

Equality, Diversity and Inclusion 2021 – 2025 Faculty of Science



Diversity enriches academic debate, and everyone deserves equal opportunities. Students and staff with different ethnicities, genders, health conditions, ages, sexual orientations and socio-economic backgrounds are all welcome at our university. A diverse community contributes to a greater sense of equality and inclusion, which makes us a more attractive and qualitatively better employer and a stronger home base for students. And that is precisely what the Faculty of Science aims to be.

Over the past few years, the faculty and the university have made considerable strides in the field of equality, diversity and inclusion. We will continue to build on those efforts, but we also aim to accelerate them in order to achieve our goals. A brief summary of the situation is provided below.

Where we stand

Over the past few years, we have invested in an inclusive job market campaign, inclusive recruitment and in training in gender-inclusive writing and unconscious biases. We have also focused on inclusive student recruitment for Physics, active bystander training courses, Westerdijk fellowships, and extra attention for academic careers after pregnancy. The Westerdijk Award and the [I am a Scientist](#) campaign have both raised awareness of the issue. The Computer Science department has an active WICS committee, Women in Information and Computing Sciences, which won the UU Diversity Prize in 2019. As part of the WINS (Mathematics Computer Science, Physics and Chemistry) sector plan, we used targeted recruitment tools to achieve a 50/50 m/f ratio goal for a total of 24 new positions.

Westerdijk Award

Each year, the Dean presents the Westerdijk Award to employees who have worked to create a more diverse organisation. The winner is presented with the Westerdijk Trophy and a cash prize of €1.000 to spend on activities or resources that encourage diversity within the organisation. In 2019, the prize money was used to set up the I am a Scientist campaign.

Call for gender diversity and inclusion proposals

The Diversity Committee issues an annual call for proposals in the field of gender diversity and inclusion, to fund initiatives from the entire faculty. This gives every employee an opportunity to actively build towards a more inclusive organisation. The grant budgets are determined based on the proposals received. In 2020, the committee awarded a grant of €12.000 euros.

We have also followed a bilingual policy for the past few years, to communicate in both Dutch and English. This is important for the inclusion of our non-Dutch-speaking employees.

In figures

Employees

The figure below shows the gender diversity of employees divided into permanent and temporary staff, with the distinction between academic and non-academic staff.

