

# Cover note University Council

Document number: 23.0000169

Case number: b23.00171

Details		
Topic		Mindlab – social safety
To be discussed before		Thursday, April 20, 2023
Author / Section		Mies Franken, Ingrid Geerts (advisors social safety), Judith Wiskie, manager Health, Safety & Wellbeing
Handled by (to be invited to the Task Force TF)		Not applicable
Date		20-3-2023

Please note: All of the received and sent documents of the Council are public.

If some documents are confidential, please contact the Clerk of the UC. The Council can refuse to accept a document or item on the agenda as confidential.

Public YES All documents linked to this cover note can be made public.

Context / Reason
<p>Social safety is a basic requirement for people to be able to work, learn and develop. Without social safety, EUR cannot fulfil its ambition to create positive societal impact. Therefore, in recent years EUR has taken measures to ensure a safe working and learning climate, the most recent addition being Safe@EUR. (A central hotline for undesirable and worrisome behaviour where employees, students and visitors can get advice and support as of June 2023).</p> <p>At the same time, we note that more is needed at EUR to increase and ensure social safety. Extra attention is needed to <i>prevent</i> undesirable behaviour. Making conversations about desirable and undesirable behaviour common practice is the essence of the culture change needed to ensure social safety. To actively initiate that conversation within EUR, the theatre performance 'Mindlab' is being used.</p>

Jurisdiction UC / Question to the UC
Right to information

Short Summary
<p>To trigger the conversation about social safety at EUR, the theatre performance <i>Mindlab</i> is coming to EUR this fall in a series of 15 to 20 performances. This performance was developed by the University of Twente and the University of Utrecht and is based on stories from dynamic scientific reality. The performance contributes to awareness of social safety and provides input for a subsequent dialogue with colleagues. This series of performances will be kicked off on April 12 at the TOPkader meeting: the top 50 managers of EUR will experience the performance together and will subsequently have a dialogue about social safety.</p> <p>Experiences of other universities show that this is a powerful intervention. The lasting effect depends on the follow up after the performance. The follow-up approach (with different emphases per faculty or department) will probably include conversations within teams, skills training (including giving feedback) and embedding social safety in the leadership development program.</p>

Follow-up process
-------------------

Final decision making on the deployment of the Mindlab theatre performance, and the funding will be on the agenda of the Executive Board in May or June 2023.  
Approximately €350,000 is needed for organization and follow-up. A proposal will be submitted to the Strategy Office, proposing to cover this initiative with strategic financial resources. We want to encourage faculties and departments to focus on the strategic theme of social safety, hence this method of funding.  
If desired, the UC will be informed periodically by HR about the progress of 'Mindlab' and the broader approach to social safety.

**Specifics**  
Are there specific circumstances the UC must take into account? For instance a confidential treatment of this topic, or specific previous cases that are related?

**Documents to be attached**  
Not applicable