



VRIJE
UNIVERSITEIT
AMSTERDAM

CENTRE
FOR TEACHING
& LEARNING

From Diversity to Inclusion: Navigating Belonging and Uniqueness

Kerstin Hämmerling

Teacher Trainer & Program Developer

*Mixed Classroom in Practice & Inclusive
Leadership*

- KR /DL /NMR 2023 2-8 Sep 2023 | D&I Session
- Sept. 7th, 2023



teacher



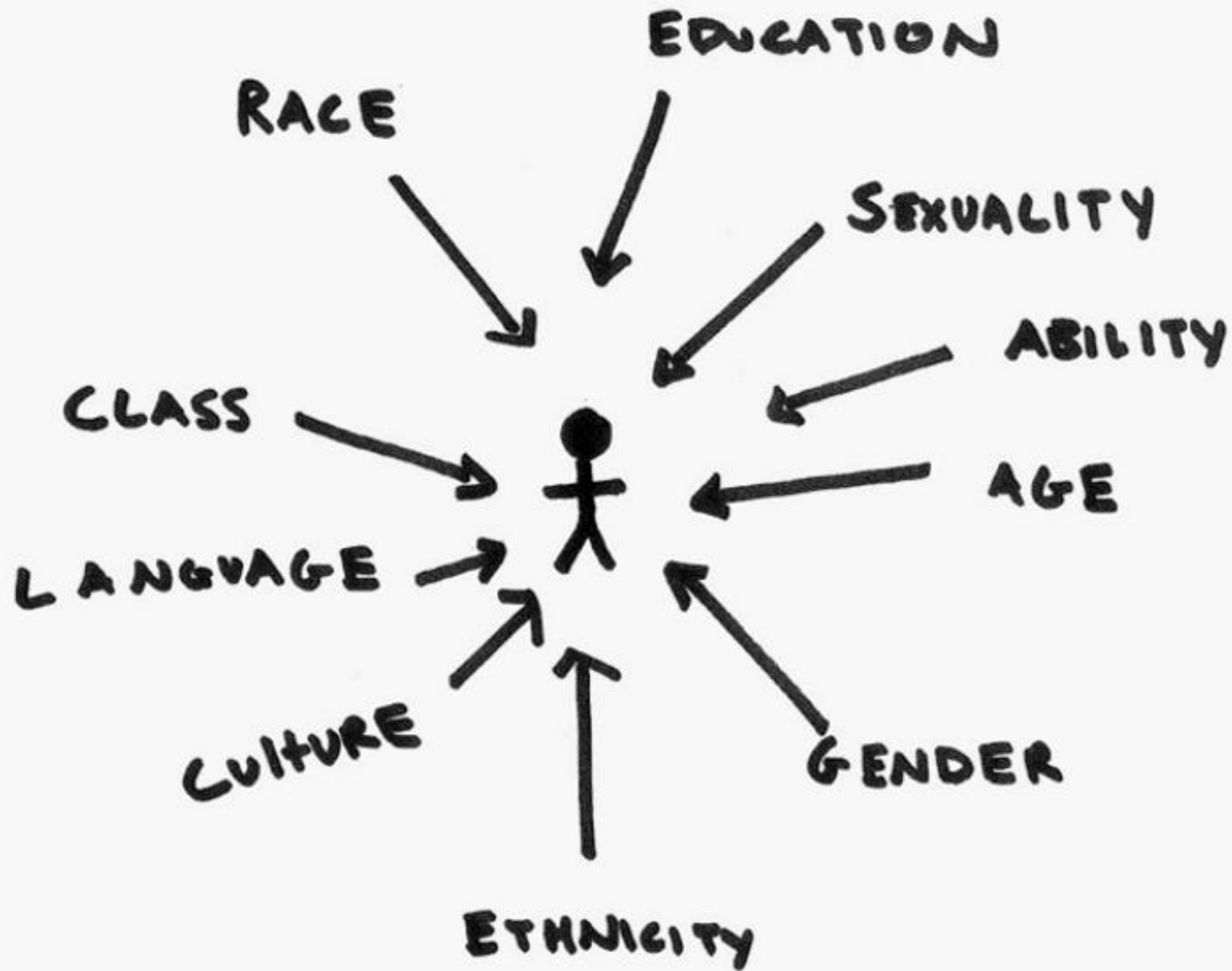
Kerstin

mother



German

Your speaker today:
Kerstin Hämmerling

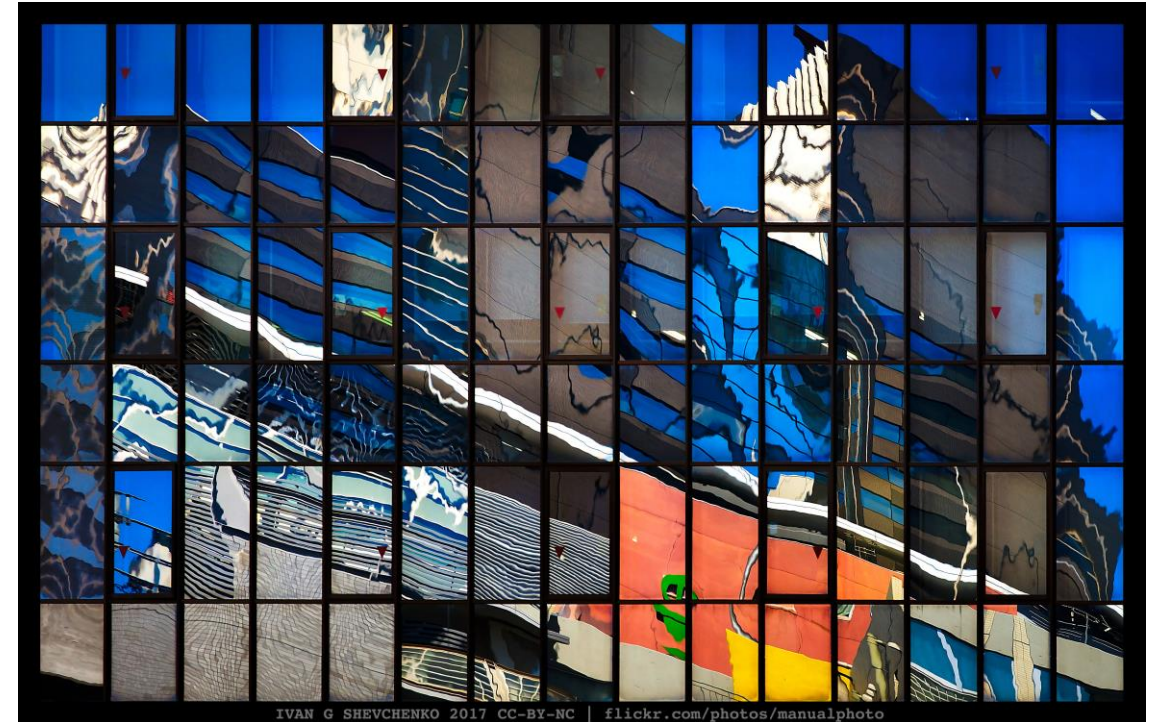


What research says...

Diverse teams can be more productive, innovative and resilient.

Different people bring different approaches to problem-solving and reduce the risk of blind spots.

BUT: diversity is not enough.