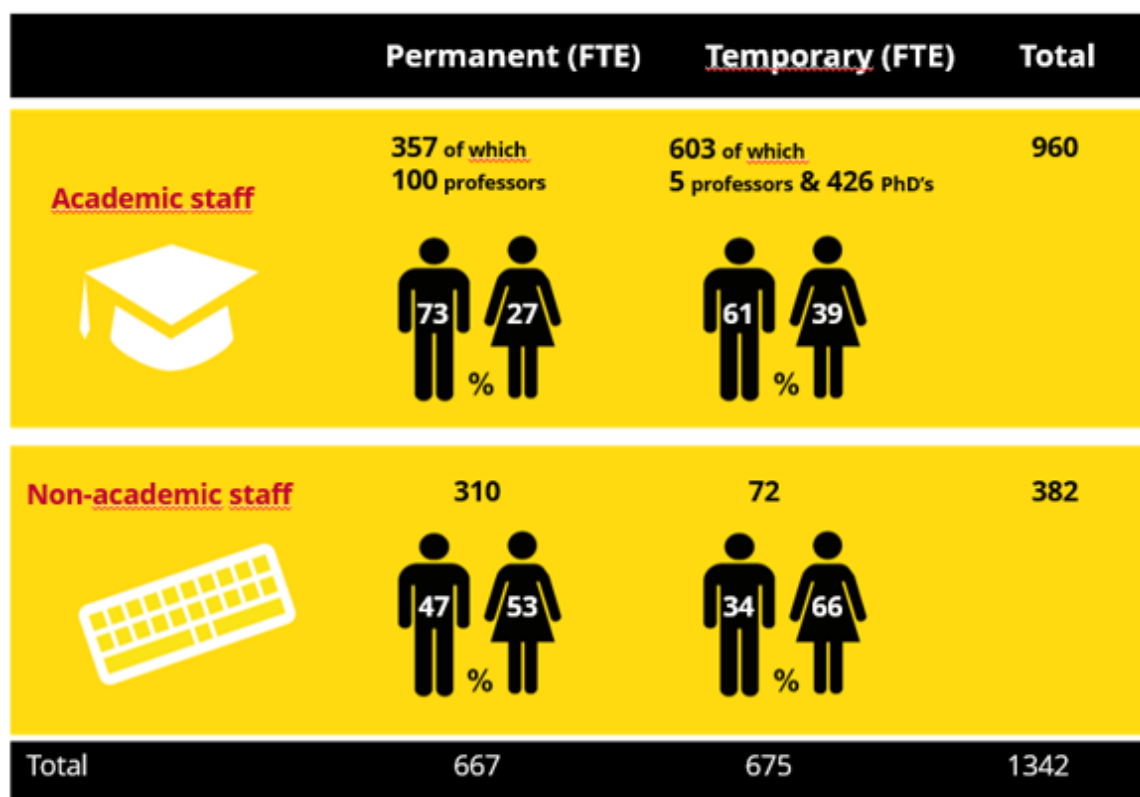


Figure 1 Genderdiversity of employees of the Faculty of Science

The percentage of women per position of employees within the Faculty of Science in 2020 was:

- 16% of the professors
- 25% of the associate professors
- 31% of the assistant professors
- 42% of the PhD candidates

Employees of 70 different nationalities work within the Faculty of Science.

Students

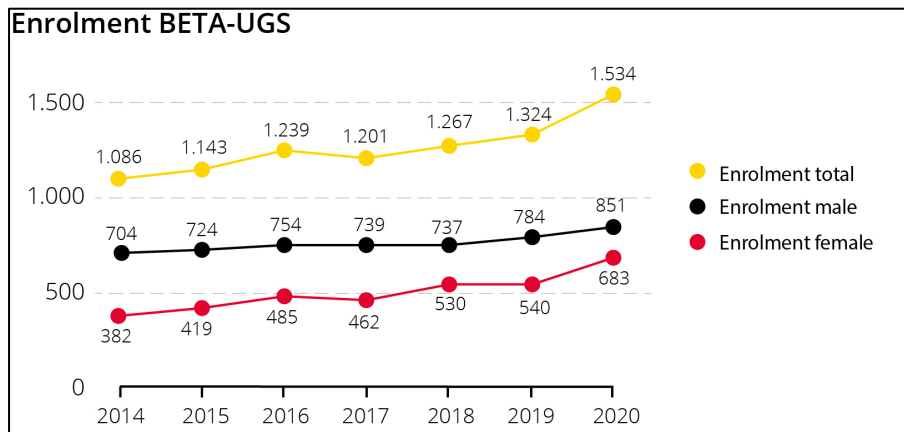


Figure 2 Gender diversity among students of the Under Graduate Schools of the Faculty of Science

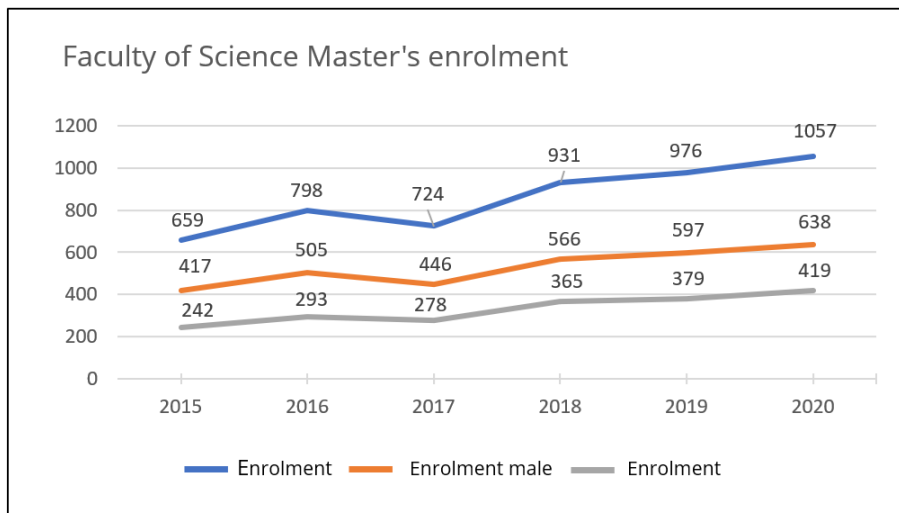


Figure 3 Gender diversity among Masters students of the Faculty of Science

The gender diversity among the student population is becoming increasingly balanced, 45% are women. In the Master's programmes, 24% of the students are from backgrounds other than Dutch.

