INCLUSION, DIVERSITY, EQUITY & ACCESS – INTERNATIONAL KNOWLEDGE WEEK
PROGRAM

Monday 8 May – Day 1		Room
15:00 – 15:30	REGISTRATION	Van der Goot – third floor hall
15:30 – 17:30	Opening by EUR's *Rector Magnificus Prof. Annelien Bredenoord*	Van der Goot Forum Room (M3 - 15)
	Welcome by EUR's Chief Diversity Officer *Prof. Semiha Denktaş*	
	Theater play Conventions & Interventions #SocialSafety followed by a dialogue with the audience moderated *by Dr. Vidhi Chaudhri*	
17:30 – 18:30	SOCIAL DRINKS	Van der Goot M2 WEST HALL
18:30	DINNER	Van der Goot FORUM RESTAURANT (M)

Rooms		Tuesday 9 May 2023 – Day 2				Rooms
09:00 –09:30	REGISTRATION + COFFEE					Van der Goot – third floor hall
09:30 – 09:40	PLENARY	Official opening of International Knowledge Week – Inclusion, Diversity, Equity & Access. *By EUR's President of the Executive Board Prof. Ed Brinksma*				Van der Goot Forum Room (M3 - 15)
09:40 – 10:25	PLENARY	Inclusion, Diversity, Equity & Access: International and Dutch context. *By Prof. Semiha Denktaş*				
10:25 – 11:10	PLENARY	Setting the scene: Inclusion, Diversity, Equity & Access (IDEA): European context. *By Prof. Lina Gálvez Muñoz*				
11:10 – 11:30	COFFEE BREAK					Van der Goot Forum Restaurant (M)
11:30 – 12:30	PLENARY	Integral approach to IDEA: how do you do that? *By Prof. Semiha Denktaş*				Van der Goot Forum Room (M3 - 15)
12:30 – 14:00	LUNCH					Van der Goot Forum Restaurant (M)
14:00 – 15:30	PARALLEL SESSIONS	How do you ensure inclusive organizational processes? Focus on inclusive recruitment and selection of employees. *By Mark Baas*	*Perspective on higher education from representatives of student body.* *By Jacqueline Onyenze with Tom van Dijken, Mumbi Gachara, Roland van Dam*	Diversity and inclusion as shared responsibility – A conversation with Prof. Rosalba Icaza. *By Prof. Rosalba Icaza*	Doing research on inclusion, diversity, equity, and access: challenges, dilemmas, and best practices. *By Dr. Helen Tibboel*	Van der Goot Building
		Room M2-11	Room Tokyo M2-10	Room M1-08	Room M2-12	

Wednesday 10 May – Day 3						ROOMS
09:00 –09:30	REGISTRATION + COFFEE					
09:30 – 11:00	PLENARY	Reaching out and connecting: UCLA's long standing support for students for successful transition to and retention during their first university year. *By Alfred Herrera-with a student panel consisting of Mané Kirakosian, Parwana Rezai, Aki Negate and Sameeksha Aggarwal*				Van der Goot Forum Room (M3 - 15)
11:00 – 11:15	COFFEE BREAK- walk to Theil building					Theil Building
11:15 – 12:15	PARALLEL SESSIONS	Talent progression: a systemic approach. *By Dr. Vidhi Chaudhri and Dr. Katarina Putnik*	Towards an inclusive (digital) learning environment: experiences from the e-inclusion project. *By Dr. Marieke Slootman and Dr. Yumna Asaf*	Inclusive communication: how (our) stories and images affect our perception. *By Joris van den Ring-Bax*	Outreach in the UK and the Netherlands. *By Annette Hayton and Dr. Anne Wijtzes*	
		Room C1-4	Room C1-5	Room C1-3	Room C1-2	
12:15 – 13:45	LUNCH					Oude Plantage Park
13:45 – 15:15	PARALLEL SESSIONS	(Organisational) tools and approaches for stimulating inclusive leadership. *By Alexander Whitcomb and Celinka Roovers-Werkman*	ECHO's work against internship discrimination. *By Glenpherd Martinus and Annejet Lont*	Diversity and data: between privacy laws and anti-discrimination policies. *By Dr. Aya Ezawa, Marlon Domingus and Dr. Helen Tibboel*	So you want to reach out? Visit to a Rotterdam High School (UNTIL 17:00) *By Lisenne Giel*	Theil Building
		Room C1-4	Room C1-2	Room C1-3	Bus leaving from Van der Goot parking lot	
15:15-15:30	COFFEE BREAK					In the next sessions' rooms
15:30 – 17:00	PARALLEL SESSIONS	Recognition and rewards: challenges and opportunities for diversity and inclusion. *By Dr. Bianca Langhout and Bart Wesstein*	Integrating Universal Design for Learning into your course. *By Fanny Passeport, Dr. Dirk Deichmann, Andrean Lazarov, Prof. Galin Tsokov and Prof. Dora Levterova-Gadjalova. Panel moderator: Aki Negate*		Building communities among students. *By Martin Blok*	Theil Building

