

## **Sounding Board Compensated Core**

### Responsibilities and Application Process

The Compensated Core (CC) of the FGw Diversity Office's Sounding Board is a small advisory group that meets roughly every 6 to 8 weeks and fulfills particular responsibilities within the Sounding Board. This group is compensated for those responsibilities. Teaching staff (WP) with an employment contract at FGw will receive 35 hours. PhDs and Postdocs with an employment contract at FGw and BA and MA students will receive a sum of €450 per calendar year, to be paid out in two installments in the calendar year. Members' compensation is per calendar year. There are no rules regarding how many hours per month this group will meet, but CC members can expect to spend about 3,5 hours per month on their responsibilities, not including official Sounding Board meetings (2 hours once every 2 months).

In 2026, the FGw Diversity Office is seeking 3 new members to join the Compensated Core, for a total of 9 members. We particularly encourage BA students to apply. Members appointed in February 2026 are appointed for a term that lasts until 31 August 2027. The core group members will receive a formal letter of appointment from the Diversity Office.

### **Responsibilities**

#### **Compensated Core members:**

- Participate in Working Groups that focus on DO priorities, and work to realize those priorities;
- Advise on proposed policies;
- Advise on current policy documents and reports;
- Help identify bottlenecks/*knelpunten* regarding DO priority areas (e.g. accessibility)
- Propose policies and ideas to realize our priorities

### **Application Process**

The Compensated Core is a small, diverse group of people who together represent a variety of perspectives and experiences within the Faculty of Humanities. Successful applicants are:

1. Members of the FGw community (staff or student following an FGw program);
2. Demonstrably committed to advancing diversity and inclusion within and/or without the Faculty;
3. Familiar with diversity, equity, and inclusion principles;
4. Comfortable sharing their honest opinion in a group setting.

Fulfillment of these criteria will be evident by the information provided in the application (CV and short answers; see below).

## **FGw Diversity Office**

The application consists of a CV (max 2 pages) and short answers to three questions. The application may be written in Dutch or in English. Please submit both CV and short answers in a single PDF or Word document to [inclusion-fgw@uva.nl](mailto:inclusion-fgw@uva.nl) no later than 17:00 on 1 February 2026.

The CV should include the following information:

- Personal details: first and last name, address, email address, phone number
- Please do not include a photo of yourself.
- Role in the Faculty of Humanities and in which program/department
  - Examples: Second-year BA student French Language and Culture; Professor in Media Studies
- Work (including volunteer work) relevant to the Compensated Core
  - Examples: teaching a specific course; creating a particular event around diversity and inclusion; writing an article on a related topic
- Training you think is relevant to participation in the Sounding Board Compensated Core

Please submit answers to the following questions. Again, answers may be in Dutch or English. The word limits are absolute maximums.

1. Why are you interested in joining the Sounding Board Compensated Core, and what makes you a suitable candidate? (max 300 words)
2. If you were a core member, what particular focus within diversity and inclusion would you want to attend to? Why? (300 words)
3. How do you respond to people you disagree with, and how do you create space for divergent opinions? Provide a concrete example. (300 words)

**Note: Applicants must be currently employed by or studying at the FGw and should intend to be employed by or studying at the FGw through 31 August 2027. Because the DO team consists of 4 OBP staff members, we are not currently taking applications from OBP staff for the Compensated Core.**