

June 13, 2023

Subject: Update on Diversity Committee Activities and Future Plans

Dear Faculty Board,

I hope this letter finds you in good health and high spirits. As the 5.1.2e at the Faculty of Archaeology, I am writing to provide an update on our activities throughout 2023 and to share our plans for the upcoming academic year.

Over the past year, the Diversity Committee has been committed to fostering a more inclusive and equitable environment within our faculty. Our efforts have focused on promoting diversity, equity, and inclusion across various aspects of our operations. I am pleased to outline some of the key activities and initiatives we have undertaken during 2023:

- D.ARCH. fund: Building on the success of the pilot funding scheme in 2022, we have significantly increased the funding available for grants (with the faculty board approval) and received two new proposals aimed at supporting diversity initiatives at the faculty level.
- Gender-neutral toilets: Following productive discussions with the building management, we have reached an agreement to designate one (potentially two) gender-neutral toilets at the faculty, which will be appropriately signposted for clarity and inclusivity.
- D&I symposium: Over the past few months, we have collaborated closely with the central Diversity and Inclusion (D&I) office to organize the upcoming annual D&I symposium, catering to faculty members and non-academic staff across Leiden university.

Looking ahead to 2024, the Diversity Committee is excited to build upon our achievements and expand our efforts further. Some of our planned initiatives for the upcoming year include:

- D.ARCH. fund: Due to the enthusiastic response and popularity of DARCH among faculty members and students, we have made the decision to allocate the same amount of funding that was available in 2023 for a new call in 2024.
- Survey on Diversity and Inclusion: The aim of this initiative is to assess staff perceptions and experiences regarding diversity and inclusivity within the FdA, with the goal of developing a customized survey in collaboration with the D&I central office, to be conducted in Q2 or Q3 of 2024.

- Collaboration with student groups: The aim of this initiative is to engage students in the activities and goals of the committee, which involves utilizing L.A.S. Terra's channels to gather student feedback, and based on the survey results received on June 5, the diversity committee plans to collaborate with L.A.S. Terra to organize a community-building event, such as a panel discussion, tailored towards students' current needs.

The Diversity Committee is committed to continuous improvement towards a Faculty of Archaeology that values and embraces diversity in all its forms. We firmly believe that a diverse and inclusive environment not only enhances employee and student well-being but also drives innovation and improves research outcomes.

Thank you for your attention, and we look forward to updating you on our progress in the future.

Sincerely,

5.1.2e

5.1.2e

June 12, 2022

Dear Faculty Board,

On behalf of the Diversity Committee, I am writing to request a budget for the activities to be organized by the committee in the calendar year of 2024. Please find a detailed summary of our budget request below. Our expense overview for 2024 mainly concerns our DARCH fund (proposed: 3 appointed projects for a total of 5.1.2b each), a small fund to support and collaborate with LAS Terra (student association at the faculty) for the organization of an event on diversity aimed to students, and the print of informative/advertising material to be distributed among students and staff.

Please, do not hesitate to contact me in case you have any questions.

Sincerely,

5.1.2e

Requested Budget

Budget category	Requested amount	
DARCH fund	5.1.2b	
LAS Terra event funding		
Materials & supplies		
Total		