



# IDEA Center

Inclusion, Diversity, Equity & Access

An Overview of IDEA Center's  
Tools & Resources for Staff

## ABOUT IDEA CENTER

IDEA Center's mission is to serve as the expertise center on the critical themes inclusion, diversity, equity & access, intersecting with the core functions of our institution - education and research, encompassing students, staff, and impact. Our strategy involves embracing an integral and holistic approach, meticulously pinpointing exclusionary structural barriers and implicit biases throughout the educational and professional journey here at EUR. Through the provision of policy advice, activities, and events, we endeavor to address and counterbalance these obstacles. We not only communicate and disseminate information about our activities, but also rigorously monitor and conduct research on these initiatives.

Diversity encompasses both visible and invisible diversity characteristics. Characteristics such as gender, age, and ethnicity are often visible. However, characteristics such as personality, work experience, sexual orientation, functional impairment, and academic profile tend to be invisible. To become inclusive, we need to create an inclusive culture. For this to happen, we need to make systemic changes. Systemic changes take time. While working on systemic change, we are simultaneously supporting and strengthening all to progress and contribute to an inclusive learning and working environment.

IDEA Center's integral approach involves student outreach, soft landing for new students, student engagement, inclusive communication, monitoring and research, as well as inclusive HR. Reaching this objective of inclusive HR requires excellent HR services for all of our employees – both academic staff and professional services staff. To obtain the most out of every individual in our community, we need to become an inclusive organisation where all employees can be themselves and feel part of the team. By becoming inclusive, we will also be(come) diverse and reach better organisational results. Some of the essential tools to reach change include building awareness, knowledge, skills, changing the practices, and being accountable.

## TOOLS & RESOURCES FOR ALL STAFF

The list below includes some of our toolkits, policies, and networks that aim to support every individual in our community and within the broader system of EUR to reach their full potential.

### Policies & Programmes

- [Gender Equality Plan](#): As a participating research organisation in the European Commission's Gender Equality Strategy, EUR supports robust actions as part of our own commitment towards gender equality within our academic community and in the wider academic environment.
- [Family Friendliness Brochure](#): This guide shares information and resources for all staff who are currently navigating or thinking about navigating pregnancy, childbirth, care, and parenthood.
- [Beyond 25/25](#): The programme Beyond 25/25 Towards Inclusive Academia aims to support assistant and associate professors to overcome structural biases related to gender, nationality or migration/ethnic minority background in their career.
- [Exemption from teaching or research activities following pregnancy](#): EUR supports the post-partum period in the form of a temporary teaching or research exemption for women appointed as an assistant professor or associate professor.

### E-Learning & Toolkits

- [Inclusive Recruitment and Selection E-Learnings](#): This e-learning path shows all staff with hiring responsibilities how to broaden the pool of candidates that you reach with your vacancy, increase the chances to select the best person for the team, and decrease the role of bias in the selection process.
- [Inclusive Education Webpage](#): Designed for educators, this webpage lists various links to resources for fostering inclusion in education, including toolkits, internal networks, and external networks.
- [Knowledge Platform for Inclusive Education](#): Structured on four pillars (Community Building, Connective Communication, Critical Self-Reflection, and Contextualization of Knowledge), this toolkit inspires you as an educator to be able to create an inclusive learning environment.

- [Teacher Guideline on 'How to Talk about Political Conflicts with Students?'](#): This guide for educators shares how to have conversations around sensitive political issues with students with respect and empathy, help them in processing information, and engage in dialogues that uphold and contribute to the Erasmian values of 'connecting' and 'open-minded'.
- [Inclusive Groupwork Toolkit](#): This toolkit for both academic staff and professional services staff allows you to 'utilise' individual differences by creating self-awareness regarding strengths and weaknesses. The message is that there is room for everyone on the team: all positive contributions are welcome.
- [Inclusive Academic Introductory Period Toolkit](#): This toolkit, designed for academic staff, provides an easy-to-implement and inviting intervention that focuses on promoting a sense of belonging among diverse students.

## Networks

- [Females in Academia Moving towards Equity \(FAME\)](#): FAME aims to further the participation, empowerment and achievement of women faculty and women professional services employees of all ranks.
  - [FAME Athena Awards](#): This award honours staff members and students who stimulate female talent within the academic environment and are a real example for others.
- [QuEUR](#): QuEUR is the network for LGBTQIA+ employees and allies. LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and other sexual orientations, gender expressions and sexual characteristics. QuEUR organizes both informative and social events where everyone is welcome.
- [Young@EUR](#): Young@EUR strives to provide interesting events aimed at (young) professionals (<36 years old), personal and professional development, sharing knowledge, as well as to create a community and strengthen the contact between the numerous departments.

## IDEA Center

The following links include some of IDEA Center's collated expertise, learnings from research, and best practices across a range of topics:

- [2023 Annual Report: Walking the Talk](#): This annual report provides an overview of IDEA Center's strategy, goals, current and past programming, policies, and systemic changes.
- [From Words to Deeds - A Guide to an Inclusive Organisation](#): This is the first book written by IDEA Center. It offers practical tools for designing, implementing and evaluating new or existing interventions and policies. At the moment the book is only available in Dutch; it can be purchased from [the publisher](#) directly.

### How else can IDEA Center support you?

In addition to the tools and resources listed above, IDEA Center can share expertise if you are developing a new policy or procedure such as those related, but not limited to:

- [Recruitment and selection](#) (for more information on the Health Safety and Wellbeing team's Job Agreement for people with functional impairments see [here](#))
- [Recognition and rewards](#)
- [Leadership](#)
- [Culture](#) (such as the annual [Engagement & Enablement Scan](#) and other cultural surveys)
- [Social safety and wellbeing](#) (such as [Safe@EUR](#) for access to confidential case managers when you or someone you know is experiencing undesirable behaviour)
- Monitoring information relevant to achieving equity within EUR (such as [pay gap analyses](#) and the [Barometer Cultural Diversity](#))
- Advising researchers on how to make their research more inclusive (for more information on IDEA in research see [here](#))
- [Training](#)
- [Exiting](#), (such as exit surveys and exit interviews)