		Room C1-4	Room C1-5	Room C1-2	
		OPTIONAL ACTIVITIES			
17:15 – 18:00		Outreach through city engagement. *By Rajiv Mahadew*	The Inclusive Education Dilemma game. *By Dr. Yumna Asaf*		
		C1-4	C1-5		

Thursday 11 May 2023 – Day 4				Rooms
09:00 – 09:30	REGISTRATION + COFFEE			Theil Outside CB-5
09:30 – 11:00	PLENARY	Making an impact in the city: importance of IDEA in the approach. *By Prof. Eveline Crone (EUR)*		Theil CB-5
11:00 – 12:00	PARALLEL SESSIONS	Social embeddedness: students' voices. *By Aki Negate, Sameeksha Aggarwal, Camille Blaaker, Melisa Ersoy-members of the Student Council Equity, Diversity & Inclusion*	Diversity, inclusion, and wellbeing: a study among EUR students. *By Fatih Acer and Dr. Helen Tibboel*	Inclusive communication: how (our) stories and images affect our perception (repeat session). *By Joris van den Ring-Bax*	Theil Building
		Room C1-2	Room C1-4	Room C1-6	
12: 15 – 12:30	PLENARY	Official Closure of International Knowledge Week – Inclusion, Diversity, Equity & Access		Theil CB-5
12:30	LUNCH – take away lunch			Theil Outside CB-5
OPTIONAL ACTIVITIES				
AFTERNOON	Possibility for job shadowing activities – email in advance ideacenter@eur.nl			

COLOR CODING							
GENERAL D&I	OUTREACH	STUDENT ENGAGEMENT	INCLUSIVE EDUCATION	INCLUSIVE HR	INCLUSIVE COMMUNICATION	RESEARCH & MONITORING	INCLUDED MEAL

SESSION TITLE	BUILDING	ROOM
Monday 10 May		
Informal opening & theater play	Van der Goot (third floor)	Forum Room, M3 - 15
Tuesday 9 May		
Plenary Sessions	Van der Goot (third floor)	Forum Room, M3 - 15
How do you ensure inclusive organisational processes? Focus on inclusive recruitment and selection of employees.	Van der Goot (second floor)	M2 – 11
Perspective on higher education from representatives of student body	Van der Goot (first floor)	Tokyo M1 – 17
Diversity and Inclusion as Shared Responsibility - A Conversation with Prof. Rosalba Icaza	Van der Goot (first floor)	M1 - 08
Doing research on inclusion, diversity, equity, and access: challenges, dilemmas and best practices.	Van der Goot (second floor)	M2 - 12
Sensory free room	Van der Goot (second floor)	M2 - 07
Wednesday 10 May		
Plenary Sessions	Van der Goot (third floor)	Forum Room, M3 - 15
Talent development: a systemic approach	Theil (first floor)	C1 - 4
Towards an inclusive (digital) learning environment: experiences from the e-inclusion project	Theil (first floor)	C1 - 5
Inclusive communication: how (our) stories and images affect our perception	Theil (first floor)	C1 - 3
Outreach in the UK and the Netherlands	Theil (ground floor)	CB - 3
(Organisational) tools and approaches for stimulating inclusive leadership	Theil (ground floor)	CB - 3
ECHO's work against internship discrimination	Theil (first floor)	C1 - 2
Diversity and data: between privacy laws and anti-discrimination policies	Theil (first floor)	C1 - 3
Outreach through the school setting. Visit to a Rotterdam High School (UNTIL 17:00)	Transport will be arranged and pick-up point will be communicated via email.	
Recognition and rewards: challenges and opportunities for diversity and inclusion	Theil (first floor)	C1 - 4
Integrating Universal Design for Learning into your course	Theil (first floor)	C1 - 2
Building communities among students	Theil (first floor)	C1 -5
Sensory-free room	Theil (basement)	CT - 5
Thursday 11 May		
Plenary sessions	Theil (Ground floor)	CB - 5
Social embeddedness: students voices	Theil (first floor)	C1 - 2
Diversity, inclusion, and wellbeing: a study among EUR students	Theil (first floor)	C1 - 4
Inclusive communication: how (our) stories and images affect our perception (repeat session)	Theil (first floor)	C1 - 6
Sensory-free room	Theil (basement)	CT - 4

