

# Reflection Card

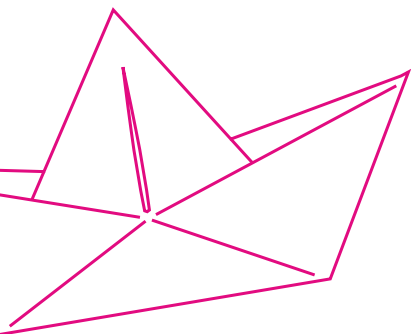
At Inholland, we want our students and colleagues to learn and work in a safe environment where they can be themselves, feel acknowledged and be appreciated for who they are.

You and your colleagues can contribute to this by regularly taking a moment to reflect on the following questions:

## REFLECTION QUESTIONS

- Who is **included/excluded**\*?  
\_\_\_\_\_
- Who finds this **more/less** accessible?  
\_\_\_\_\_
- Who finds this **more/less** appealing?  
\_\_\_\_\_
- Who benefits **more/less** from this?  
\_\_\_\_\_

\* this applies to our teaching | research | events | projects | evaluations | policy plans | meetings |



# Consider this ...

When asking yourself the reflection questions, you can think of students and colleagues who deviate from the 'norm.' For example, in their needs, talents, flexibility, budget, perspectives, ambitions, body, attention span, communication style or (prior) knowledge, due to:

- Caregiving responsibilities or children
- First-generation student
- Poverty
- Neurodiversity
- Physical disabilities
- Experiences with exclusion and discrimination
- Roots in a country outside the Netherlands
- International perspective
- Religion

Read more:  
Diversity Research Group



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