DEI Committee Meeting 11.11.2026

Brief meeting summary

The committee discussed the need for finding a substitute person for the role of DEI ombudsman for the year of 2027. Discussions were held related to accessibility practices and inclusion of the staff members as well as inclusive teaching and further plans regarding these themes. The committee also identified upcoming events and actions for continued DEI work.

Important news

- The committee discussed upcoming need for substitute for an ombudsman for the year 2027. The ombudsman role is crucially important for Hanken's DEI, and their way of working has been constructive and well-received. There is no pre-knowledge needed for the role, since the ombudman will work in a group of three and receive instructions and support from two other ombudsmans. The working hours dedicated for the role can be compensated as working hours in the yearly work plan. It would be a preference that ombudsman would physically be located in Vasa. Please contact prme@hanken.fi if you would like to volunteer or know a person fit for the role!
- Quiet room is ready for use but remains to be furnished.
- Results from a staff survey (PULS) indicated that perceptions of DEI remained at a similar positive level compared with the previous year.
- There are variety of events connected to DEI arranged in the following months on, for example, inclusion connected to dis/abilities, experiences of belonging to Hanken by international students, human rights, and worklace well-being and supporting mental health of students. Please see at the end of this document links for events.

Discussions

The committee reviewed developments concerning campus inclusion initiatives, including quiet-room arrangements, language cafés, and possible activities in Vaasa.

Updates were provided on the handling of inappropriate and discriminatory communication cases by DEI ombudsmans, and the importance of communicating expectations for respectful behaviour. The DEI ombudsman have received positive feedback on their constructive response processes.

Accessibility and disability inclusion were discussed extensively, including inclusive recruitment, support for neurodivergent staff and students, accessible teaching and learning environments, online and campus-based learning, workplace stigma, and the visibility of disability-related information and support. The committee also discussed

inclusive teaching, that will be higlighted with TeachingLab also as part of the TeachingDay 11th of May 2027 and a webinar during autumn 2027.

Decisions

Information about an upcoming substitute role for a DEI-related support function will be circulated through internal networks and, if necessary, through broader channels.
The committee agreed to continue follow-up work related to quiet-room communication and inclusion initiatives with HR and TeachingLab.

General community feedback

Community feedback included proposals for collaboration around human rights, sustainability, social equity simulations, stakeholder inclusion, and educational events. Additional updates covered language cafés every second week in Helsinki, international talent activities, job-shadowing initiatives, and events addressing addiction, stigma, disability inclusion, and wellbeing.

Important dates

16.11.2026. International Day for Tolerance-event

16.11.2026, kl. 12.30-14.00, aud.210
Seminar: Addictions as an equal opportunity disorder in the workplace

Addiction and addicts are heavily stigmatized in the workplace. Bringing up addictions is considered one of the most difficult conversations you must deal with at a workplace. Two former student union actives and MSc., Christer Schoultz (Hanken) and Juha Voutilainen (Aalto/Kauppis), discuss the challenges of recognizing alcoholism and other substance addiction disorders and how to address unusual and abnormal behaviour in the workplace. Both speakers are highly functional addicts, who despite critical phases of addiction, while having experienced recovery. The event is open to any interested people. You can follow the event live in aud.210 or via streaming: :
https://teams.microsoft.com/meet/3300499146858762?p=wA269BfaQ7yq5zHSM6

18.11.2026: kl. 10.15-11.45, Aud.210
Seminar: Inclusions and exclusions in working life

We will have Anne Mäki, who works as Expert, education and working life from Invalidiliitto (Finnish Association of People with Physical Disabilities) give a talk on the UN Conventionof the rights of people with disabilites, Employment situation of people with disabilities and how to best support the employment of PWD in the workplace

10.12.2026: Writing for Freedom: the Human Rights Day at Hanken-event

Next DEI committee meeting is held 9th December.