PARALLEL SESSIONS CONTENT

Tuesday 9 May

How do you ensure inclusive organisational processes? Focus on inclusive recruitment and selection of employees.

In this interactive workshop, you will learn all about inclusive recruitment and selection. We will cover various techniques that you can apply right away, whether you are writing vacancies, participating in a selection committee or conducting interviews yourself. Are you regularly involved in recruitment and selection, and do you want to develop your skills in this area? Sign up now!

Mark Baas: "I have been working for Erasmus University for two years and I coordinate our central recruitment and branding activities. We are working hard to make our recruitment more inclusive. I am looking forward to sharing some tips and tricks with you."

Speaker: Mark Baas *(Project Lead Recruitment & Selection, EUR)*
Format: Interactive workshop

Perspective on higher education from representatives of the student body.

This session invites representatives of our student body and explores how and to what extent students are involved and engaged in the decision-making processes within university structures. We will dive deeper into the notion of what makes effective student involvement and examine which measures representatives of our student body find essential for student success within higher education.

Speaker: Jacqueline Onyenze *(Project Lead Student Engagement, EUR)*
Format: Interactive presentation

Diversity and inclusion as shared Responsibility - A conversation with Prof. Rosalba Icaza

An interactive session to discuss some of the important dilemmas around inclusive education - the concepts psychological safety, academic freedom, and freedom of speech; how to redefine safe and brave spaces. Ask your questions to the speaker and participate in contributing ideas towards facilitating 'accountable spaces' in your position from where and who you are in your organization.

Speakers: Prof. Dr. Rosalba Icaza *(Professor in Global Politics, Feminisms and Decoloniality, EUR)* & Dr. Yumna Asaf *(Project Lead Inclusive Education, EUR)*
Format: Interactive presentation

Doing research on Inclusion, Diversity, Equity, and Access: challenges, dilemmas and best practices.

In this interactive session, we will talk about the importance of doing research on topics related to IDEA. We will talk about dilemmas we encounter (e.g., how do we make categorizations? How do we ask questions in an inclusive way?) and we will share tips and tricks.

Speaker: Dr. Helen Tibboel *(Project Lead Monitoring and Research, EUR)*
Format: Workshop

Wednesday 10 May

Talent progression: A systemic approach.

What do you do when there is diversity of talent at the junior/medior levels of the organisation, yet there are obstacles to career advancement? In this session we share experiences and reflection from a measure Erasmus University Rotterdam has put in place, zooming into the multi-level actions necessary for sustainable change.

Speakers: Dr. Vidhi Chaudhri *(Associate Professor in Media & Communication, EUR)* & Dr. Katarina Putnik *(Senior HR Policy Advisor Inclusion, Diversity, Equity & Access, EUR)*
Format: Interactive presentation

Towards an Inclusive (Digital) Learning Environment: experiences from the e-inclusion project .

How can you use technology to make your course accessible and engaging for every student, regardless of their background, identity and disability? Join Marieke Slootman, expert on inclusive education and former Diversity Officer Education at VU, in an interactive session and explore the possibilities of making online and blended education more inclusive. Be inspired by the six guidelines developed in the e-inclusion project: develop awareness and reflection, know your students, use more diverse content, deploy diverse teaching practices, ensure an inclusive learning environment, and collaborate.

Speakers: Dr. Marieke Slootman *(former Diversity Officer Education at VU Amsterdam)* & Dr. Yumna Asaf *(Project Lead Inclusive Education, EUR)*
Format: Interactive presentation

Inclusive communication: how (our) stories and images affect our perception.

This session is about finding a clear and respectful way of communicating that ensures that your message reaches a broad, diverse group of people; that the message is understood and heard by this group; and that this message makes people feel included. Inclusive communication is an important building block in making your organization more inclusive.