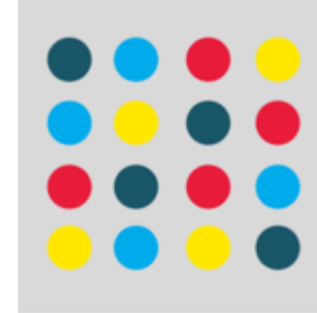


©Flickr.com_Reassembling Visions

DIVERSITY



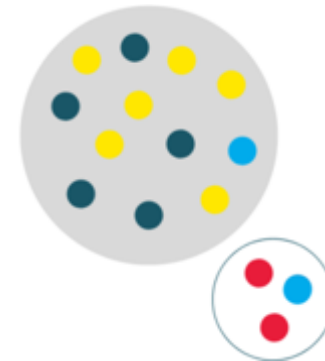
INCLUSION



EXCLUSION



SEGREGATION

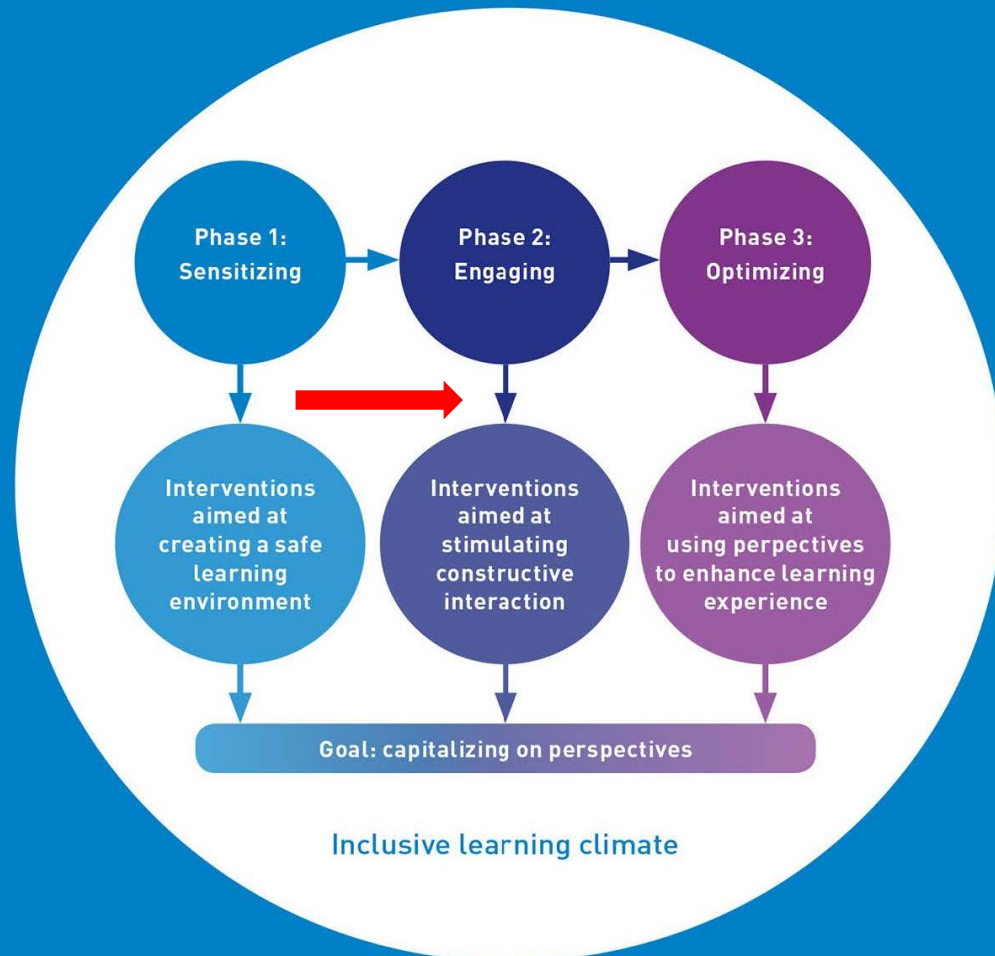


To sum it up:

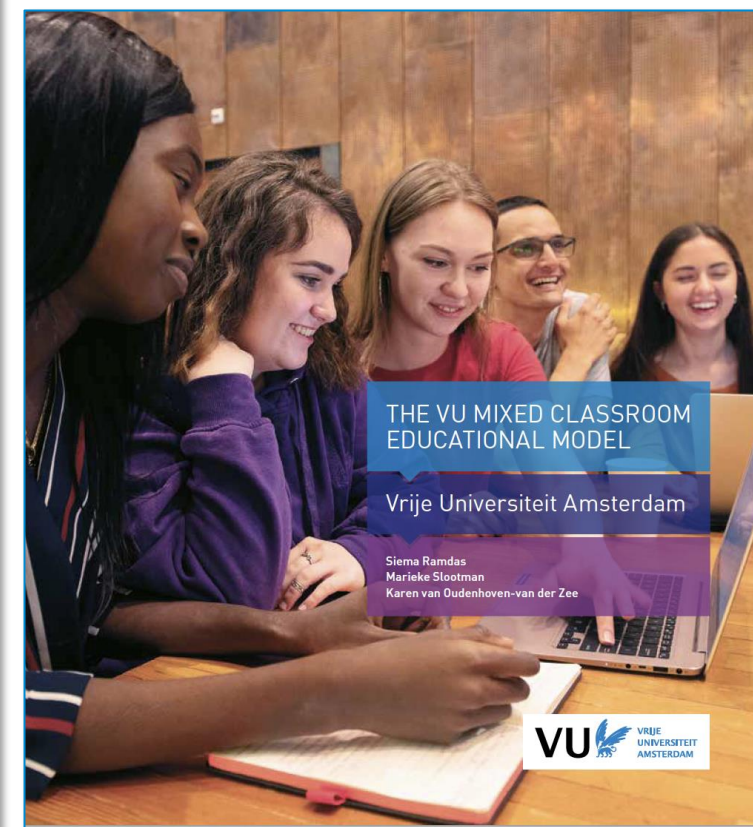
“Diversity is the mix. Inclusion is making the mix work.”
Andres Tapía



THE VU MIXED CLASSROOM EDUCATIONAL MODEL



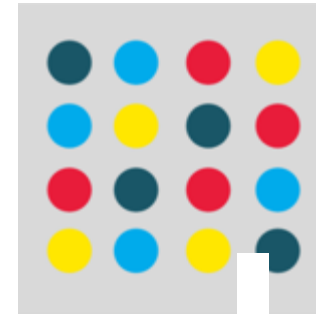
S. Ramdas, M. Sloodman, K. van Oudenhoven-van der Zee, (2020) The VU Mixed Classroom Educational Model



