

## Sketch D

### **What aspects of the posting most attracted you?**

What attracted me instantly in this job posting is the idea of contributing to a better world. Doing a PhD I sometimes feel that we only contribute to a more equal and inclusive world in an indirect and explicit way. I liked this job posting specifically because it feels practical. For example the posting mentions involving stakeholders, translating knowledge into concrete steps and practical implementation.

A second aspect that attracted me was the mention of communication, collaboration and networking as key characteristics for the job. These for me point to a social job where you meet, listen to and try to understand multiple perspectives and people on a daily basis. This to me sounds like a lot of fun.

### **How do you relate with the geographic location of the posting on the level of familiarity? Talk about its political, social, institutional, material and cultural contexts that you are and are not familiar with.**

Growing up in the south of the Netherlands and living in Utrecht for 10+ years I feel the posting comes with a high level of familiarity to me. The political, social, material, institutional and cultural contexts of Utrecht as a city and academic life specifically are familiar to me. What is more interesting is what is not familiar to me. Within the University Utrecht the job is positioned at the HR department. Although they collaborate with other faculties and services this part is unfamiliar. They do give some pointers into how they work together like openness and an atmosphere where you can bounce ideas of one another. This last one is an excellent example of a language I do not speak.

### **How does the location of the posting enable your research contexts or career trajectories?**

The location of Utrecht is quite central in the Netherlands and Europe, but could also be seen as part of the global north. I believe this helps in enabling a multitude of career trajectories for myself. However, context wise, this location does mean that the equality, diversity and inclusion (EDI) the posting talks about is a very specific version of this. This means that there is a very real possibility of improving EDI in the academic setting of the Netherlands, while at the same time creating a more unbalanced world.

### **Your questions as relates to the posting you chose:**

- 1) How embedded is the role within HR, they mention embracing that you bring your own vision for EDI – how does this translate to workplace culture and background?
- 2) Is there collaboration set up with other local institutions with similar work? Nationally? And globally?