

My workshop on Diversity & Inclusion

The goal of this document is to explain how my workshop on Diversity & Inclusivity was formed and to thank a few people in the process. To start with I would like to thank the dean prof. dr. Isabel Arends for suggesting this workshop theme.

It took a while before my workshop on Diversity & Inclusion took its final shape and form. The first version of my workshop consisted of an interview with prof. dr. Denise Krol. With this interview I would prepare several questions to discuss the hardships that she had to endure back in the day, and to see if and how things have changed from her perspective. After the interview we would perform a role playing game with the participants of the workshop. In this game we would play out several situations themed around Diversity & Inclusivity which would afterwards be discussed. The workshop would end with a discussion on how we, as Nanophotonics could play a bigger role on diversity within the University.

First of all, I would like to thank prof. dr. Denise Krol for wanting to participate in the workshop and being available for an interview. Finding a suitable role-playing game and someone to supervise it, was rather difficult. This is where Nathalie Vonk was of great help. She was very enthusiastic about my ideas and pointed me to the right persons to talk to. She also suggested a great addition to the workshop in the form of an opening speech by prof. dr. Gunther Cornelissen who, in 2017, won the first Westerdijk award. More importantly, Nathalie pointed me to prof. dr. Bert Theunissen who supervises a roleplaying game within the University several times a year. This game is better known as the Dilemma game. Prof. dr. Bert Theunissen was of great help with discussing the game at hand, his willingness to supervise it, and for also suggesting an addition to the workshop. His suggestion was to add a lecture on implicit bias. Take for example two resumes; one by a man and one by a woman. Both state that they are capable of working hard. In the case of the man this is seen as positive while in the case of the woman this might be interpreted as that she has to work hard to keep up with the men in her field. Prof. dr. Bert Theunissen knew someone capable of giving this lecture and it would have been a great addition to the workshop. The dilemma game was however less applicable as it was themed around scientific integrity.

The theme of the Onderwijs Parade of 2019 was also Diversity & Inclusion. Here, I attended two workshops; “*Sharing good practices for increasing diversity and inclusion as design patterns*” and “*Selective admission process and its impact on inclusion: Practical tips*”. Especially, the former hosted by Christian Koppe and Anne Bartilla was very usefull for me. This is because here we were subdivided into small groups after which we would shortly discuss our findings with the entire group. After this workshop I felt I actively participated.

One of my concerns with the first version of my workshop was that not everyone would actively participate. A lot of the time the participants would only be listening to someone talking. This gave me the idea to instead of playing a dilemma game themed around to scientific integrity, to create one themed around diversity & inclusion. This would however be a lot of work. Therefore the goal for the entire workshop would be to have a game with at least 8 dilemma's at the end of it. For this, I gave all the participants a homework assignment: bring one dilemma and four options to address this dilemma. The main point for the option is not to have a right or wrong answer but to incite a fruitful discussion. With the workshop we had an attendance of 90% of Nanophotonics, with almost everyone bringing a dilemma. I would like to thank everyone of Nanophotonics that attended as their attitude during the workshop was great. It resulted in a great and positive atmosphere which resulted in a dilemma game with a total of 24 dilemma's with corresponding options.

The game is available on the website of Nanophotonics (www.uu.nl/en/research/nanophotonics/diversity). Anyone that would want to play the game is able to. I am certain it will make the people playing the game more aware of diversity and inclusion on the workfloor, as it made me more aware. I hope that while playing the game new dilemma's will also be formed such that the game might even be expanded on.

Sincerely,
Sebastiaan Greveling