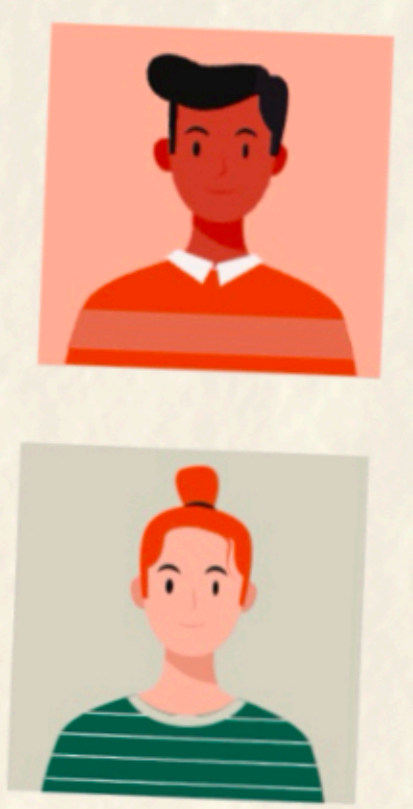Maastricht University

Social Cohesion

How are social trust levels related to the inclusion of minority ethnic groups in the workplace within the Netherlands?

Diversity Background

Diversity, Equity, and Inclusion (DEI) are needed in workspaces → focus on all aspects

Inclusive workplaces perform better financially, due to a better idea generation, easier conflict resolution, and access to more diverse customer base

How can we give support to those that are structurally disadvantaged, and embrace and centre all individuals to equal measures?

What are current attitudes on DEI initiatives and what does that mean for the necessity of DEI?

Findings

Survey →

Variables	Coefficients	P-value
Trust Score	0.254	0.049
Workplace Diversity	2.386	0.000
Employment Length	-0.93	0.03

Target Group: Survey targeted Maastricht University staff, with 40% participation from international staff

Survey Questions: Assessed general and specific trust across various relationships using a Likert scale from "Strongly disagree" to "Strongly agree"

Inclusion Assessment: Evaluated workplace inclusion with statements on individual value and respect at work

Additional Data: Collected demographic details such as ethnicity, employment length, and workplace diversity perceptions

Objective: To analyze how social trust affects the inclusion of minority ethnic groups

01 Both workplace diversity and social trust are positively correlated with inclusion within the university workplace environment

02 We found a lower perceived inclusion with more years of employment

03 Ethnicity, gender, age, and socioeconomic background did not significantly correlate with percieved inclusion

Implications

We found that social trust relates positively to inclusion
If diversity is well implemented, higher ethnic diversity can foster inclusion
Good implementation entails procedural fairness, which increases familiarity and unity
Social trust and Inclusion are influenced by many interacting variables, which together form a complex, dynamic system

→ Inclusion interventions are likely to have a great positive impact

Future directions and applications

Supervisor:
Dr. Valia Kalaitzi

1. Why is the perception of inclusion lower in cases of people having longer job tenure?

2. Is perceived inclusion different for gender non-conforming people?

3. What could be the role of institutions and government in enhancing social trust levels?

4. Would researches related to institutional trust explain the findings of our case study?

5. Would the findings vary in cases different from Maastricht University?

Team II

Honours+

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