

# DIVERSITY, EQUITY AND INCLUSION IN AN EDUCATIONAL ENVIRONMENT

**11-15.DECEMBER.2023**

## SAP OVERVIEW

Achieving a diverse and inclusive learning and working environment is an urgent and complex challenge for both students and staff in higher education. This calls for innovative forms of education. As studies have shown, this starts at the beginning, namely with the student onboarding period. To what extent are diversity, equity and inclusion taken into account when students take their first steps within a new learning environment? Through creating awareness, openly sharing their own experiences and learning from each other in a multicultural environment, we aim to give students and staff the opportunity to unleash their creativity by developing a concept/prototype that can be used by universities worldwide.

## LEARNING OUTCOMES

At the end of this SAP:

- 1.The student is aware and understands the various ways in which DEI may influence an organization and individuals.
- 2.The student develops, tests, and reports an evidence-informed intervention to help an organization become more diverse, inclusive and/or equitable.
- 3.The student is able to put DEI into a practical context and is able to reflect on their newly acquired awareness through interaction within a team in a multicultural environment.

**+INFO:** [www.run-eu.eu](http://www.run-eu.eu)

Organised by: NHL Stenden University of Applied Sciences  
Technological University of the Shannon

**DATE** From **11 to 15 December 2023**

Face-to-Face Week: NHL Stenden, The Netherlands, 11-15  
December

**MODE OF DELIVERY** On-site, in person

**LANGUAGE OF INSTRUCTION** English

**ECTS CREDITS** 1

**ACADEMIC RECOGNITION**

To be defined by each higher institution

**ELIGIBLE PARTICIPANTS**

All RUN-EU degree students

**HOW TO APPLY**

Fill in the application form



**DEADLINE FOR APPLICATIONS**

**15 November 2023**

**CONTACT DETAILS**

[jolet.van.der.woude@nhlstenden.com](mailto:jolet.van.der.woude@nhlstenden.com)

# DIVERSITY, EQUITY AND INCLUSION IN AN EDUCATIONAL ENVIRONMENT

**11-15.DECEMBER.2023**

+INFO: [www.run-eu.eu](http://www.run-eu.eu)

## SELECTION CRITERIA

A maximum of 35 students and staff will be selected for this programme. We will select students on the following criteria:

- Motivation, wide representation of subject areas/fields and balanced participation of RUN-EU member institutions.
- The selection team will also take steps towards ensuring a diverse and representative group of students.
- Staff members involved in developing student onboarding within partner institutions.

## LEARNING AND TEACHING STRATEGY

Challenge-based, design thinking, involving a design sprint in combination with live lectures and workshops.

## PREREQUISITES

None.

## COURSES LEADERS | LECTURERS

### Courses leaders

Jolet van der Woude (NHL Stenden)  
Relinde Vos (NHL Stenden)  
Wiebren Jansen (NHL Stenden)  
Carol Wrenn (TUS)

## PHYSICAL MOBILITY | SCHOLARSHIPS AVAILABLE

Travel to The Netherlands from: Austria (240€), Finland (270€), Hungary (260€), Ireland (260€), Portugal (330€).  
Green travel amounts to The Netherlands from Austria (290€), Finland (320€), Hungary (310€), Ireland (310€), Portugal (380€).

### Subsistence:

The subsistence grant for The Netherlands is 680€, except for students who already come from NHL Stenden.

### For staff:

10 staff/1W (To be managed by Home Institution).

### Flows/Institution:

Applicant selection aims for wide representation of partner institutions implying a maximum of five students per university.

Final decision on the scholarships to be awarded falls under the responsibility of the Home Institution RUN-EU Project Leader and compulsorily requires IRO involvement.

## MEANS AND CRITERIA FOR ASSESSMENT

Final presentation on prototype developed.

## CERTIFICATION

The participants who successfully complete this RUN-EU SAP, will receive a Certificate of Participation and a Transcript of Records jointly issued by the organising institutions.

# DIVERSITY, EQUITY AND INCLUSION IN AN EDUCATIONAL ENVIRONMENT

11-15.DECEMBER.2023

## PROGRAMME AT A GLANCE

+INFO: [www.run-eu.eu](http://www.run-eu.eu)

	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00	20h00
GMT+2											
GMT+1	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00
GMT	8h00	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00
MONDAY 11/12	OPENING SESSION	INTRODUCTION TO DEI	WORKSHOP	LUNCH BREAK	INTRODUCTION GAME	IDARE SESSION	BRIEFING				
TUESDAY 12/12	START DESIGN SPRINT			LUNCH BREAK	CONTINUE DESIGN SPRINT						
WEDNESDAY 13/12	DESIGN SPRINT DAY 2: PROTOTYPING			LUNCH BREAK	DESIGN SPRINT DAY 2: TESTING PROTOTYPES						
THURSDAY 14/12	DESIGN SPRINT DAY 3: PREPARING PRESENTATIONS			LUNCH BREAK	DESIGN SPRINT DAY 3: WALK-IN PRESENTATIONS			FEEDBACK DRINKS			
FRIDAY 15/12	PROGRAMME EVALUATION			LUNCH BREAK	FREE TIME AND TRAVEL						

# DIVERSITY, EQUITY AND INCLUSION IN AN EDUCATIONAL ENVIRONMENT

+INFO: [www.run-eu.eu](http://www.run-eu.eu)

**11 DECEMBER**

**MONDAY 9H00-17H00 - NHL STENDEN**

GMT+2	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00	20h00
GMT+1	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00
GMT	8h00	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00

MONDAY 11/12	OPENING SESSION	INTRODUCTION TO DEI	WORKSHOP	LUNCH BREAK	INTRODUCTION GAME	IDARE SESSION	BRIEFING						
-----------------	--------------------	------------------------	----------	----------------	----------------------	------------------	----------	--	--	--	--	--	--

