

MEETING CHAIR: KAISA RANTONEN

MEETING NOTE-TAKER: FARRUKH

PRESENT: NIKO, ALINA, INKERI, HELLEKE, CARLOS, ALEKSANDRA, FON, MIRJAM, SUSANNA

Three-sentence summary of the meeting

The October meeting focused primarily on a detailed review of the final iteration of the DEI plan, with the committee going through each action point and noting refinements, including strengthened language awareness, inclusive pedagogy in the Teaching Day programme, unconscious bias training, and clearer communication metrics. Updates were also shared on several active initiatives including Safer Space Guidelines in translation, DEI ombud posters, language tutor briefings, and a collaboration with Think Africa. A community project update and proposed alumni survey questions were also discussed.

What important news was announced?

- Safer Space Guidelines are currently being translated. DEI ombud posters have been produced.
- Language tutors have been briefed using Circle Dialogue methodology (Fon and Mirjam).
- A collaboration between Think Africa and Hanken students is underway (Fon).
- A 'DEI clinic' for student tutors has been developed (Fon and Kaisa).
- Niko participated in Forbundsarenan on 6 October, presenting on Hanken's DEI strategy and THL antiracist accelerator experience.
- Fon was invited to an 'Establishing an Inclusion Officer' seminar.

What issues were discussed?

- Final iteration of the DEI plan reviewed in detail. Key refinements include: strengthened language awareness focus in Action 1.1 with onboarding added; Inclusive Pedagogy Workshop added to Teaching Day programme with ECTS credit (Action 1.2); Action 1.3 merged with 1.8 to address recruitment inequities including annual unconscious bias training; Action 1.6 to focus on open dialogue culture with a team-level guide planned for 2026; Action 2.1 key metrics set (70%+ staff, 15%+ student, 30%+ PhD/postdoc survey response rates); Actions 2.3, 3.1, and 3.3 refined around communication channels, posters, TV announcements, and in-room posters.
- Community project discussed and updated; further discussion to continue.
- Two proposed alumni survey questions discussed to measure Hanken's perceived societal impact.

What community feedback was received?

- Feedback received about an unwelcoming atmosphere for some students, which has informed the development of the 'DEI clinic' for student tutors.
- Helleke raised a concern about strong perfumes and food smells in the study area, highlighting the need to better accommodate sensory needs in physical spaces.

Important dates

- No specific dates recorded in the minutes