In this session about inclusive communication we share knowledge, we inspire, and we give tips and tricks on topics such as: inclusive communication (definition and importance), inclusive language (words matter), inclusive visuals (photography, videography, graphics), accessibility of communication, inclusive content (it is about the whole package) and about (the influence of media makers on) perception and (harmful) stereotyping.

Speaker: Joris van den Ring-Bax *(Communications advisor Inclusion, Diversity, Equity & Access, EUR)*
Format: Interactive presentation

Outreach in the UK and the Netherlands.

Please join us in this joint interactive session on outreach in the UK and in the Netherlands. Topics that will be discussed during this session include a) the vast history of widening participation activities in the UK, b) the Network for Evaluating and Researching University Participation Interventions (NERUPI) framework used to plan, develop, and evaluate widening participation activities, and c) the translation of this framework into the work of the Academic Outreach Programme of the Erasmus University Rotterdam.

Speakers: Dr. Anne Wijtzes *(Project Lead Academic Outreach and Advancement, EUR)* & Annette Hayton *(Senior Research Fellow, Department of Education, University of Bath)*
Format: Interactive presentation

(Organisational) tools and approaches for stimulating inclusive leadership.

During this session you will experience the meaning of taking a different person's perspective. We will also share tools for deep, active listening and sharing vulnerability.

Speakers: Alexander Whitcomb *(Programme Manager for Leadership Development, EUR)* & Celinka Roovers-Werkman *(HR Strategy Coordinator, EUR)*
Format: Workshop

ECHO's work against internship discrimination.

How can we shift discourse – or rather, open them up – to understand the lived experiences of student-interns that are structurally marginalised in the labour market? The Dutch landscape is small in geographic size but encompasses an intricate, diverse and multivocal social fabric. The process of constructively addressing such a complex issue of exclusion that is situated in a context with its own specificities requires a careful teasing out of constitutive elements. Navigating these realities, i.e. coming to terms with where the problem lies and how different parts relate to each other and to bigger wholes, has become an increasingly difficult and at times uncomfortable task. Given that social behaviour is a sum of individual preferences and choices, ECHO is chiefly focused on facilitating the personal process of "getting comfortable with the uncomfortable" among and between stakeholders as a pathway to systemic transformation.
In this session, ECHO will zoom in on its Work Program Internship Discrimination. The goal of the work program is to normalise the conversation about internship discrimination by connecting education, the work field, and students. This connection is directed toward concrete actions that contribute to preventing internship discrimination, instead of just combating it. Difficult and uncomfortable conversations are part and parcel of this process. Our session will thus have an interactive portion featuring a small workshop about certain pernicious forms of discrimination.

Speakers: Glenpherd Martinus *(Program Manager, ECHO)* & Annejet Lont *(Program Manager, ECHO)*
Format: Interactive workshop

Diversity and data: between privacy laws and anti-discrimination policies.

In this session, we will discuss the role and importance of data on the diversity of our employee population as a central tool to achieve goals in the area of diversity, equity and inclusion. One of the major obstacles many institutions face is that discussions on privacy regarding the use of personal data are often hampering efforts to collect or analyze data, even if their collection is legitimate and privacy proof. What are the possibilities and limits of collecting and analyzing personnel data according to current legislation? And what can more data on different aspects of diversity achieve, and how? The panel will include a presentation of best practices and will be followed by a panel discussion in which experts in the field will share their ideas.

Speaker: Dr. Aya Ezawa (*Chief Diversity Officer, Leiden University*), Marlon Domingus (Data Protection Officer, Erasmus University) and Dr. Helen Tibboel (*Project Lead Monitoring and Research, EUR*)

Format: Panel discussion

So you want to reach out? Visit to a Rotterdam High School (UNTIL 17:00)

It all starts with the youth! Join us on their playground as we visit one of our local partner schools (high school) where we will discuss our collaborative approach to increase access to higher education for historically underrepresented youth in Rotterdam.

Speaker: Lisenne Giel *(IDEA Center – outreach programme)* in collaboration with a high-school teacher and a student-lecturer
Format: Field trip to a high school in Rotterdam

Recognition and rewards: challenges and opportunities for diversity & inclusion.

