

# 10 TIPS FOR AN INCLUSIVE ENVIRONMENT OUTSIDE THE CLASSROOM

## START THE SEMESTER INCLUSIVELY

### 1. MAKE SURE TO PROVIDE QUIET- AND PRAYER ROOMS

Including prayer mats, and dimmed lights to contribute to a low stimulus environment.



### 2. PROVIDE GENDER NEUTRAL TOILETS

Besides bathrooms for women and men, it is important to have gender neutral bathrooms as well.



### 3. WORK TOWARDS A MORE DIVERSE WORKFORCE

The presence of role models and the reflection of the composition of the student population has a positive influence on study success (Berger & Bokdam, 2009).

### 5. MAKE SURE TO PROVIDE INCLUSIVE MEALS AT FOOD COURTS

Such as vegan, vegetarian, halal, and allergy-friendly food.



### 4. IMPROVE THE MOBILITY WITHIN SCHOOLS

For example, by providing working elevators.



### 7. DEVELOP AND INTEGRATE POLICY THAT IS TARGETED ON THE APPRECIATION AND UTILIZATION OF DIVERSITY

Diversity leads to quality improvement as a result of the input of different perspectives and solutions to problems (Mcleod & obel, 1992) Think about the provision of information in two languages (where possible), for international students.

### 6. ENSURE THAT STUDY ADVISORS ARE EDUCATED ON (NEURO)DIVERSITY

High sensitivity, autism, giftedness, AD(H)D, and other different ways of learning can fall under neurodiversity. Additionally, other forms of diversity, such as cultural, religious and gender diversity, are important.

### 9. FACILITATE THE SET-UP AND CONTINUATION OF DIVERSE STUDENT ASSOCIATIONS

For example, cultural, religious, lgbtqi+ associations.



### 8. MAKE SURE THAT REPORT- AND SUPPORT CENTRES FOR TRANSGRESSIVE BEHAVIOUR ARE EASY TO FIND

Transgressive behaviour can be understood as discrimination, bullying, intimidation and inappropriate sexual behaviour.

### 10. INVEST IN THE SET-UP AND EXPANSION OF A DIVERSITY AND INCLUSION OFFICE

A diversity and inclusion office structurally and continuously focuses on the improvement and integration of diversity and inclusion within educational institutions.



Diversity & Inclusion is not a quick fix, but deserves continuous attention. These are ten tips to help start the semester inclusively and to develop sensitivity for (in)visible diversity. These tips are broadly applicable, but not all-encompassing. Feel free to add your tips..

# BIBLIOGRAPHY

## 1. MAKE SURE TO PROVIDE QUIET- AND PRAYER ROOMS

- A FUNCTIONAL LIMITATION CAN MAKE STUDYING DIRECTLY DIFFICULT, FOR EXAMPLE IF EDUCATIONAL LOCATIONS ARE NOT EASILY ACCESSIBLE FOR WHEELCHAIR USERS, THERE ARE NO STIMULATING SPACES FOR STUDENTS WITH ADHD COMPLAINTS OR SERIOUS CONCENTRATION PROBLEMS (MONITOR BELEIDSMAATREGELEN, 2021-2022, P. 169).

## 2. PROVIDE GENDER NEUTRAL TOILETS

- TRANSGENDER NETWERK NEDERLAND (N.D.) "DE TOILET KIT: GENDERNEUTRALE TOILETTEN"

## 3. WORK TOWARDS A MORE DIVERSE WORKFORCE

- THE PRESENCE OF ROLE MODELS AND THE REFLECTION OF THE COMPOSITION OF THE STUDENT POPULATION HAS A POSITIVE INFLUENCE ON STUDY SUCCESS (BERGER & BOKDAM, 2009; DE VRIES ET AL., 2013).

## 7. DEVELOP AND INTEGRATE POLICY THAT IS TARGETED ON THE APPRECIATION AND UTILIZATION OF DIVERSITY

- MCLEOD & LOBEL (1992) "THE EFFECTS OF ETHNIC DIVERSITY ON IDEA GENERATION IN SMALL GROUPS"
- SOCIAAL ECONOMISCHE RAAD (2009) "DIVERSITEITSBELEID, WAAROM EN MET WELKE EFFECTEN?"
- BERGER & BOKDAM (2009) "DIVERSITEIT LOONT?! DE MEERWAARDE VAN DIVERSITEITSBELEID IN HET ONDERWIJS"