What we want

Although we find SMART goals sometimes problematic, because they occasionally emphasise the differences between people, we do see that we still have some way to go in several areas. The target figures mainly focus on gender diversity. But that does not mean we consider diversity and inclusion in the areas of ethnicity, age, health, sexual orientation, cultural or socio-economic backgrounds to be less important. In these areas, too, we are striving for more diversity. We are, however, more in balance in these areas, to the extent that it is even possible to measure them.

Target figures

We have adopted the target figures for gender diversity among assistant, associate and full professors by 2025. These target figures strive to realise an ambitious, but realistic percentage based on hiring and promotion numbers. Most new positions at the faculty are filled at the assistant professor level.



Figure 4 Percentage of women in 2021



Figure 5 Target percentage of women in 2025

In accordance with the UU diversity policy, in the future we will strive to achieve a more diverse composition for the team of department heads and management.

	2021		2025	
	female	male	female	male
Faculty Board (excluding student members)	50%	50%	50%	50%
Department heads	0%	100%	33%	67%
Department management (excluding student members)	40%	60%	40%	60%

Table 1 Diversity in management

How we'll achieve it

The faculty follows the university's strategy in the area of equality, diversity and inclusion. We will make eager use of the possibilities created by the strategy, and will actively contribute to its implementation. We will also develop initiatives of our own at every level of the faculty, with and for our students and staff. Our web pages on the topic will be updated in 2021, and HR is working on the launch and communication of an active policy for attending diversity and active bystander training.

Target figures

We will utilise our knowledge in the area of diverse recruitment and selection to achieve our ambitions for the male-female ratio among assistant professors, associate professors and professors (see below). The faculty follows the personal career principle for promotions. We will also invest significantly in active career guidance and TRIPLE criteria for promotions.

Recruitment, selection and onboarding

We expect strong growth in the faculty over the next few years, so with a good selection policy we should be able to achieve our targets. A warm welcome and a thorough onboarding

programme will help us hold on to the result. The purpose of our policy is to build an organisation that makes optimal use of the available intellectual capital. Talent is by definition scarce, so we must attract the the maximum available talent offered by all of the available people. To achieve this goal, the faculty follows the following UU guidelines:

- We use the guidelines for gender-neutral writing when drawing up recruitment texts.
- At least two members of BACs (Appointments Advisory Committee) and other selection committees must have completed the unconscious bias training course.
- At least two women must sit on the BAC or Selection Committee.
- In disseminating job openings, every effort should be made to utilise personal networks and networks of female and international colleagues.
- In order to limit implicit biases, a fixed set of questions and structured, individual evaluations should be used during the interviews.

We have some suggestions for recruitment and selection instruments that should be introduced at the faculty level before 2024.

- Letter selection: prior to the letter selection phase, the appointment advisory committee will draw up a list of criteria for the selection of application letters, so that all letters can be evaluated using the same criteria. The profile reports for the position (for associate professors and professors) must be taken into consideration as well.
- If a male and female candidate are equally suitable for the position, then the female candidate will be appointed.
- In headhunting or recruitment activities, specifically mention that diversity in the team is very important, and considering the current composition of the team, candidates belonging to what is now a minority group within the faculty are explicitly encouraged to apply;

Several onboarding initiatives have already been developed at the university level. These initiatives will be implemented at the faculties and departments in academic year 2021-2022. A mentor programme for starting assistant professors is under consideration, which could be set up throughout the faculty.

Participation

The faculty wishes to create more employment positions for Participation Act candidates over the next few years. To achieve this goal, the faculty will utilise the following tools:

- The position creation method
- Sharing best practices from successful placements
- The Harrie training course for supervisors and colleagues ('Harrie' stands for the Dutch words for Helpful, Alert, Realistic, Calm, Instructive and Honest)
- Utilising the Participation Act adviser and/or other support for supervisors

Awareness

We aim to raise awareness of EDI within the faculty. Our Diversity Committee and the HR and Communications domains will play a central role in this effort. They will arrange for the dissemination of the ideas and the visibility of the policy goals. We as a faculty will continue to support the Diversity Committee with our staff and resources.

Our managers will assume responsibility for raising awareness and realising the policy goals within their departments, schools, research institutes and operations. Best practices will be

actively shared. We will keep a record of current initiatives and publish it throughout the faculty. Each department will have its own EDI ambassador to serve as an inspiring example.

