

MEETING CHAIR: INKERI TANHUA

MEETING NOTE-TAKER: SUSANNA KALLIO

PRESENT: FON, FARRUKH, NIKO, HERTTA, ALEXANDRA, CARLOS, IDA, MIRJAM, ALINA, NATALIA, SHADIA, HELLEKE, SONJA, MAN, KAISA, HANNA, MIKAELA

Three-sentence summary of the meeting

The September meeting welcomed guest expert Shadia Rask and confirmed that both the DEI committee and the two DEI ombudspersons (Man Yang and Carlos Diaz Ruiz) have been formally appointed by the rector. A significant discussion was held on three proposed strategic DEI projects for 2025-2026, with the committee exploring what a community-driven project could look like and agreeing on a sign-up process for members to contribute. The committee also addressed a student inquiry about a prayer room on Hanken premises, with the main building identified as the most feasible location.

What important news was announced?

- The DEI committee has been formally appointed and rubber-stamped by the rector.
- Man Yang and Carlos Diaz Ruiz have been formally approved as DEI ombudspersons. Next step is orientation for the DEI ombuds.
- The DEI plan is progressing: many elements are already in action (e.g. community outreach, harassment reporting form) even before official publication. Linguistic inclusion identified as an important area still to address.
- Fon has been collaborating with Marisun Gajitos' writing and community engagement students on civic engagement work with Moniheli.

What issues were discussed?

- Three strategic DEI projects for 2025-2026 proposed by Niko: (1) establishing the legal and formal processes (the 'floor'); (2) developing the best onboarding process in the Nordics (a rectorate strategic priority); (3) a community-driven grassroots project.
- Discussion on what the community-driven project could be: language emerged as a strong candidate given the complexity and importance of linguistic inclusion at Hanken. Members noted that silos of decision-making and lack of community connection are ongoing challenges.
- Process agreed: all committee members will review the survey conclusions and add their names to a shared Teams document if they wish to contribute to the community project working group. Members can also email Fon.
- Student inquiry on the provision of a prayer room: the Business Lab's quiet room was considered but may not be suitable. The main building (owned by Hanken) was identified as the most feasible option. Agreement to move forward with one prayer room in the main building.

Important dates

- SDG Week: one DEI-related event on each day
- Language Cafe at Hanken: kick-off 29.10.2025, now looking for language tutors
- Talent Boost Summit: 29 October 2025, Pikku Finlandia, Helsinki (free to attend)