



Unlocking Diversity and Inclusion

Practical tips and insights from the international Master Program Computer Science at LIACS

Alexandra Blank, M.Ed.

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Universiteit
Leiden
The Netherlands

We are
SCIENCE SINCE
1815

Discover the world at Leiden University

How does Diversity *feel*?

Please take a paper and a pen.

Draw – out of your memory – the map of Bangkok.

You have 2 minutes for the drawing.

There is no right or wrong, just your experience ;)



Please hold your painting up high



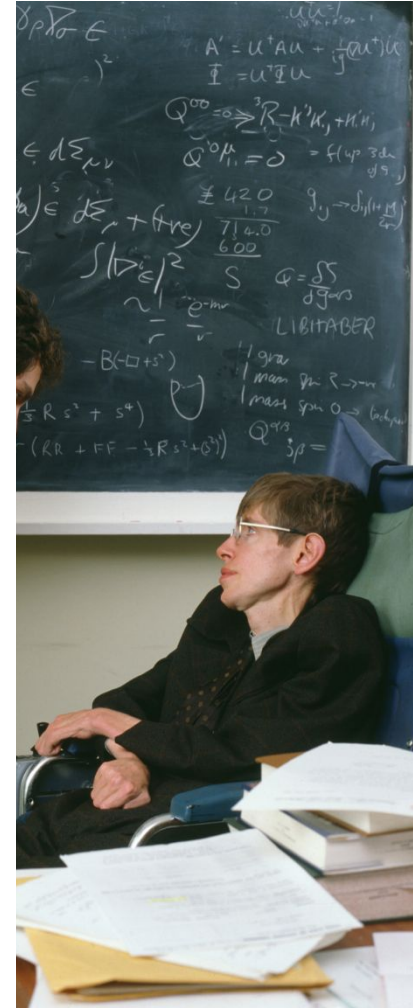
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More than awareness

- What *would* we have missed if we hadn't been an inclusive science community and had not provided Stephen Hawking with a space to learn and teach due to his physical disability?
- What *did* we miss because Ada Lovelace did not have access to academic education at a university?



Benefits for individuals and academic community

Value of promoting and acting upon D&I

- Increase effectiveness of communication in classroom
- Increases creativity
- D&I a topic and competence itself (greater good)
- Essence of social justice: Equal humanity
- Emphasis on ethical action
- Emphasis on critical thinking (contextual awareness + self-awareness)
- Emphasis on multiple disciplinary perspectives

How does this connect to your institute?

Value: **Increase effectiveness of communication in classroom**

Final Report on Curriculum Development in
Data Science and Artificial Intelligence

□ Chapter: Gaps Analysis in Master Curricula
through South Asia

Industry, academia and students recognize
soft skills important part of their study and
career success!

Communication and social skills like team work
(people management) often named. Contact with
experts from industry is also requested.

Source: <https://dsai-project.eu/site/en/project/deliverables>



Quick glance: Gap analysis

Topic	Focus group Thailand	Focus group Indonesia	Focus group Sri Lanka
Identify skills-set to promote in curriculum	-> communication skills, systematic thinking, effective communication, problem solving	-> industrial partners agree to make curriculum 80% about technical skills and 20% about soft skills	-> present communication skills -> how to integrate non-technical skills in business curriculum
Teaching and learning processes appropriate for the curriculum	-> students gain practical skills through working on real world problems	-> students gain insight and get motivated by real world problems	-> students develop team working skills and life long learning skills
Required resources from university	-> invite speakers from industrial sectors (relevant ideas); inspire students with practical knowledge for future careers	-> invite speakers from industrial sectors; inspire students with practical knowledge for future careers	



Communicate and behave inclusively, student!

CS172415



Cable

"Before we get started, let's go around the table and practice making eye contact."

Communicate and behave inclusively, teacher!

off the mark.com

by Mark Parisi



more funny stuff at FUNNYASDUCK.NET

Ways of acting on Diversity and Inclusion

- Diversity: What?

- Inclusion: How?