DIVERSITY



INCLUSION



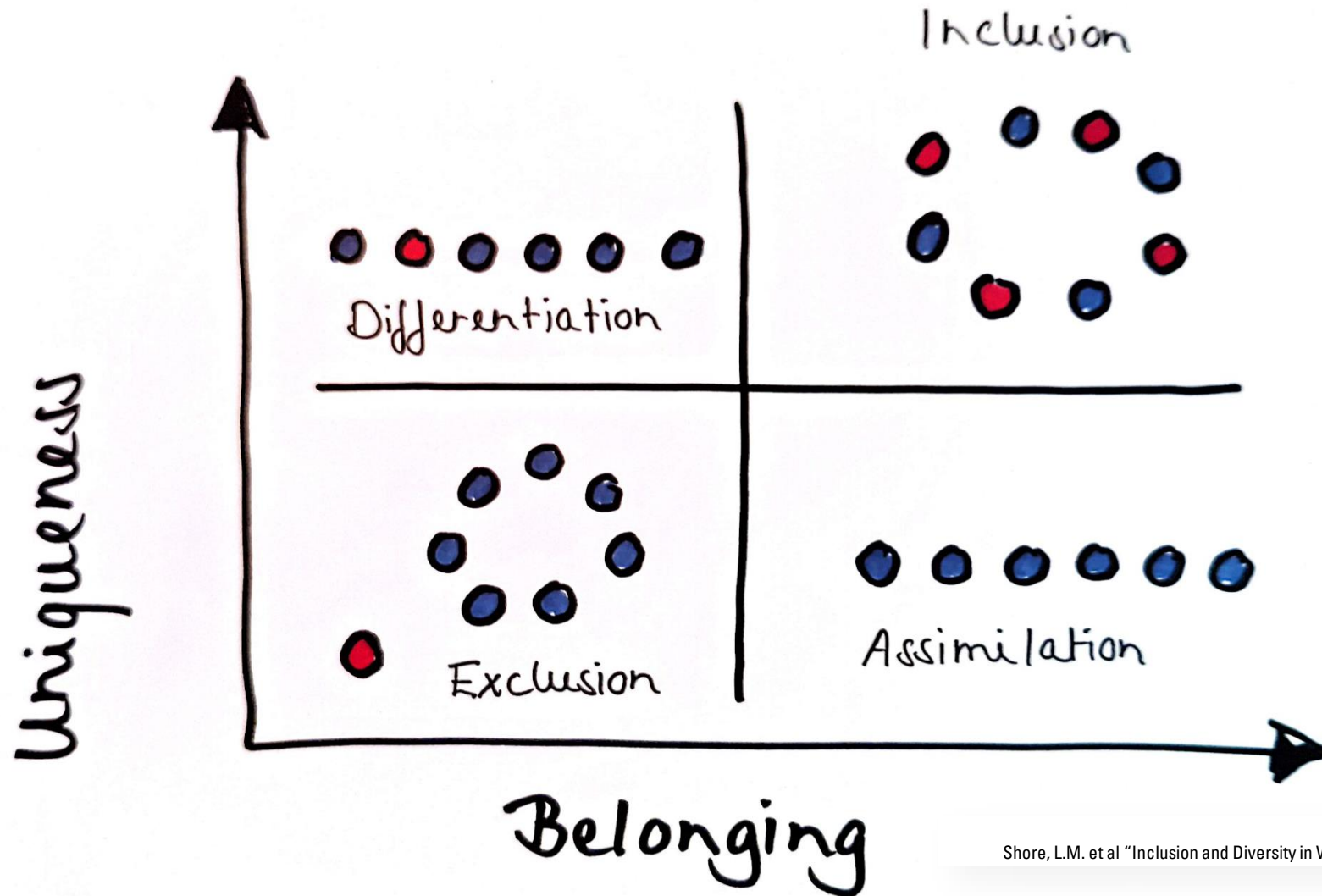
Inclusion: Balancing between belonging and uniqueness

I feel that when I'm here, I can be myself. I can be loud because it is too damn quiet. But when I voice my opinion, I expect the staff to push back, because I'm not always right. Then we sit down for lunch, and it feels like family dinner where we can all connect.

