

DEI Committee Meeting 09.09.2026

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 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 the role of mediation in DEI-related cases, including situations involving external institutions and cases where mediation is not feasible. The committee also reviewed the implementation of safer space principles, practical arrangements for future committee work, and community feedback on campus-related matters. In addition, members were informed about the upcoming Finnish Scholar Protection Scheme (FSPS) call and discussed upcoming sustainability and inclusion-related activities.

Important news

Pre-announcement of the Upcoming FSPS Call for Proposals

The committee was informed about the upcoming call under the Finnish Scholar Protection Scheme (FSPS), which supports scholars at risk who face threats or restrictions due to their research and academic work. Hanken has previously hosted scholars through the scheme. Committee members were encouraged to share information about the call through relevant networks, and questions related to application and admission processes were identified for further discussion by the relevant group.

Discussions

DEI Ombudsperson Mediation, Formal Processes, and Collaboration with External Institutions

The committee discussed the role of mediation in reported cases and the options available when mediation is not feasible, unsuccessful, or involves external actors. The importance of clearly communicating the role of the DEI Ombudsperson, available support mechanisms, and possible formal processes was emphasized. The committee noted challenges arising when cases involve multiple institutions with differing procedures and expectations and identified a need for clearer guidance regarding cross-institutional cases.

Implementing the Safer Space Principles

A new Reporting Harassment and Misconduct poster has been finalized. To reduce the need for future updates, photographs of the DEI Ombudspersons have been removed from the design. The Hanken in a Nutshell onboarding page and related DEI information have been updated in English and Swedish. Contact information on the Hanken Diversity website has also been updated. The Safer Space Principles are available in English and Swedish as [downloadable posters and PowerPoint slides](#).

Internal Practices of the DEI Committee

The committee discussed meeting schedules, the use of stand-ins, and the possibility of rotating chair and secretary responsibilities. Members were also encouraged to review committee information published on the website and ensure that it remains up to date.

Decisions

- All committee members will promote SDG Week within their respective teams.
- New laminated versions of the Safer Space and Reporting Harassment and Misconduct posters will be ordered.

General community feedback

The committee received feedback that campus restaurants do not always clearly indicate the type of meat used in meals. Clearer dietary information has been requested from the restaurant provider.

The community's request for a dedicated silent room remains under consideration, and further solutions will continue to be explored.

Important dates

- 21–25 September 2026: SDG Week (Helsinki, with some activities streamed to Vaasa).
- 10 November 2026: International Day for Tolerance.
- Next meeting: 14.10.2026