Awareness of the value of EDI is directly related to awareness of the fact that it takes courage to put yourself in a new and unfamiliar environment. We acknowledge the feeling of personal vulnerability that can accompany diversity, and we will bring it up for discussion; not just for the permanent staff, but perhaps especially for our PhD candidates and postdocs.

EDI in Science menu

We will strive to achieve a strong and durable embedding of the EDI values among all of our faculty employees. The EDI in Science menu will offer a varied and low-threshold selection of training courses, workshops, interesting articles and dialogue sessions with management. Participation will be actively encouraged, and employees will have room to play an active role, for example by being a buddy for colleagues with a different background. The selection will be updated at least twice per year.

EDI in research groups

In addition to the activities in the area of recruitment, selection and onboarding, which should achieve greater gender diversity on their own, we will also pay attention to policy measures and activities geared towards diversity and inclusion within research groups over the next year. These activities will follow the guidelines stipulated in the university's policy and the requirements of the European Commission for Gender Equality Plans.

Westerdijk Fellowship

In 2016, our faculty set up the Westerdijk Fellowship to encourage diversity. The Westerdijk Fellowship is a tenure track position for talented female academics. The departments with the most imbalanced male-female ratios are invited to compete for the fellowship, after which the Dean will award the fellowship to a department. No Westerdijk Fellowship was awarded in 2020 due to the Covid-19 pandemic. In 2021, a Westerdijk fellowship will be awarded again. A plan is also being made to create a second fellowship to facilitate diversity in a broader sense.

EDI in education

As with our staff, we also visibly embrace the EDI values in our teaching. The awareness of our teachers is actively maintained through training, workshops and dialogue. New directors of the study associations are now invited for bias training.

Equality in our education starts with equal opportunities for all students. The university offers scholarships in the form of the Utrecht Excellence Scholarship and the Bright Minds fellowship to recruit talented students from diverse backgrounds. We aim to better utilise these opportunities within the faculty. We would also like to study the possibility of expanding funding to encourage equality of opportunity within our Bachelor's and Master's programmes.

A number of initiatives are already underway. Within the Undergraduate School (UGS): Physics has set up a project to pay more attention to international students enrolling in Molecular and Biophysical Life Sciences (MBLS). The lecturer team has completed the Teaching and International Classroom training course, which pays considerable attention to intercultural awareness.

Within the Graduate School of Life Sciences (GSLS) a bias training course is being organised for lecturers, as well as an intercultural awareness course for life sciences students at the Bachelor's, Master's and PhD levels. Studies have also shown that there is still room for improvement in creating a sense of inclusivity for non-Dutch students and 1st generation students. One

consideration is to offer also the workshop Studying in the Netherlands, the Dutch Approach, which is currently being offered for the introduction week at the Graduate School of Natural Science (GSNS for the English-language Bachelor's programmes at the UGS.

Efforts to increase diversity also focus on first-generation students. The U-Talent programme encourages the development of talented secondary school students in the exact sciences subjects and is offered from the end of primary school to the transition to higher education. U-Talent is committed to bring in and retain talented students for whom university is new territory, because their parents did not go to HBO/WO (in the Netherlands).

Influence of Covid-19

Overall, it is important to monitor Covid-19's influence in the coming period. We have to acknowledge the different impacts on different people (depending on caring responsibilities, having a Dutch family network or not, etc). It is important to keep it also for 2022 as an A&D topic. Many people are exhausted and will need time/support to recover. There's also some anxiety about getting back to "normal".

Monitoring

The target figures for our gender diversity in 2025 are monitored each year by recording the figures at the end of the calendar year. We then discuss these figures in the Faculty Board, in the department boards and with the Faculty Council. If necessary, we can then initiate concrete activities to accelerate our progress.

Diversity and inclusion are part of the agenda in the annual planning and control meetings (P&C) with the departments and in the annual meetings with the chairs of the schools and the directors of the research groups . The list of EDI initiatives is also updated each year based on these discussions. Diversity and Inclusion are also discussed during the annual meetings between the Faculty Board and the boards of the student associations.

Finally, each year the President of the Diversity Committee presents an overview of the current initiatives to the Faculty Board in order to discuss the plans and opportunities for the period ahead.

Activity	Quarter (Q)
Report on gender diversity target figures	Q1
Annual meetings with school chairs and research group directors	Q1
Meetings with student associations	Q1 and Q2
Diversity Committee meets Faculty Board	Q3
P&C meetings with departments	Q3 and Q4

Table 2 Monitoring EDI