

Proposal Diversity & Inclusion Projects Leiden Law School  
2nd semester, academic year 2021/2022

Coordinator D&I

This document lists the proposed Diversity & Inclusion projects to be implemented by the D&I Coordinator at Leiden Law School for the 2nd semester of academic year 2021/2022. The projects have been split into three areas: 1) Education, 2) Students and 3) HRM.

## **Education**

### **1. Improving expertise on Inclusive Education**

Find out what expertise we already possess. What strategies or methods are needed to create more support within the faculty?

### **2. Guide to Inclusive Behaviour**

Together with the Diversity Office, promote the Guide to Inclusive Behaviour at Leiden Law School.

## **Students**

### **3. Set up Student Advisory Group D&I**

Establish more insights into student perspectives on various topics related to D&I. Discuss ideas with students aimed at stimulating an inclusive learning environment.

### **4. POPcorner The Hague**

Investigate whether the initiatives of the POPcorner in The Hague – workshops, well-being officers, training courses, coach session – could be made available for Leiden Law School students.

### **5. Equality in internship opportunities & job prospects**

In striving to create more equal opportunities for all students regarding progressing towards work and internships, consider setting up collaborations with businesses in the job market.

### **6. Inclusive student recruitment**

Investigate whether text adjustments are needed in recruitment files on the Leiden Law School web page, to decide whether D&I needs to be integrated even further. Also investigate to what extent D&I is integrated in presentations during Open Days. If necessary, an extra slide can be added focusing on D&I. It will also be considered if we can expand the group of secondary schools where the university currently recruits students.

## **HRM**

### **7. Diversity conscious careers policy**

In the coming years an analysis will be made of both the Assistant Professor and Associate Professor salary scales, in which HRM will closely monitor possible bias in appointments. The pursuit of a diverse staff population will be a recurring agenda point, so that attention will be paid to diversity in recruitment and selection procedures and talent scouting (influx), as well as personal and leadership development of staff (advancement).

#### **8. Diversity conscious recruitment and appointment policy**

The standard recruitment texts for our vacancies will be examined and an extra passage will be included that specifically refers to the University's D&I policy and is more welcoming. A link to the new D&I webpage will also be given. The toolkit for inclusive recruitment and vacancy texts, created by the Diversity Office, will also be distributed among vacancy holders.

#### **9. Diversity & Inclusion Survey (started in 2021)**

A D&I survey will be distributed among Leiden Law School staff. The survey provides insights into D&I developments at the faculty and among other things measures to what degree staff see diversity as something important within teams and in the workplace. The survey gives space to provide feedback and share ideas to improve D&I.