—Jane, manufacturing engineer

Quoted from 'Inclusify: The Power of Uniqueness and Belonging to build innovative teams'
Stefanie K. Johnson, 2020

The 2x2 inclusion framework



Shore, L.M. et al "Inclusion and Diversity in Work Groups"

How about you?

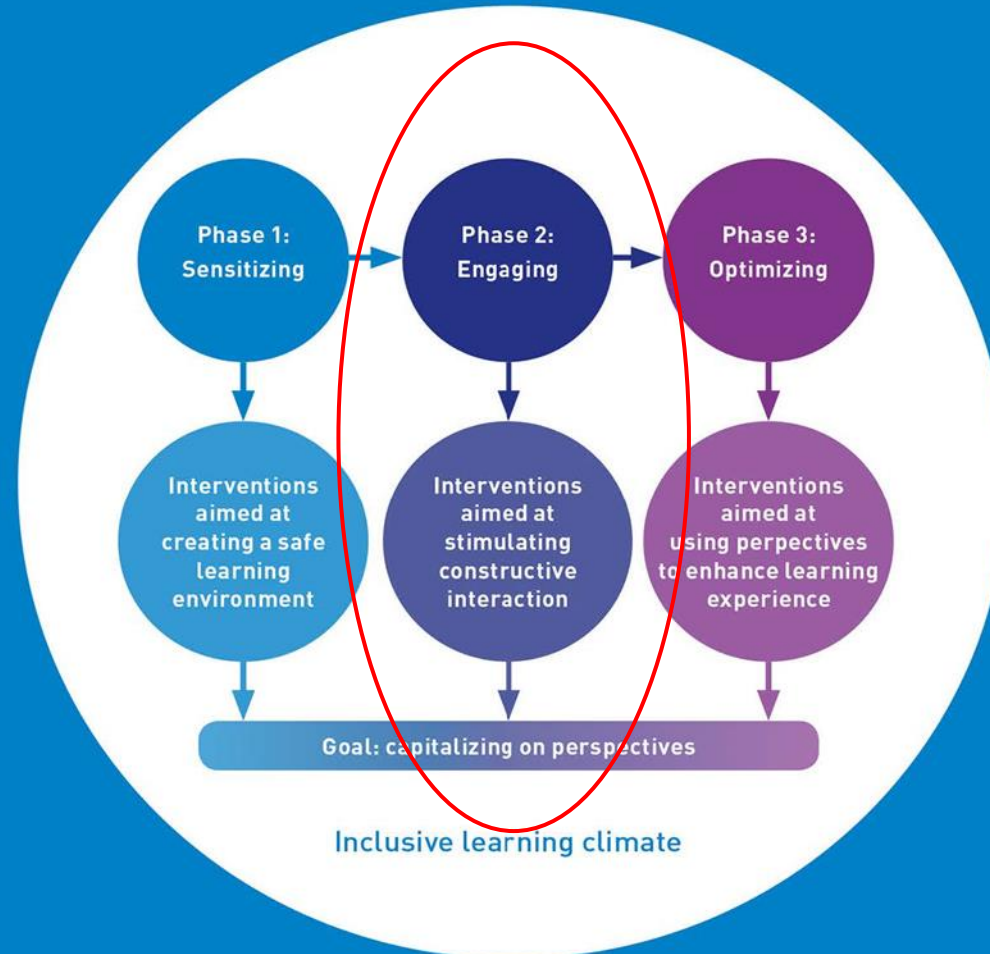
Where do you stand with regards to feeling a sense of belonging and uniqueness in your professional environment?

