

GOALS 2025

Network USP Inclusive

We are committed to raising awareness, improving accessibility and inclusion of employees with a (work) disability, neurodivergence, chronic illness or (mental) vulnerability. The specific goals for 2025 are described further below. We also provide a safe environment for (work-related) activities that promote support, community-building, recognition and information-sharing. In 2025 we're organizing:

- 'Kijkje in de keuken' (A look behind the scenes) (3-5x)
- Meet & Eat! (8x)
- Celebration Neurodiversity Pride Day & Diversity Day
- Join-In-Lunch during the Week Against Loneliness
- Member drinks (2x)
- Themed event and workshop

Increasing membership

WHAT: During 2025, we are working toward increasing our number of members. We have set the following numbers as our target for December 31, 2025:

- HU University of Applied Sciences Utrecht: from 72 to 100 members
- UMC Utrecht: from 57 to 80 members
- Utrecht University: from 130 to 150 members

HOW: We will use the available communication channels within the organizations, social media and the efforts of Stichting Utrecht Science Park. Additionally, we will deploy promotional materials and a campaign.

Realization of the buddy system

WHAT: At the end of 2025 we will have realized a buddy system in which we will be able to match members which each other when needed and asked. With this system the members with a disability, neurodivergent members, and members with a chronic disease of vulnerability, can support each other and share tips and experiences.

HOW: Application is possible via the form on the website in which it is possible to indicate a preference for a particular buddy (f.e. a specific disability/neurotype, certain job title or organization). After a written introduction by us, the member and buddy are free to meet. We are analyzing now if a traineeship or workshop will help in supporting the buddies. During realization we distract experience information out of the existing buddy systems.

Develop a bookshelf for exchange relevant literature

WHAT: In 2025, books on various topics (e.g. neurodivergence, psychological vulnerability, working with a disability mental) will be made available for lending to help inspire members and stimulate exchange of ideas.

HOW: Inquiries will be made to ask whether materials from the libraries associated with our affiliated organizations can be made available. We will assess whether the website can be used to facilitate availability of the resulting collection of materials.

Shaping the Neurodiversity Movement

WHAT: In 2025, there will be increased focus on neurodiversity at Utrecht Science Park. We work on raising awareness and increasing knowledge about neurodiversity in the workplace. Additionally, we aim to foster community-building and knowledge-sharing among neurodivergent employees.

HOW: We will establish a working group that develops initiatives from their own experience and shares insights about working together between colleagues with a neurodivergent and neurotypical brain. We will celebrate Neurodiversity Pride Day, share tools/resources/research and organize activities.

Developing Promotional Materials

WHAT: By summer 2025, we will have developed promotional materials (logo, illustrations, business cards, flyers, banners, etc.) that we can use to boost the visibility of the network in the Utrecht Science Park. Based on recurring feedback from members regarding the current name of the network, we are considering a new name.

HOW: A group of engaged members will work together to create designs and develop materials. Input from HU students (see Annual Goals 2024) is the starting point here. Members will have the chance to share their thoughts on the potential name change. If there is sufficient positive feedback and technical feasibility, we will implement the name change.

Establish a digital Hotline

WHAT: A digital hotline will be made available for Utrecht Science Park employees to allow for anonymous reporting of (observed/experienced) bottlenecks in the context of inclusion, accessibility, working with a disability, discrimination, etc. The function of the hotline is to serve as a signaling tool; inventories will be made to facilitate dissemination of reported bottlenecks to ambassadors of the network, as well as to HR-departments.

HOW: To report on bottlenecks, a form that can be filled out anonymously will be made available on the website.

Extension of the network within Utrecht Science Park

WHAT: In 2025 we will explore which other Utrecht Science Park-based organizations may want to join our network.

HOW: We will reach out to a number of organizations in the Utrecht Science Park to invite them to have an informal discussion about joining the network. We'll ensure that the Utrecht Science Park Foundation will be kept involved.

Recruitment of ambassadors

WHAT: We strive to have two network ambassadors at Hogeschool Utrecht, UMC Utrecht and Utrecht University by the end of 2025.

HOW: We will enter conversations with members of works councils, management and executive boards to bring our network and the ambassadorship to their attention.

This overview has been made by the core team of Network USP Inclusief.
For questions you can contact us via kernteam@netwerkuspinclusief.nl.