- Systematic approach

Empower Student
Community to
help themselves

Cooperation with
diverse external
experts
(rolemodels for
current students)

Cooperation with
Schools (being a
rolemodel for
future
generation)

**STUDENTS/
EVENTS/
COMMUNICATION**

D&I Workshops for
staff (inclusive
communication,
teaching, bias)

Inclusive
Workspace/
Classroom

Inclusive hiring
of staff

**STAFF/
RESSOURCES**

Inclusion as Faculty's/Institute's Strategy

**POLICY/
INFORMATION**

Purposeful policy (University/Faculty/Institute level)

At LIACS?

- Diversity Committee
- LIAXX
- Diverse Staff Calendar



Education in KKU

Khon Kaen University is presently aiming at Education Transformation, with new programs developed that answer the social needs, and programs that will be open for all age groups that emphasize lifelong learning.

Our students are being trained to possess different skills, including the thinking skill of the world population in the 21st Century and the necessary thinking skills for the age of 4th Industrial Revolution, i.e., Computational Thinking and Statistical Thinking.

[Faculties & Colleges](#)

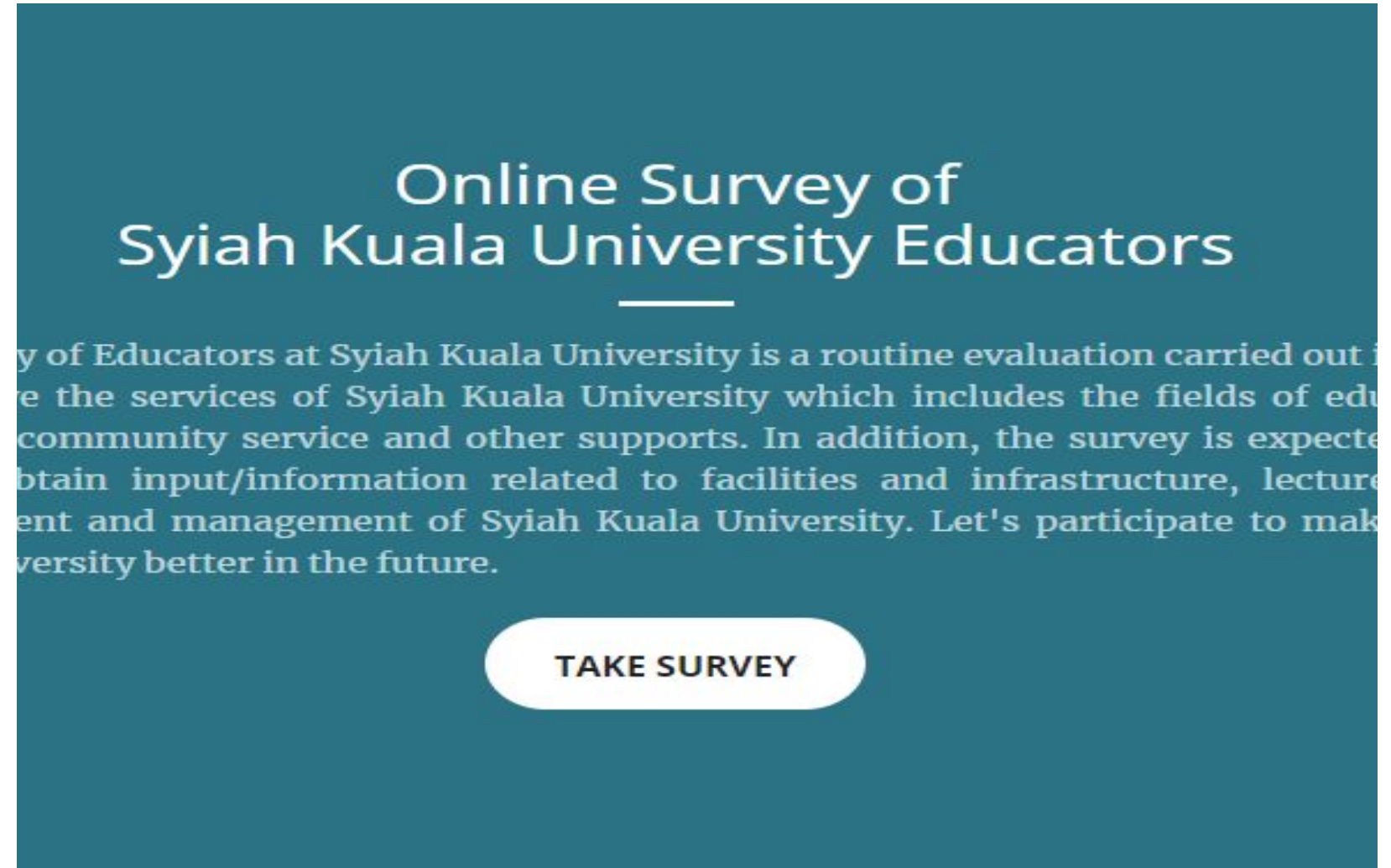
[Admissions](#)