## Opening Session

- 🕒 9h00-10h00
- 📅 Opening Activity
- 👤 Wiebren Jansen (NHL Stenden),  
Jolet van der Woude (NHL Stenden),  
Relinde Vos (NHL Stenden)

## Introduction to DEI

- 🕒 10h00-11h00
- 📅 Live Lecture
- 👤 Wiebren Jansen (NHL Stenden)

## Workshop: Creating Awareness

- 🕒 11h15-12h15
- 📅 Group Work
- 👤 Carol Wrenn (TUS) & Jaap Sanders (NHL Stenden, iDARE)

## Introduction Game

- 🕒 13h00-13h45
- 📅 Group Activity
- 👤 Jolet van der Woude (NHL Stenden) & co-host

## iDARE Session

- 🕒 13h45-14h45
- 📅 Live Lecture
- 👤 Jaap Sanders (NHL Stenden)

## Briefing for Upcoming Days

- 🕒 11h15-12h15
- 📅 Group Work
- 👤 Carol Wrenn (TUS) & Jaap Sanders (NHL Stenden, iDARE)

# DIVERSITY, EQUITY AND INCLUSION IN AN EDUCATIONAL ENVIRONMENT

+INFO: [www.run-eu.eu](http://www.run-eu.eu)

**12 DECEMBER**

**TUESDAY 9H00-17H00 - NHL STENDEN**

GMT+2	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00	20h00
GMT+1	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00
GMT	8h00	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00

<b>TUESDAY 12/12</b>	<b>START DESIGN SPRINT</b>	<b>LUNCH BREAK</b>	<b>CONTINUE DESIGN SPRINT</b>								
--------------------------	----------------------------	------------------------	-------------------------------	--	--	--	--	--	--	--	--

## Start Design Sprint

- 🕒 9h00-12h00
- 👥 Group Work
- 👤 Patrick van Aalst (NHL Stenden)

## Continue Design Sprint

- 🕒 13h00-17h00
- 👥 Group Work
- 👤 Ellen de Bruin (Inclusive Community Lab, NHL Stenden)

**13 DECEMBER**

**WEDNESDAY 9H00-17H00 - NHL STENDEN**

GMT+2	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00	20h00
GMT+1	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00
GMT	8h00	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00

<b>WEDNESDAY 13/12</b>	<b>DESIGN SPRINT DAY 2: PROTOTYPING</b>	<b>LUNCH BREAK</b>	<b>DESIGN SPRINT DAY 2: TESTING PROTOTYPES</b>								
----------------------------	---	------------------------	--	--	--	--	--	--	--	--	--

## Design Sprint Day 2: Prototyping

- 🕒 9h00-12h00
- 👥 Group Work
- 👤 Carol Wrenn (TUS)

## Design Sprint Day 2: Testing Prototypes

- 🕒 13h00-17h00
- 👥 Group Work
- 👤 Carol Wrenn (TUS)

# DIVERSITY, EQUITY AND INCLUSION IN AN EDUCATIONAL ENVIRONMENT

+INFO: [www.run-eu.eu](http://www.run-eu.eu)

**14 DECEMBER**

**THURSDAY 9H00-17H00 - NHL STENDEN**

GMT+2	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00	20h00
GMT+1	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00
GMT	8h00	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00

  

<b>THURSDAY 14/12</b>	<b>DESIGN SPRINT DAY 3: PREPARING PRESENTATIONS</b>	<b>LUNCH BREAK</b>	<b>DESIGN SPRINT DAY 3: WALK-IN PRESENTATIONS</b>	<b>FEEDBACK DRINKS</b>
---------------------------	---	------------------------	---	------------------------

## Preparing Presentations

- 🕒 9h00-12h00
- 👥 Group Work
- 👤 Carol Wrenn (TUS)

## Walk-In Presentations

- 🕒 13h00-17h00
- 👥 Group Work
- 👤 Carol Wrenn (TUS)

**15 DECEMBER**

**FRIDAY 9H00-17H00 - NHL STENDEN**

GMT+2	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00	20h00
GMT+1	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00	19h00
GMT	8h00	9h00	10h00	11h00	12h00	13h00	14h00	15h00	16h00	17h00	18h00

  

<b>FRIDAY 15/12</b>	<b>PROGRAMME EVALUATION</b>	<b>LUNCH BREAK</b>	<b>FREE TIME AND TRAVEL</b>
-------------------------	-----------------------------	------------------------	-----------------------------

## Programme Evaluation

- 🕒 9h00-12h00
- 👥 Wrap Up
- 👤 Team SAP

## Free Time and Travel

- 🕒 13h00-17h00
- 👤 Team SAP

# DIVERSITY, EQUITY AND INCLUSION IN AN EDUCATIONAL ENVIRONMENT

11-15.DECEMBER.2023

## REFERENCE READING

+INFO: [www.run-eu.eu](http://www.run-eu.eu)

**Ministry of Education, Culture, and Science (2020, August)** National action plan for greater diversity and inclusion in higher education and research. Retrieved on September 13 from <https://www.government.nl/documents/reports/2020/09/01/national-action-plan-for-greater-diversity-and-inclusion-in-higher-education-and-research>

**Galinsky, A. D., Todd, A. R., Homan, A. C., Phillips, K. W., Apfelbaum, E. P., Sasaki, S. J., Richeson, J. A., Olayon, J. B., & Maddux, W. W. (2015).** Maximizing the Gains and Minimizing the Pains of Diversity. *Perspectives on Psychological Science*, 10(6), 742-748. <https://doi.org/10.1177/1745691615598513>