Define for yourself your professional environment (research community, team, this conference?). Answer these questions with a number between 1 and 10 (1 being the lowest score and 10 the highest).

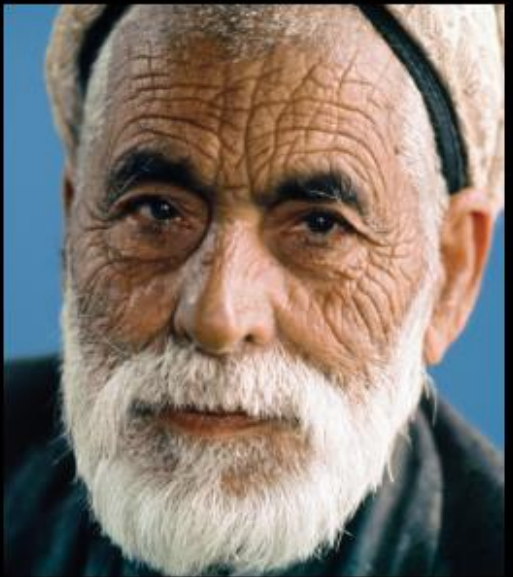
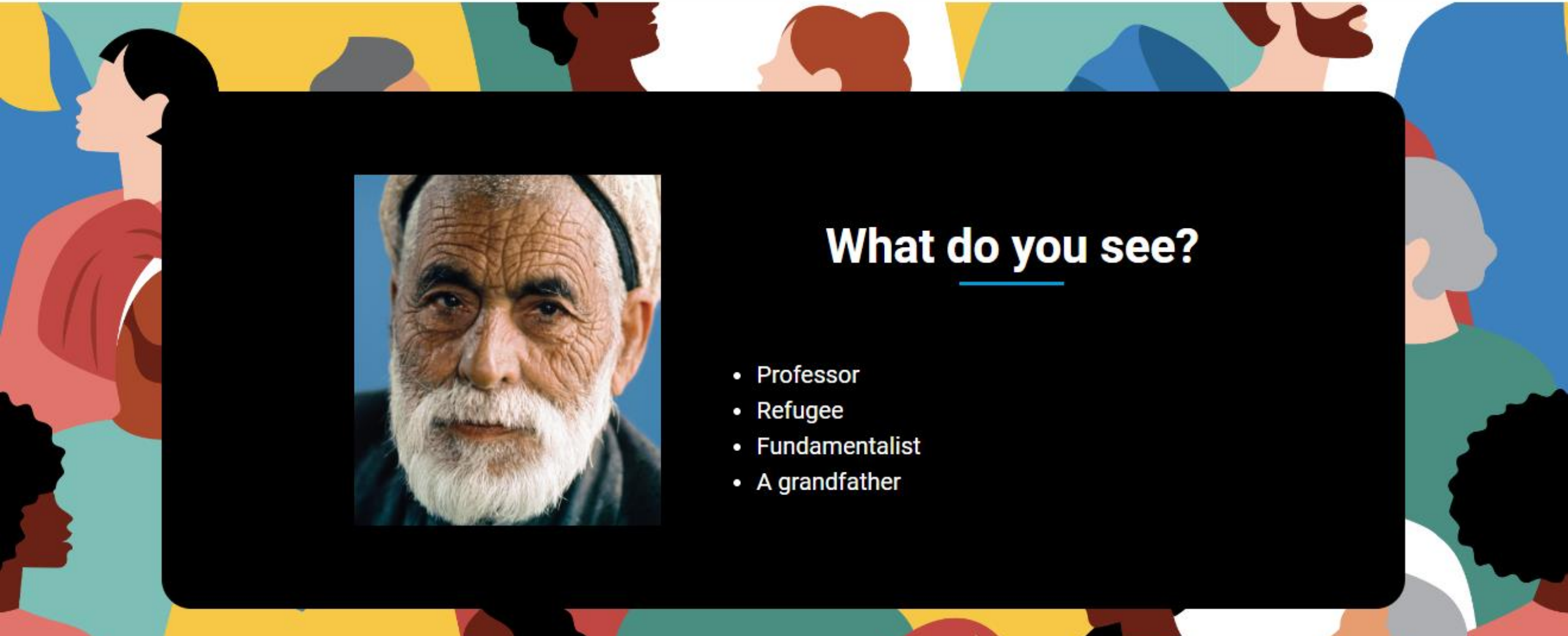
1. To what extent do you feel a sense of belonging in your professional environment?
2. To what extent do you feel seen and valued in your uniqueness in your professional environment?

