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International conference

# Growing together

Celebrating diversity, fostering inclusion

Interview

**Kimberlé Crenshaw**

'We need intersectionality  
 to understand inequality'

**Race and Law**

Just how just is  
 our justice system?

**The Truth about  
 Gender Differences**

Science is slowly but surely  
 overthrowing gender stereotypes





6 - 7 June: International Conference

## Growing together

Celebrating diversity and fostering inclusion

An international scientific conference about diversity and inclusion at the University of Groningen. Academic Council chair Mónica López López describes this versatile subject as follows:

**Growing** refers to the university getting older as well as growing or developing in numbers and in different ways. Growing also evokes how academia cultivates and nurtures new ideas as seeds of innovation. There is power in growing **together**; it unites us, strengthens our bonds and provides us with a sense of belonging. Togetherness plays a very important role in achieving societal change as well.

The verb **celebrate** was chosen to make a reference to the festive aspect of the anniversary (lustrum celebration), but also accompanies the word **diversity** to signify that diversity should not merely be tolerated, but should instead be celebrated. Diversity encompasses the dimensions of gender, ethnicity, sexual orientation, socio-economic status, age, abilities, religious beliefs, amongst other ideologies. For us, diversity means respect, acceptance and celebration of these rich dimensions represented within each person.

We also chose to add **inclusion** as we contend that inclusion is not a natural consequence of diversity but something we should strive for, something we should actively **foster**.

### Programme

#### Thursday 6 June

- 08:00 - 09:00 Registration
- 09:00 - 09:15 Opening
- 09:15 - 10:00 Keynote: Prof. Kimberlé Williams Crenshaw, UCLA School of Law & Columbia Law School
- 10:00 - 11:00 Keynote: Prof. Philomena Essed, Antioch University
- 11:00 - 11:30 Coffee break + posters exhibition
- 11:30 - 12:30 Keynote: Prof. Glenn Adams, University of Kansas
- 12:30 - 14:00 Lunch break
- 14:00 - 15:15 Parallel sessions tracks 1, 2, 3, 4 & 5
- 15:15 - 15:45 Coffee break + posters exhibition
- 15:45 - 17:00 Parallel sessions tracks 1, 2, 3, 4 & 5
- 20:30 - 22:00 Rosalind Franklin Fellowship Celebration  
Keynote: Kate Zernike

#### Friday 7 June

- 09:00 - 09:50 Keynote: Prof. Jonathan Jansen, University of the Western Cape
- 09:50 - 10:40 Keynote: Dr. Saran Stewart, University of West Indies
- 10:40 - 11:00 Coffee break + posters exhibition
- 11:00 - 11:50 Keynote: Prof. Shose Kessi, University of Cape Town
- 11:50 - 12:40 Keynote: Sonya Renee Taylor
- 12:40 - 14:00 Lunch break
- 14:00 - 15:15 Parallel sessions tracks 1, 2, 3, 4 & 5
- 15:15 - 15:45 Coffee break + posters exhibition
- 15:45 - 17:00 Parallel sessions tracks 1, 2, 3, 4 & 5
- 17:00 - 18:00 Conclusions and commitments
- from 18.00 Dinner and Party

Diversity  
Matters  
Special



## Promise

This year, the University of Groningen celebrates its 405th anniversary. The theme of this lustrum is one of undeniable importance: diversity and inclusion. The magazine that you are holding right now is part of the University's efforts to celebrate diversity, to showcase diversity research and to offer insights into the importance of inclusion. We are happy to collaborate with *New Scientist* to make these stories possible.

Can we use the terms inclusion and diversity interchangeably? In this issue, we and other contributing researchers aim to disentangle these concepts and reflect on their meaning for society today. Even though all three authors of this foreword work in different disciplines, we discovered that we all engage with different aspects of both concepts. Lucy Avraamidou's research aims to broaden the diversity of people who participate in, contribute to, and benefit from science, technology, engineering, and mathematics. Mónica López López examines whether the interrelation between family migration background and gender are associated with disparities in child protection systems. Geetha Reddy's research takes an intersectional perspective on identities, racism, migration, and multiculturalism, highlighting power structures that influence the psychology of the individual.

The three of us pledge to address challenges, such as the underrepresentation of marginalized groups and the lack of commit-

ment to anti-racist, anti-homophobic and anti-transphobic speech and actions, which often arise within the University. We are determined to follow in the footsteps of many scholars who have fought and continue to fight bravely for the rights and dreams of many marginalized groups around the world. Our goal is to create a truly inclusive place within the University, and indeed within society. In our roles within the scientific committee of the conference that commemorates the University's 405th anniversary, we are driven to set in motion a University-wide process for creating this space.

But what role can researchers play in being inclusive within our institutions and in society? How do we radically transform our educational spaces to address inequality in the access to, and participation within, academia? This magazine issue invites all of us at the University to reflect deeply on what inclusion and diversity mean and how we should engage with these concepts. It is our hope that all scholars will bring meaning to inclusion and diversity in their work, and will critically inform higher education institutions with the will to change such that institutions put diversity and inclusion at the forefront of their daily practice.

**Geetha Reddy, Lucy Avraamidou and Mónica López López**  
Scientific committee of the 405th anniversary of the University of Groningen



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- 20 Dialogue** Social psychologists Geetha Reddy and Nina Hansen on multicultural societies and newcomers.

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# 08 Interview Kimberlé Crenshaw

## 'Organizations should reflect our society, be an honest reflection'

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This conference is part of the 81st lustrum celebration programme of the University of Groningen, June 2019

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