Recognition & Rewards is a Dutch national program aiming to modernize the current system for recognizing, appreciating and rewarding academic staff and thereby creating room for everyone's talents. Some believe that Recognition & Rewards will (help) solve diversity & inclusion related issue within academia. Although there are opportunities to increase diversity & inclusion, there are also some risks and challenges. In this workshop we will provide some information on Recognition & Rewards and we will explore the opportunities, risks and challenges in an interactive way.

Speakers: Dr. Bianca Langhout (*Program manager Recognition & Rewards and Evaluating Societal Impact*) & Bart Wesstein (*LDE-trainee within Recognition & Rewards and Evaluating Societal Impact*)
Format: Workshop

Building communities among students.

The session will address the following questions: How do you engage and involve students in influencing decision making processes? And how do you work with students to overcome exclusionary mechanisms in place? How do you work with grassroots initiatives while also supporting change top-down? How do you facilitate a safe environment that is conducive for higher learning and living?

Martin Blok is a student counselor/ confidential advisor/ cultural events organizer at the Institute of Social Studies in The Hague. He is also a confidential advisor for staff and students at EUR and he coordinates the network of confidential advisors at EUR.

Speaker: Martin Blok *(student counselor / confidential advisor at ISS and EUR)*
Format: Interactive presentation

Integrating Universal Design for Learning into your course.

In this workshop, we will present an inclusive approach called Universal Design for Learning (UDL). UDL is an approach that allows instructors to proactively design their course content and pedagogical strategies to anticipate a wide range of needs. Rather than seeing students as 'average', they are considered as 'variable'. By acknowledging and welcoming diversity, instructors adopt a pluralistic approach that honors learning differences. When applying UDL, the instructor provides multiple ways of engagement, representation, and action & expression – which we will illustrate with concrete examples from EUR applications (and reflections) in a 'Design Thinking' course at RSM (in fall 2022) and contributions from the Bulgarian inclusion support team.

Speakers: Fanny Passeport *(Education Development Officer at Erasmus X, EUR)* & Dr. Dirk Deichmann *(Associate Professor, EUR)* & Andrean Lazarov *(Bulgarian inclusion support team, University of Plovdiv, Bulgaria)* & Prof. Galin Tsokov *(Professor at University of Plovdiv)* & Prof. Dora Levterova-Gadjalova *(Professor at University of Plovdiv)*
Format: Workshop and discussion

Optional

Outreach through city engagement.

Through our engagement with Rotterdam-based societal stakeholders (e.g., policymakers, municipality, social organizations) we connect with youth 'close to home'. During this session, we will introduce you to our approach to city engagement and provide you with a hands-on experience of one of our campus tours designed to acquaint historically underrepresented youth and students with our higher education institute. Come and explore the campus with us!

Speaker: Rajiv Mahadew *(City Engagement Officer Outreach, EUR)*
Format: Short interactive presentation, followed by campus tour

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The Inclusive Education Dilemma game.

Adapted by The Dilemma Game designed by UU, this game will provide some real-life examples of conflict or dilemmas of a diverse classroom and some possible solutions. It will provide an opportunity to reflect, exchange ideas and share experiences of creating an inclusive learning environment.
The goal of the game is to initiate a meaningful conversation with the participants on common issues related to inclusive education, and to help them find solutions together.

Speaker: Dr. Yumna Assaf *(Project Lead Inclusive Education, EUR)*
Format: Interactive game

Thursday 11 May

Social embeddedness: students voices.

How do you work with grassroots initiatives while also supporting change top-down? What is the importance of student sounding boards? This session invites IDEA Center's student council of Equity, Diversity and Inclusion to shine light on the work they are doing with various EUR grassroots initiatives and how they try to amplify their voices within our university.

Speakers: Student Council Equity, Diversity & Inclusion members
Format: Panel

Diversity, Inclusion, and Wellbeing: a study among EUR students.

The Student Wellbeing monitor is a longitudinal cohort study to examine the wellbeing of our students during and after the COVID-19 lockdowns. The extensive survey has been administered three times since 2020 and contains data of 1000+ students. The survey included a range of questions on diversity and inclusion, giving us a unique insight into how different diversity dimensions relate to wellbeing among our students. In this session, we will discuss preliminary results.

Speaker: Fatih Acer *(Student Assistant, EUR)* & Dr. Helen Tibboel *(Project Lead Monitoring & Research, EUR)*
Format: Interactive presentation