Then talk to your neighbor. You may share your scores if you want to. Discuss the question: What would you need to reach your perfect high score of both belonging and uniqueness?

THE VU MIXED CLASSROOM EDUCATIONAL MODEL



What do you see? What do you know?



What do you see?

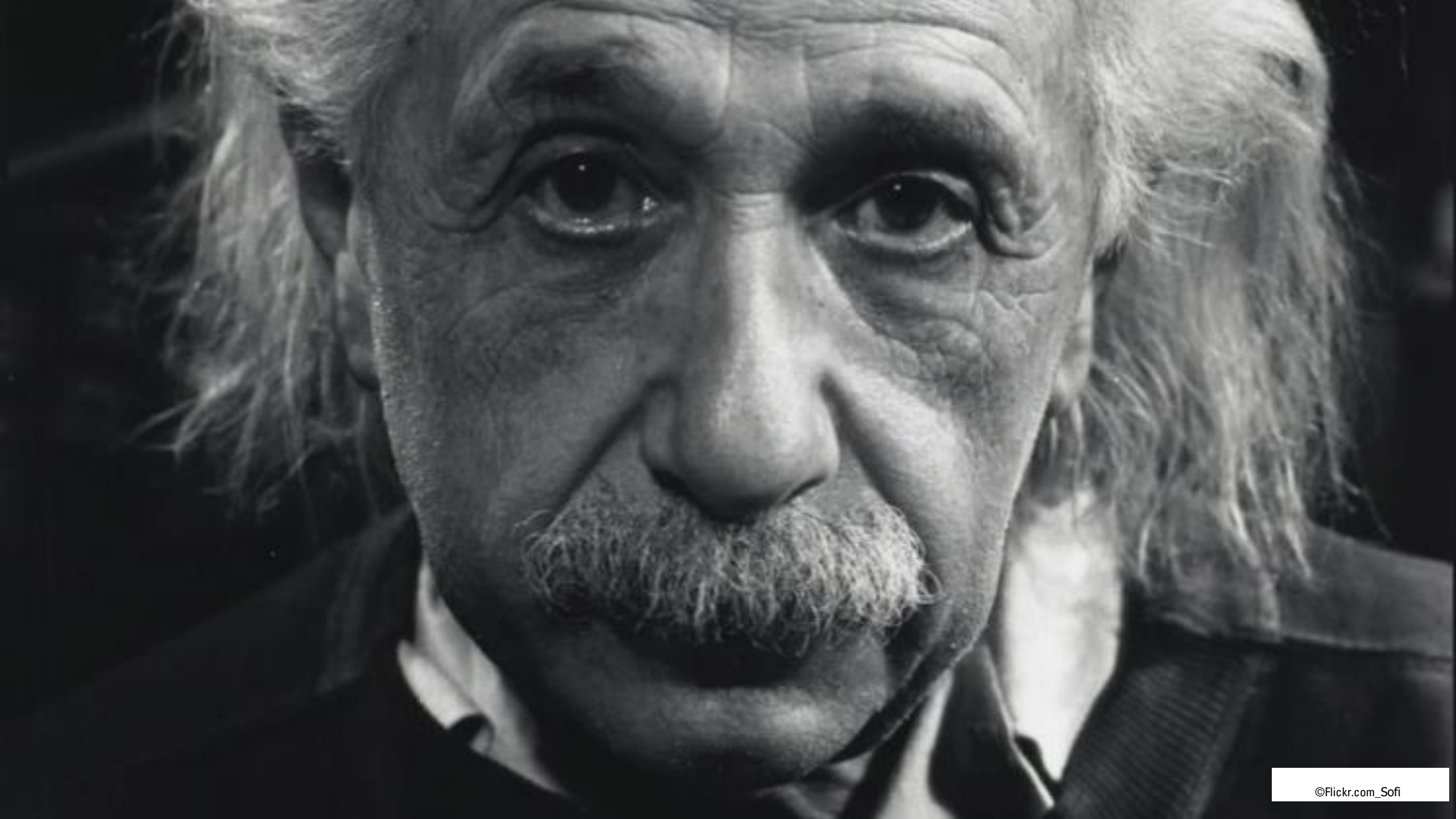
- Professor
- Refugee
- Fundamentalist
- A grandfather

IMPLICIT BIAS

- cognitive bias is inherent in human nature;
- helps us to perceive the world, to memorize, judge and reason, and contributes to our decision-making process → serves as information-processing short cut;
- influenced by motivational and emotional factors, through personal experiences and social influences (Schwarz, 2000);
- social identity theory: in-group versus out-group;
- social categorization: a process whereby we routinely and rapidly sort people into groups rather than think of each one as unique (Tajfel and Turner, 1979).



