

Follow-up study by Internal Audit

We would like to deepen our understanding by conducting in-depth interviews in which we reflect on the theme DE&I. The goal of this follow-up study is to gain a better understanding of how our employees experience DE&I in the context of the environment and culture within our faculty. By sharing your insights, experiences and perceptions, it can be established where we as a faculty stand and where we would like to go. Subsequently, the outcomes of this study can be used to draw up a DE&I action plan specifically for EEMCS.

Our colleagues from the Internal Audit department will help us to conduct this study. In the upcoming months (February till April 2024) the research team will be contacting a diverse group of employees within our faculty to take part in the in-depth interviews and share their views on the theme DE&I. Below you will find some more information about the study and the process.

Process

1. We conduct individual and group interviews in which we discuss the theme DE&I in the context of the environment and culture within the faculty of EEMCS. The time investment for participating in an interview is one hour. The findings, resulting from the analysis of the (group) interviews, are brought together in the form of a story. For this, we use quotes from the people with whom interviews were held. Therefore, and for the purpose of the analysis, the interviews are recorded and fully transcribed. During the study, only the members of the research team have access to the recordings and immediately after completion of the study, all recordings will be destroyed in accordance with the GDPR. The research team will consist of two (or three) colleagues of the Internal Audit department of the UT. For questions, Lysanne Schwartz (l.m.schwartz@utwente.nl | 053 489 7532) can be contacted.
2. The story is input for a so-called validation workshop. The time investment for the workshop is four hours (half a day). For this workshop, all interviewees are invited. For the group interviews specifically, at least one participant must take part in the validation workshop as a representative of the group. In the validation workshop, the story is validated and given meaning by those involved.

We report with a limited degree of openness. In other words, only a job level is linked to the quotes. Despite the fact that no individual names are linked to quotes, it is possible that quotes may be traceable to individual persons. To prevent this as much as possible, we ensure that quotes are generalized where applicable. However, the study is not anonymous as participants will meet in the validation workshop.

3. Finally, a report containing the validated findings and the meaning that participants themselves attributed to the findings during the validation workshop is presented to the DE&I team of EEMCS as the client of this study.