Quality insurance (University/Faculty/Institute level)

At LIACS?

Diversity Committee

- Tools
- Questionnaires
- Expertise



The image shows a screenshot of a survey announcement on a teal background. The title is "Online Survey of Syiah Kuala University Educators". Below the title is a horizontal line. The main text describes the survey as a routine evaluation to improve university services, covering education, community service, and infrastructure. It asks for input on facilities and management. At the bottom, there is a white button with the text "TAKE SURVEY".

Online Survey of
Syiah Kuala University Educators

Survey of Educators at Syiah Kuala University is a routine evaluation carried out to improve the services of Syiah Kuala University which includes the fields of education, community service and other supports. In addition, the survey is expected to obtain input/information related to facilities and infrastructure, lecture management and management of Syiah Kuala University. Let's participate to make the university better in the future.

TAKE SURVEY

Empowering through role modelling (Staff/Resources)

At LIACS?

- LIAXX
- Ada Lovelace Day

The screenshot shows the AIT (Asian Institute of Technology) website. The header includes the AIT logo and navigation menus for ACADEMICS, APPLY, RESEARCH, and CENTERS. The main content area features a green banner for an event on 7 SEPTEMBER 2022 at the AIT ENTREPRENEURSHIP CENTER, from 4:30-6:00 PM. The event is titled 'Speakers' and lists two speakers: Ms. Sutimas Songsri, Resources Development Supervisor, and Dr. Kanokwan Chodchoey, Executive Director. Logos for the Raks Thai Foundation and APSA are also visible. A 'REGISTER NOW' button and a QR code are present at the bottom of the banner. To the right, there is a section for 'AIT TikTalk 3' scheduled for 07 Sep 2022 at 4:30pm, with a 'Read more' button.

Inclusive Facilities (Staff/Resources)

At LIACS?

- Barrier-free studying
(*Drempelloos studeren*)
- Facility to pray and/or feed baby
in quiet room