GENIUS





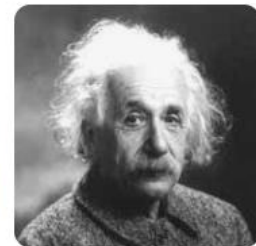
Medium Geniuses are geniuses because they know "...



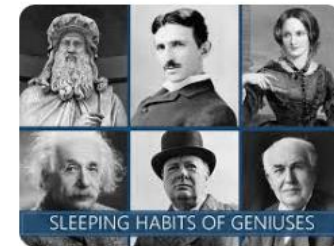
The Chronicle of Higher E... Where Have All the Geni...



Stephan Shahinian - Medium The Genius Rights Manifesto. This is li...



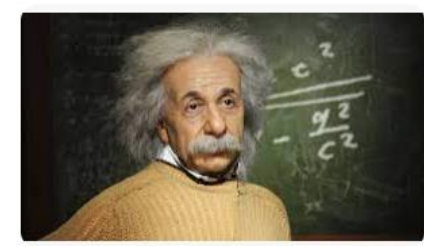
People | HowStuffWorks How Geniuses Work | Ho...



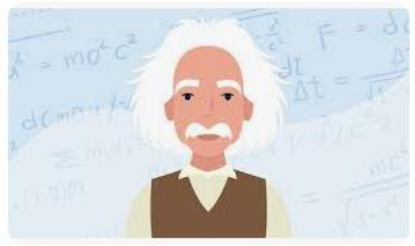
Sleep Advisor Sleep Habits Of The Greatest Geni...



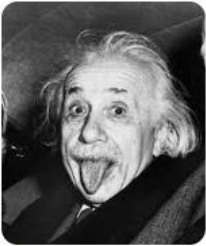
Big Think Einstein is a "peerless genius," Hawking an "...



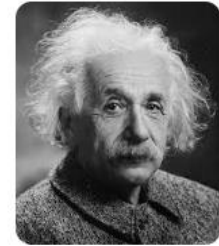
Inc. Magazine Your Desk Says What Kind of Genius You Ar...



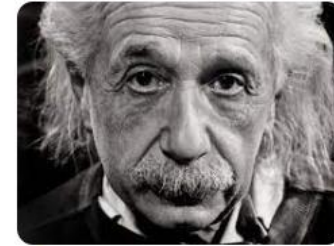
CareerAddict The 20 Most Famous Geniuses in History



Yahoo The Difference Betw...



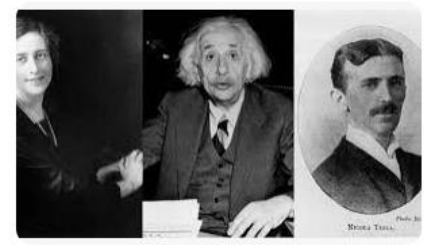
Brian Tracy How Geniuses Use C...



National Geographic What Makes a Genius?



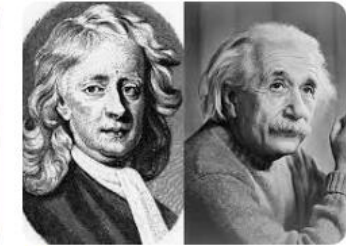
Forbes In Pictures: 10 Genius...



Indy100 11 geniuses with extremely unusual habits | ...



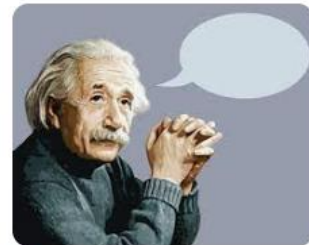
www.12geniuses.com 12 Geniuses



PBS Einstein: Genius Among Geniuses | ...



The New Republic The Sexism of "Genius" | The New Re...



www.donga.com Everybody is a genius | The DO...



YouTube Stand up Geniuses - ...



Nautilus Magazine The Case Against Geniuse...



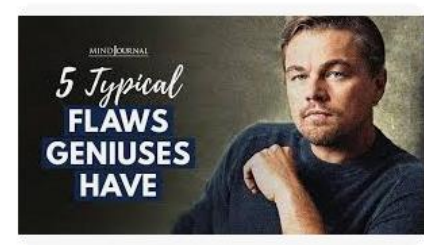
The New York Times 28 Creative Geniuses Who Defined Culture i...



Well-Trained Mind Genius, Times Four - Well...



The New York Times 28 Creative Genius...

