Flowchart: Diversity & Inclusion at the UG

Welcome to the diversity and inclusion flowchart. Because we are such a large organization, finding the answer to your question: "Where can I go for: ... about/in diversity, inclusion, and language?" may not be so easy. The flowchart below contains the most prominent diversity and inclusion initiatives for all staff members scattered across the UG. The flowchart has four sections: training, support, sparring, and policy.

If you are looking for **training** in diversity and inclusion (D&I), and specifically looking for:

1. improving language skills and intercultural understanding, tailor-made courses, testing services, and translations and written support, please visit the [Language Centre](#)
2. training for PhD students/lecturers to help students with dyslexia, please visit the [Dyslexia Centre](#)
3. training for employees and managers on a variety of D&I themes, including social and personal safety, raising awareness of diversity and inclusion on the work floor, etc., please visit [HR](#)
4. **summer/winter schools** on this theme
5. working on the process of fostering a diverse and inclusive curriculum through a series of workshops using materials from the [EQUiiP project](#), please visit the [EQUIPPING page](#)
6. modules for lecturers on inclusive education and active learning in the classroom and the UTQ and STQ, please visit [Educational Support & Innovation (ESI)](#)
7. for intercultural training for TAs, lecturers, etc. and scientific academic skills, the Faculty of Science and Engineering
8. for interculturally competent U online modules, the Faculty of Medical Sciences
9. for communities of practice and seminars on blended learning and inclusive education, visit the [Teaching Academy Groningen (TAG)](#)

If you are looking for **support** in D&I matters, for both students and/or staff, there are various groups you can contact:

1. The [Ombudsperson](#), the [Confidential Advisor](#), or [Occupational Health, Safety & Sustainability](#).
2. The [Dyslexia Centre](#), which offers support, advice, and tests for students.
3. The [Advisory Committee for Students with a Performance Disability (ACF)](#), which monitors and advises the Board of the University on policy for students with performance disabilities and is part of the project group for physical and digital accessibility.
4. The study advisors from each degree programme at the University. You can find a comprehensive list [here](#).
5. The Student Service Centre (SSC), which offers workshops, training, psychological support, etc. for students.

6. Career Services, for expertise on job orientation and disabilities.

7. The Student Wellbeing Portal, for points of contact, sources of support, and initiatives for students and their wellbeing.

Perhaps you would like to spar with some colleagues on D&I topics. There are three options for this:

1. Across the University, then you could join the:
   a. Community of Practice on Diversity & inclusion, organized by the Teaching Academy Groningen (also known as TAG)
   b. EQUIPPING project
   c. Young Academy Groningen (YAG), which aims to create a welcoming and inclusive working environment at the University of Groningen

2. Within faculties, then you could join:
   a. the Young Arts Network (YARN) Decolonise Hub (for Diversity, Equity & Inclusion initiatives)
   b. i-BSS (inclusion at the Faculty of Behavioural and Social Sciences)

3. Or internationally, then you could contact:
   a. the ENLIGHT project

Finally, there are various University policy initiatives on diversity and inclusion:

1. The diversity and inclusion policy statements and an action plan.
2. The Language and Culture database, which aims to ensure consistency and transparency in expectations regarding language and intercultural skills for all UFO profiles (job classification system) at the University of Groningen.
4. The project for work opportunities for employees with a labour market disadvantage.
5. The policy plan for those studying with a performance disability.
6. The Integrity policy (such as the Zero Tolerance Statement, Code of Conduct, confidential advisor, etc.).
7. A list of D&I officers for the various faculties, coming soon.
8. The UMCG committee for Language and Culture.
9. The University’s Language and Culture Policy (this is coming soon).
10. The policy plan and working groups for students with disabilities at the Faculty of Science and Engineering (link not yet available).