

Chief Diversity Officer Team Strategy

Mission

The UvA strives to be a place where all students and staff may develop to their full potential and feel welcome, safe, respected, supported and valued: a university committed to equity, diversity and inclusion (EDI). The CDO Team organizes their work according to five key pillars in order to help ensure this over time:

- Identifying, stimulating, creating and executing initiatives both inside and outside the institution;
- Introducing and supporting concrete measures for research and education institutes;
- Driving forward the ongoing process of cultural change that is required in order to tackle EDI issues;
- Keeping managers, their departments and the institution as a whole sharp regarding these issues;
- Functioning as an expert within the institution and providing advice about EDI issues.

Goals*

I. A university committed to equity, inclusion and diversity

Strong anchoring of social justice and diversity

II. A welcoming university for a diverse student population and workforce

Opening the university to the diversity in society

III. A university cultivating diversity literacy**

From egalitarian thinking to diversity literacy, from 'closed' to 'open' knowledge

IV. A university in touch with local communities

Transitionality: social and ecological impact and outreach

Sub-goals

1. Driving and monitoring of EDI policy (central and decentralized approach)
2. Improve participation and consultation of entire university community
3. Financial and organizational, top-down and bottom-up support for EDI
4. Participate in internal and external EDI networks
5. Make diversity information more accessible, comprehensive and transparent
6. Statistical monitoring with a view to a more diverse and inclusive university
7. Anchoring diversity practices within the entire UvA organization, promoting a culture of change.

1. Renew and advise hiring and recruitment procedures, (especially HR policies re. procedures and retention)
 2. Contributing towards increased accessibility: make UvA buildings accessible to all
3. Raise awareness: breaking taboos, and educating re. EDI policies and issues
4. Strengthening social safety by ensuring accountability for discriminatory behavior and creating safer and more effective reporting mechanisms for students and staff
5. Improve visibility of help centers
6. Raising awareness re. social inequalities, including positionality of students and staff.

1. A university embracing diversity of knowledges
2. Encouraging development of diversity literacy across the research, teaching and organizational fields
 3. Enhance participatory, inclusive, and safe learning environments supporting teachers, students and staff
4. Consult, advise and review official documents
5. Provide staff with tools and resources to incorporate EDI
6. Make EDI an integral part of teaching methods and evaluations for courses, teachers, and research
7. Raising awareness re. social inequalities, including positionality and genealogy of study fields/disciplines.

1. Strengthen community ties and liaise with community leaders
2. Increase accessibility of the UvA to under-represented communities
3. Provide educational and professional opportunities for community cooperation
4. Support bridging programs.

* Let's do Diversity report. (Wekker, Sloodman, Icaza, Jansen & Vázquez, 2016)

** Diversity Literacy as defined in the Let's do Diversity report. (Wekker, Sloodman, Icaza, Jansen & Vázquez, 2016)

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Priorities 2019-2020

- Facilitating and supporting faculties and departments in executing EDI initiatives, including the Diversity document
- Embedding sustainable policy on a project-by-project basis
- Education re. discrimination: modernizing norms, review the Code of conduct, strengthen reporting procedures, setting the ombudsperson up for success, and consulting with the Social Safety taskforce
- Education re. the process of decolonization and the intersectional nature of EDI: providing tools and policy recommendations
- Carrying out trainings and workshops that promote and highlight EDI and social safety
- Contributing to more equitable staff selection and recruitment policies
- Boosting community engagement, internally and externally, including mentorship and bridging programs, linking key stakeholders
- Promoting and expediting cultural change.

Tools: What we use to promote, fund and highlight our initiatives and priorities

Events, workshops, trainings, blog, website, social media, meetings, networking, good practice sharing, grassroots fund, stakeholder lunches, bridging programs

Initiatives