Universidade do Minho



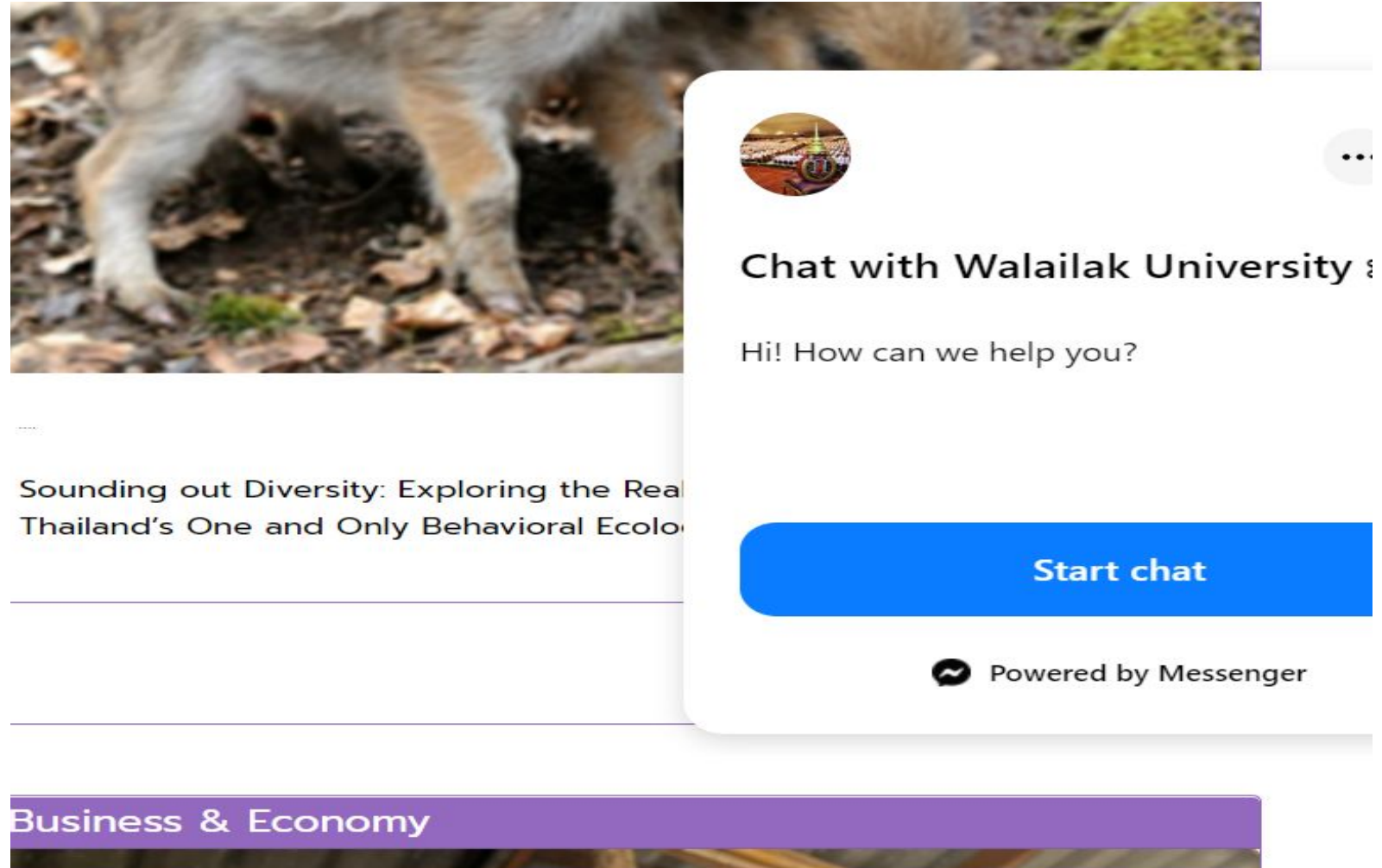
Nucleus for the Promotion of Inclusion, Student Development and Success

The Nucleus for the Promotion of Inclusion, Student Development and Success - NPIDSE aims to support teachers and pedagogical management structures in the definition, monitoring and evaluation of solutions that enhance the development and full success of students, and promote the inclusion of students aiming at equal opportunities in the University of Minho.

Inclusive communication (Students/Events/Communication)

At LIACS?

- Student Coach
- Discord
- Cross-cultural communication workshop (beginning of semester)



Future student generation (Students/Events/Communication)

At LIACS?

- International Girls in ICT Day
- Research in schools



Excellent Research

MINO KIT, Robotic Innovation as Easy as “Plug and Play”

MEDAN – USU Public Relations: The Universitas Sumatera Utara (USU) through the start-up CV Mandike Instruments has created the Mino Kit, an innovative robotic basic learning device for junior and senior high school students. The Mino Kit contains electronic modules and Arduino-based microcontroller devices, which have a puzzle-like concept and use sockets as connectors between modules and are "plug and code".

13 Juli 2021 / Renny Julia Harahap



Community Building (Students/Events/Communication)

At LIACS?

