluded at Hanken due to language-related practices. Admin staff most likely to use Swedish; doctoral researchers most likely to be non-EU nationals.
- Gender and minority analysis: self-identifying as a minority group was the strongest predictor of experiencing awkward situations; men were most likely to feel fairly compensated for their work.
- Committee provided input on framing the 28 May presentation: focus on aggregate findings, link recommendations directly to data, organise by

narrative themes (e.g. language, gender), and ensure action points are realistic and implementable.

- Gender imbalance in Hanken's Swedish-language bachelor programme discussed: too few women apply and are selected. Ideas raised included a pilot high school course (Niko and Martin) and Hanken marketing targeting non-traditional student segments.

### **Important dates**

- 28.05.2025: DEI survey results and Equity Plan presentation (and farewell for Fon)
- 30.05.2025: Fon's last day at Hanken