

**MEETING CHAIR: NIKODEMUS SOLITANDER**

**MEETING NOTE-TAKER: FON KRAIRIKSH**

**PRESENT: NIKO, FON, IDA (joined 12:20), CARLOS, MIKAELA, HANNA, SONJA, INKERI, NATALIA, KAISA, SUSANNA, MAN (joined 13:00)**

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

The November meeting covered progress updates on the DEI plan (on its way to formal approval following the December cooperation committee meeting) and the Anti-Racism KSA project. A substantial discussion took place on clarifying the role and processes of the DEI ombudspersons, with the committee working through case examples and agreeing on next steps for updated posters and a clearer flowchart. The meeting also addressed the joint DEI ombud orientation presentation planned for January and a proposal to recognise diverse religious and cultural holidays in Hanken's communications.

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

- The DEI plan is on its way to formal rubber-stamping following the December samarbetskommitte meeting.
- The Anti-Racism KSA project draft has been developed by Fon, with the timeline linked to the role of a future DEI Coordinator.

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

- The role of the DEI ombudspersons remains unclear to many employees. The committee discussed how to define appropriate boundaries to avoid both overloading the ombuds and creating overly complicated reporting processes. Fon presented a flowchart in Miro outlining the ombud's role and channels.
- Agreement to update or redo the ombud posters with a simplified flowchart and/or QR codes. The DEI ombud should be framed as an alternative, mediation-focused channel rather than a parallel official or punitive process.
- DEI ombuds and Student Union Equality and Harassment ombuds will present jointly at the January staff orientation (calendars allowing). SHS will have new Equality and Harassment ombuds.
- Prayer room inquiry: Sonja concluded the Business Lab's Himalaya room may not be the most appropriate option. Exploration continues with Johan to identify other possibilities.
- A proposed calendar of holidays and cultural dates from diverse religious traditions was presented for 2026, with suggested greetings in English, Swedish, and the relevant local language.

### **Important dates**

- No specific dates recorded in the minutes