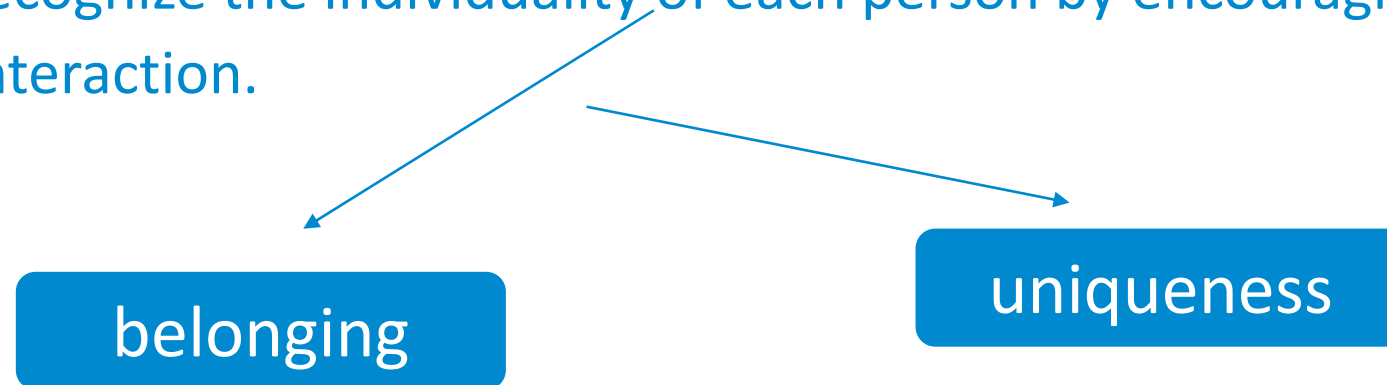


The Minds Journal 5 Typical Flaws Geniuses Have - The Minds ...

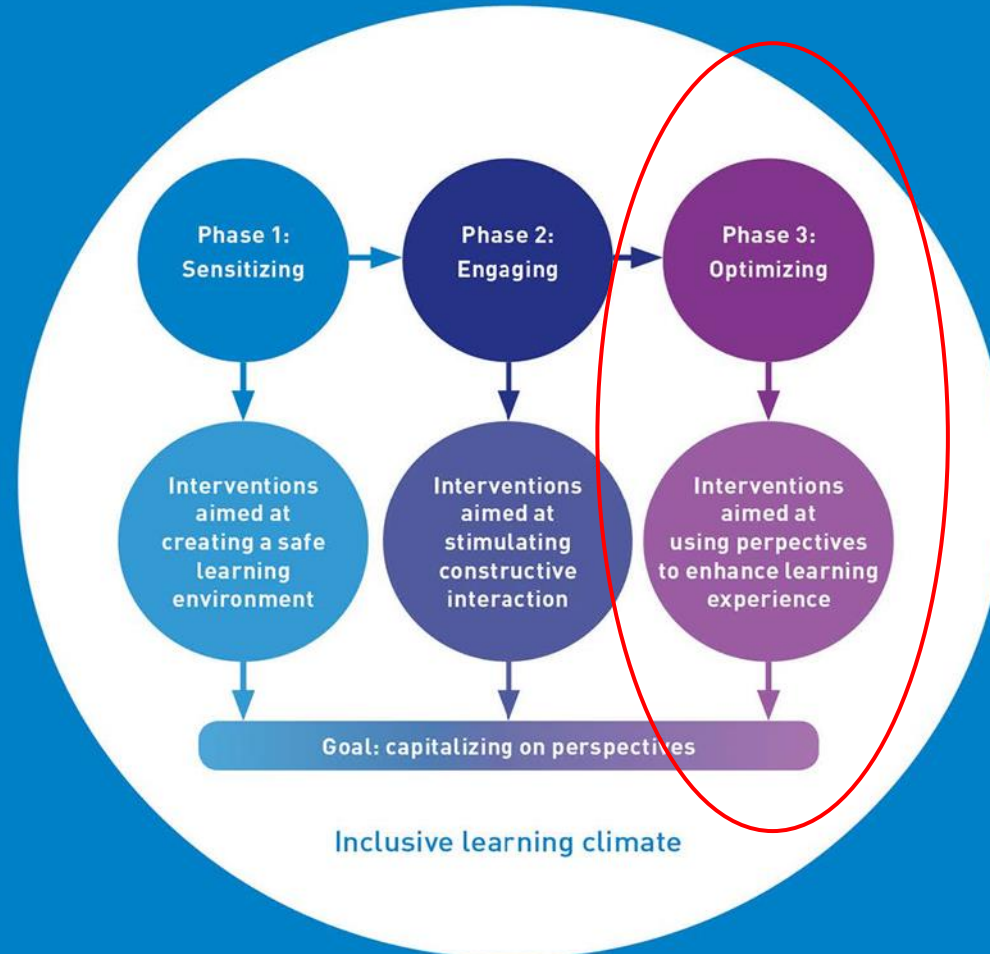
STRATEGIES TO REDUCE AND MITIGATE IMPLICIT BIASES

As suggested in the literature review 'Unconscious bias and higher education' (2013)

- create awareness and foster reflection;
- encourage and motivate people to take responsibility for their implicit biases;
- use positive role models to discount commonly held stereotypes;
- reduce the perception of difference between in-group and out-group by emphasizing what you all share;
- recognize the individuality of each person by encouraging contact and interaction.



THE VU MIXED CLASSROOM EDUCATIONAL MODEL



What can YOU do to create a more inclusive community?



TAKING IT TO A NEXT LEVEL: QUICK SCAN INCLUSIVE LEADERSHIP

Discussion questions:

- *Which inclusive leadership traits are your strongest points?*
- *How do you put them into practice?*
- *Which inclusive leadership traits offer most potential for development and growth?*
- *What can you do to develop those traits?*



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Thank you
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