Gender, Diversity and Inclusion

Let's adopt a mindset of collaborative problem-solving to actively shape –
and not merely react – to upcoming developments.
"Think big, start small and learn faster"

Gender, Diversity and Inclusion Strategy

- ❖ Geneva Graduate Institute is committed to promoting diversity, equity, and inclusion in its community.
- ❖ Diverse communities include people with a variety of intersecting identities based on gender, sexuality, age, race, national origin, language, socioeconomic status, ability, and other markers of difference.
- ❖ Creating an inclusive space requires an effort at the institutional level to ensure a broad diversity of individuals and groups feel welcomed and can thrive.

Process and Pillars

- ❖ Engagement (process)
- ❖ People (HR)
- ❖ Teaching and Research
  - Promote diversity in curriculum and research, ensuring that all students and researchers benefit from a broad range of perspectives.
  - Support research and teaching on issues related to diversity, equity, and inclusion.
  - Create an inclusive and respectful learning and research environment for all members of the Institute's community.

Teaching and Research: Decolonising University Space
Gaya Raddadi, Gender Centre Working Paper 15/2021

Key insights so far…

❖ Decolonization to transform the *terms upon which universities exist in theory and praxis*

❖ Critique Western knowledge systems and their claim to universality

❖ Address "epistemic violence" (Heidi Mirza) of dominant hegemonic discourses

❖ Curricula and Pedagogy- primary sites where these discourses are reproduced

❖ Education theorized to "transgress" boundaries proscribed by systems of oppression (bel hooks)

Where are we?

- Process

- GDI Policy
  - Does decolonisation require a policy?

- What else needs to be done?

- Institutional history?

References

A room of one's own is not enough decolonising the university space, Gaya Raddadi
https://www.graduateinstitute.ch/library/publications-institute/room-ones-own-not-enough-decolonising-university-space

Decolonial feminist publishing: a hybrid workshop of feminist journal editors, Geneva, 21-22 OCTOBER 2021 : workshop report
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