- Mentoring Program
- Science Buddy Program
- Autism Buddy Program



Home Welfare Staff Hostel Staff Canteens **Student Societies** Gallery Downloads C



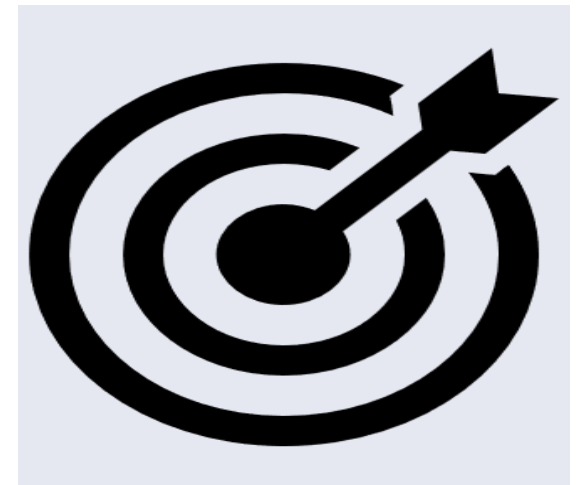
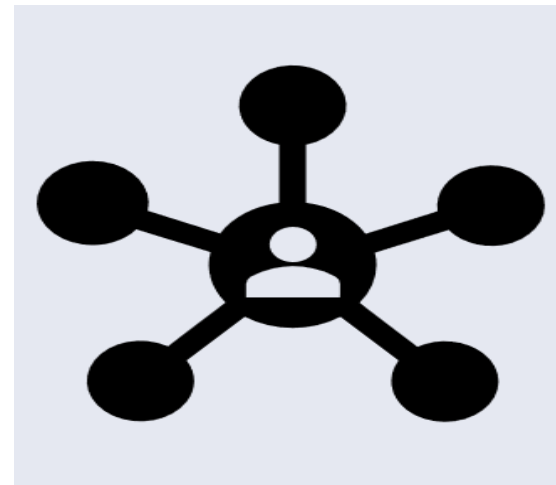
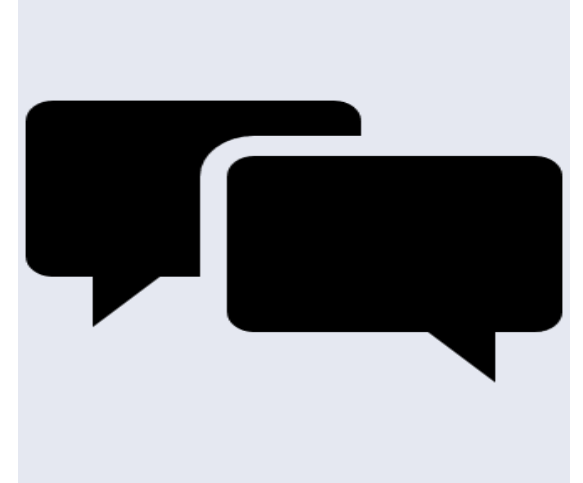
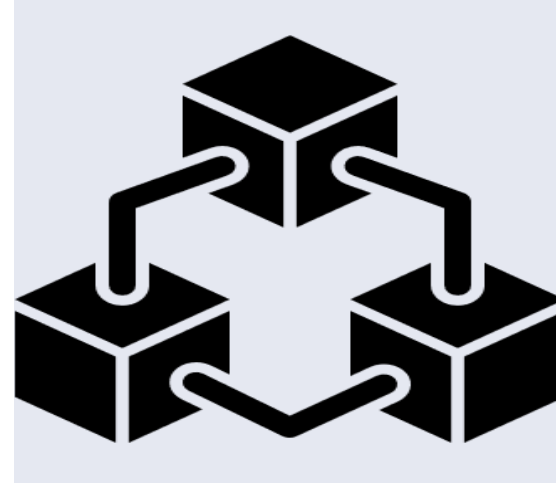
- 1) Student Councils
- 2) Religious and cultural
- 3) Buddhist Society
- 4) Christian Society
- 5) Catholic Society
- 6) Bhikku Society
- 7) Muslim Majlis society

Other Societies

- Philosophy and Psychology Subject Society
- Estate Management & Valuation Subject Society
- Social Statistics(Special) Subject Society
- History & Archaeology Subject Society
- Pali & Buddhist Society
- Buddhist Society
- Welfare Society of the Student's of Visually Handicap.
- "Sarasavi Diyaniyo" Society
- Physics Society
- Catholic Students Movement

Take Away

- What lesson will you take with you?
- What would be one little step to take to empowering inclusion at your workplace?
- What resources do you have?
- To whom could you talk to get your ideas energized?
- When do I know that I succeeded in making a change?



a.blank@liacs.leidenuniv.nl

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Email or connect through
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