

MEETING CHAIR: ALINA ANDERSON

MEETING NOTE-TAKER: MIRJAM GRANSTROM

PRESENT: FON, LILIAN, ALINA, ALEXANDRA, MIRJAM

Three-sentence summary of the meeting

The March 2026 meeting focused on DEI plan implementation progress, with Fon reporting on a structured approach of meeting individually with each responsible person to review actions already underway and plan next steps; this process should be well established by September, when Fon moves to a full-time role at Aalto. A broader conversation was initiated about the purpose and direction of the DEI committee itself, to be revisited at the next meeting with more members present and once the DEI plan is officially signed. The meeting also included community feedback items on the Language Cafe, student integration initiatives, and ideas for increasing campus visibility of DEI work.

What important news was announced?

- Fon and Shadia participated in Hanken's Organisational Leadership Development Programme, presenting the DEI plan and facilitating discussion on implementation.
- DEI plan implementation is now structured as individual project conversations with each responsible person, reviewing what is already underway and where support is needed.
- The DEI Plan and Climate Action Plan will be printed as a book in Swedish and English and distributed around campus to increase visibility, promote accountability, and encourage discussion. Alina nominated Martin Fougere to write an introduction linking DEI and climate.

What issues were discussed?

- Discussion on what the DEI committee is and what it should be doing: members noted that meetings have felt unfocused and that thematic working groups (discussed previously) have not yet been formed. This conversation will be revisited at the next meeting with more members present and once the DEI plan is officially signed by the rector.
- Discussion on making DEI meeting minutes publicly available on the Hanken website to ensure transparency. Fon will explore uploading summaries via a DEI email address, and Alina will discuss with Communications colleagues about including DEI news in the Hanken newsletter.

What community feedback was received?

- Language Cafe (Mirjam): has received good feedback and there is a wish to continue next autumn. An evaluation will be done at the end of spring. Open to all students and staff.

- Fika Tuesdays for colleagues (Alexandra, Humlog): initiated based on survey feedback to foster team inclusion.
- International student integration (Alina, Sonja, Mirjam): a package of pre-arrival sessions is being developed for new international students to support a smooth landing in Finland.
- Job Shadow Programme (Mirjam): a one-day experience at a Finnish company or organisation for Hanken international students. Contact hit@hanken.fi if interested.
- Inclusion of local and international students: working to mix students from different backgrounds in events and group work, with further efforts needed to ensure two-way integration.

Important dates

- 8.4.2026: Next DEI committee meeting