

DEI Committee Meeting 12.08.2026

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

Brief meeting summary

The committee discussed plans for SDG Week (21–25 September 2026), development of the Moodle-based restorative mediation and related training courses, and community feedback on harassment awareness posters around campus. Preparations for welcoming new students in the fall, including safe-space principles and event conduct at the kick-off, were also discussed. The committee agreed to promote SDG Week within their respective teams and to continue refining the DEI training materials and poster design.

Important news

The new Social Sustainability Coordinator was introduced.

A workshop on writing good DEI statements will be held during Research Services Days next week. Worst-case example statements have been collected, and the committee discussed producing a concise summary that could be published in the newsletter.

Discussions

SDG Week highlights

SDG Week runs 21–25 September 2026; the program has been shortened this year, and all DEI committee members were asked to promote it within their teams. An effort will be made to have the Rector mention SDG Week, since sustainability and DEI are now part of Hanken's strategy. Most events will be held in Helsinki; streaming sessions to Vaasa was noted as reducing in-person attendance there, so a contact in Vaasa could be approached to organize local events or engage the Vaasa team directly.

Course development and training

Work continues on a safer-space negotiation course, a circle-way dialogue-at-work course, and a Moodle course on restorative mediation. The restorative mediation course has been tested with students and feedback received; it remains a living document. Because the course carries ECTS credits, it is part of a larger package being developed by the Language Centre and is not expected to be available until fall 2027, as it cannot be fit into the 2026–2027 curriculum. Student DEI officers will also receive further training from the committee.

Welcoming new and exchange students

With a large intake of new and exchange students expected again this year, the committee discussed the need to keep this group in mind, including that some incoming students are not yet formally adults and require additional care. It was suggested that DEI ombuds discuss initiation events with the student union in advance, so that any issues arising during these events do not affect the start of studies for the students involved, and that safe-space principles be reiterated. It was also noted that what may seem like common sense from an inclusion perspective is not necessarily shared by everyone, and this should be kept in mind.

Clarification was given on the relationship between the Student Union and the Student Association: the Student Association is legally independent, though situated inside the Student Union. All Hanken students belong to the Student Union, but Helsinki students are not part of the Student Association; each body has its own board, which appoints its own DEI ombuds.

For the start of the academic year, four welcome presentations covering DEI will be given (in English and Swedish), alongside two further presentations from other staff. Interest was raised in organizing a seminar on pedagogies for students with neurodiversity and disabilities.

Fall kick-off and event conduct

A fall kick-off will be held on 10 September at Casa. Referencing past personnel events where alcohol consumption contributed to behavioral issues, the committee discussed appointing contact persons for the event to remind attendees of good practice and to be "on duty." It was suggested that DEI-related additions be made to the general Event Instructions, and that this be scheduled as an agenda item at a future meeting, potentially with a representative from the Events team.

Decisions

- All committee members will promote SDG Week within their teams.
- A trial run with laminated posters will be considered to reduce damage.
- DEI additions to the Event Instructions, and possible involvement of the Events team, will be added as an agenda item for a future meeting.

General community feedback

Two sets of harassment awareness posters are currently up around Hanken; old posters could not be fully removed as students did not have access to all rooms. Posters placed in bathrooms, where visibility is most needed, are often damaged. Laminating posters was discussed as a possible solution, and will be taken forward to the comms team. The committee also discussed whether photos and names need to appear on the posters, noting that a poster without them could stay up longer, provided the DEI website remains up to date with current photos so visitors can see they are dealing with a real person; a QR code linking to the website was suggested, and a poster redesign will be considered.

Important dates

21–25 September 2026 – SDG Week (Helsinki, with some streaming to Vaasa). Full program to be published; highlights include an art exhibition, an open lecture on SDGs and impact reporting, a plant-based personnel breakfast, a breakfast seminar, and an anti-racism panel.

10 September 2026 – Fall kick-off event at Casa.