



## Diversity strategy Faculty of Social Sciences

### Overview of observations and proposed actions

<b>Observation 1: Lack of structural monitoring of students in disadvantaged groups in the faculty of Social Sciences</b>	
	Annual overview of key indicators on the intake, advancement and outflow of students in disadvantaged groups per faculty department in the 'studieloopbanenmonitors'
	Mapping 'threshold course units' in the bachelor programs with the 'vakkenscan'
<b>Observation 2: Lack of information on potential study opportunities with students in disadvantaged groups</b>	
	Systematic school visits to secondary schools in the recruiting area
	Inviting local schools in a well-considered way to events organized by the faculty
	Increase the proportion of faculty students committed to tutoring programs, IKAN and language support programs in secondary schools
	Inclusive communication to secondary schools of recruitment area
<b>Observation 3: Treshold anxiety and lack of information about remediation and counseling services at UAntwerp among students from disadvantaged groups</b>	
	Compulsory orientation test at the start of university studies, paired with a set of potential support services
	Increasing the visibility of counseling and mentoring services and lowering the threshold for their use
<b>Observation 4: Sense of alienation among students from disadvantaged groups at UAntwerp</b>	
	Commit to a good start at the university with an introductory week
	Students with a migrant background form an advisory panel
	Lecturers are encouraged to organize group work in mixed groups
	The 'Mentoraat Plus' program will be implemented
<b>Observation 5: Need for greater visibility and support for diversity at UAntwerp and the faculty</b>	
	Collaborate with CSOs and student associations that put diversity on the agenda
	Academic diversity-themed activities are organized for staff and students
	Offering diversity-related research and project topics to students
<b>Observation 6: University structures do not reflect the diversity present in the student population nor the diversity outside the walls of the institution</b>	
	Measures for a more inclusive faculty recruitment process
	Offer trainings and workshops to staff in order to strengthen diversity-related competencies
	Critical evaluation of syllabi by lecturers with the aim of achieving more gender- and culturally-sensitive content
	Staff survey to identify (attitudes toward) diversity