

Diversity and Inclusion Work Plan 2021-2022

Why?

The Faculty of Humanities aims to be an inclusive and diverse community, where all students and staff are supported, respected and empowered to do their best work, irrespective of gender, ethnicity, sexual orientation, ability, age, religion, or socio-economic background.

How?

The work plan intends to guide the efforts of the Faculty in recruiting, advancing, and retaining a diverse staff and student population, as well as developing and sustaining a climate of equity and inclusion. We do so by developing policy measures on four work areas. These work areas are derived from the university D&I work plan.

Questions or remarks?

Feel free to contact the Policy Advisor Diversity & Inclusion via divers-inclusief@hum.leidenuniv.nl



**Universiteit
Leiden**
Humanities

D&I measures per work area



Students

- POPcorner Leiden
- Buddyprogramme for (Res)MA students
- InLUision
- Study advisor for disabled students
- Sounding Board D&I for students
- Cooperation POPcorner The Hague
- Student survey Inclusion@Humanities
- Inclusive recruitment



Inclusive Education

- JEDI (Justice, Equity, Diversity and Inclusion) Fund
- Inclusive education development opportunities



Staff

- Inclusive recruitment and selection policy
- Sounding Board D&I for staff members
- Management information: inventory of gender balance per job category, in faculty committees and submitted research proposals
- Staff survey Inclusion@Humanities
- Professional development opportunities on D&I



Accessible and Inclusive Learning and Working Environment

- Enhance resources available to support disabled staff members
- Contribution to sign language interpreter
- Develop Faculty D&I webpage