

DEI Committee Meeting 13.05.2026

This document is a summary of the Hanken DEI committee that took place on the date above. It summarizes the topics discussed without naming individuals. This is to ensure that sensitive issues related to DEI can be discussed and addressed with clarity and openness.

Brief Meeting Summary

The committee met on 13 May 2026 to discuss several ongoing DEI initiatives and upcoming events. Key agenda items included the development of a Circle Way Guide and a Restorative Mediation Moodle course, as well as planning for DEI-related contributions to the SDG Week in September. The committee also exchanged community feedback and noted important dates for upcoming activities.

Important News

A committee member announced that a part-time Social Responsibility Coordinator position (40%, August–March) will be opening the following week. Additionally, a well-being group is actively seeking new members with a DEI perspective, and the student union has been in contact regarding activities for SDG Week, though further details are pending.

A new appointment to the ombuds group was also noted, with a message having been communicated to relevant parties in late April.

Discussions

Circle Way Guide and Restorative Mediation Moodle Course

A committee member presented the outline and proposed timeline for two resources currently under development. The first is a Circle Way Guide, based on a structured dialogue method where participants sit in a circle to enable open and equitable conversation. The guide is primarily aimed at staff, though it can benefit students as well. The committee discussed the types of case study examples that would be most useful, including situations involving team dynamics, difficult conversations, or new group formation.

The second resource is a Moodle course on restorative mediation for DEI Ombuds, targeting contact persons who handle cases of harassment and inappropriate conduct. The course will include both theoretical and practical components. Participants suggested recording real or simulated situations for discussion, and noted that Moodle's flexibility allows for interactive features and external add-ons. The possibility of hosting the course on DigiCampus was raised as a way to enable cross-university collaboration.

Several committee members volunteered to review the guide and course materials before midsummer, with a target completion date for the first version set at 15 June 2026.

SDG Week DEI Events

The committee discussed plans for DEI contributions to the SDG Week (21–25 September 2026). An anti-racism event is currently being developed in collaboration

with an external partner. A “Wall of Reflections” was proposed as a complementary activity to gather participants’ responses in connection with a panel discussion.

The committee is also working to secure participation from an EU representative and a researcher from a relevant institute. Students may be involved in producing content for the International Day of Tolerance (16 November 2026). Anyone with ideas for additional SDG Week programming was encouraged to reach out to the coordinating members, with the aim of finalising the programme before August.

General Community Feedback

Several committee members shared updates from their respective units. In Vaasa, an inter-departmental excursion day is planned for June, bringing together both faculty and administrative staff. New student tutors in Vaasa recently received training, including input on institutional expectations and DEI ombuds responsibilities; a corresponding training session in Helsinki is scheduled for May and August.

A DEI Ombuds training session for SSHV and SHS is being organised for May. One member noted a positive experience at a recent collegium meeting where all proceedings were conducted in English, allowing non-Swedish-speaking members to participate more fully than in previous years.

The committee also acknowledged that recent personnel changes at the institution have caused concern among some community members. It was noted that while specific personal matters cannot be disclosed, the way in which organisational communication is handled is relevant to the committee’s work, and that the accompanying uncertainty falls within the scope of DEI considerations.

Important Dates

15 June 2026: First version of the Circle Way Guide and Restorative Mediation Moodle course ready for review and comments.

21–25 September 2026: SDG Week. DEI events are being planned; programme to be finalised before August.

16 November 2026: International Day of Tolerance. Potential student-produced content under consideration.