

## **Statement Diversity & Inclusion**

**The University of Groningen wants to be a university where staff members and students at the university feel at home and feel respected. Diversity is part of the academic community, and therefore differences (in perspective and experience) should be recognized, utilized and properly facilitated in order to help reach individuals' full potential, as well as the organization's potential.**

Diversity, inclusion and equity are important core values for the University of Groningen. As such, it is important that our student and staff population reflects diversity. In doing so, the university upholds a vision of stimulating talent in an inclusive environment by striving to have diverse role models present. We believe that diversity of students and staff enriches the academic debate and that everyone deserves equal opportunities. Equal opportunities can only be navigated if our policies and procedures are tailored to different needs of different community members.

We recognize that prejudice, discrimination and racism also occur at the university and we pursue an active diversity and inclusion policy to help to foster equity for everyone. We believe that firmly embedding diversity and inclusion in our organisation calls for an intersectional and integrated approach.

We consider it the university's social responsibility to live up to this ambition. Forming an inclusive university with talent with different backgrounds, different experiences, and different perspectives requires all parties to make an extra effort.

Diversity is a challenging reality, but moreover an important opportunity. Diverse perspectives, when managed well and properly facilitated, result in an inclusive environment that contributes to improved quality and sustainability of our education and research. Awareness, policy and support are therefore needed to achieve the strategic aim that students and staff feel at home and experience a sense of belonging.

### **Definitions inclusion and diversity**

Our strategy and policy are based on the following definition of inclusion and diversity: By inclusion we mean a safe learning and working environment in which anyone admitted as a staff member or student feels at home and is able to flourish through equity, and where a broad range of perspectives are considered and brought into play.

We use a broad definition of diversity, covering not only characteristics that tend to be visible (e.g. skin color, physical appearance, cultural background and nationality) but also characteristics which may be either less visible or invisible (e.g. functional diversity and health condition, gender assigned at birth, gender identity, sexual orientation, socio-economic background, beliefs, religious affiliation, neurodiversity, working style, education, age and experience, care responsibilities, and language). All these characteristics may be interrelated in a complex interplay, with attention to intersectionality.