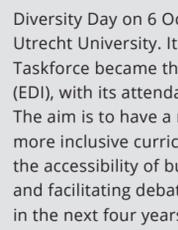


Make diversity the standard

EDI Annual Review 2019-2020



Foreword

Diversity Day on 6 October 2020 marked a significant milestone for Utrecht University. It was the day on which the Diversity & Inclusion Taskforce became the Equality, Diversity & Inclusion Steering Committee (EDI), with its attendant programme. The programme has ambitious goals. The aim is to have a more diverse population of staff and students, and a more inclusive curriculum. The programme also covers such things as the accessibility of buildings, improving our range of training courses and facilitating debate. But the most important thing we want to achieve in the next four years is that diversity becomes the standard. We need everyone's help, because we can only ensure that all students and staff feel accepted, valued and safe if we all work on this together. This brief summary gives an impression of some of the results we have achieved over the past two years. Continued efforts are needed, so that Utrecht University can really become home to an increasingly diverse group of students and staff, and everyone's talents can be used to the full.

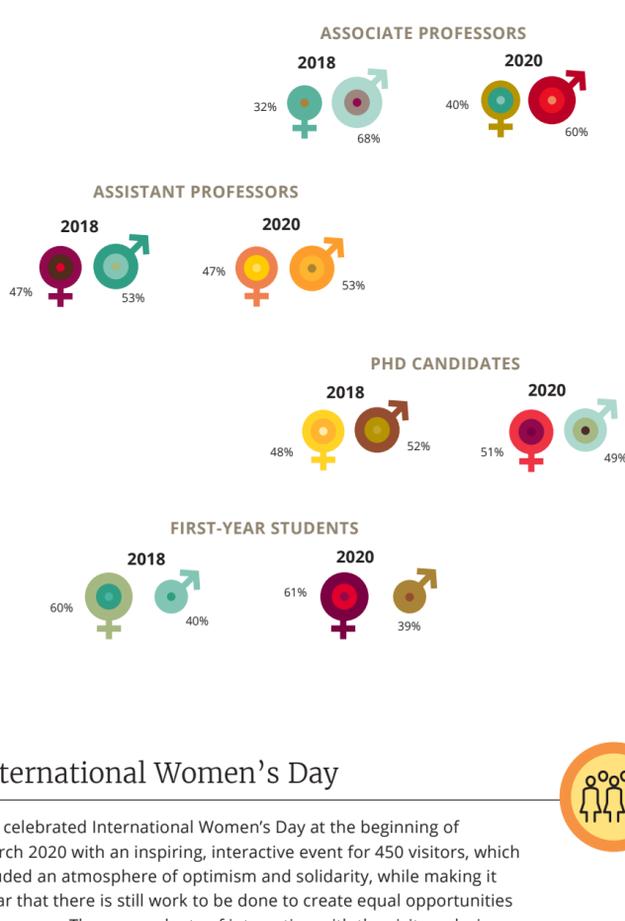
Janneke Plantenga
Diversity Dean



Gender @UU

The targets set for female Professors and Associate Professors in 2020 have been met. The percentage of Associate Professors is even 4 percent points higher than the target and has risen by 8 percentage points in less than two years. The percentage of female Professors has risen slightly compared to the beginning of 2019, while the percentage of female Assistant Professors has remained the same. Following a year in which there were fewer female PhD candidates than in the year before, the proportion rose again in 2019 to above 50 percent. The numbers are monitored annually.

Numbers in FTE. 2020: to the third quarter.



International Women's Day



We celebrated International Women's Day at the beginning of March 2020 with an inspiring, interactive event for 450 visitors, which exuded an atmosphere of optimism and solidarity, while making it clear that there is still work to be done to create equal opportunities for women. There was plenty of interaction with the visitors during the lunchtime discussion 'Mind the gap' with Hester den Ruijter (UMC Utrecht) and Melissa Vink (Utrecht University, Social Sciences). Two highlights of the day were the musical lecture by Prof. Rosi Braidotti about women's emancipation in pop culture and the awarding of grants from the ROSANNA Fund for Women to five talented academics.

Black Lives Matter @UU: Creating Change

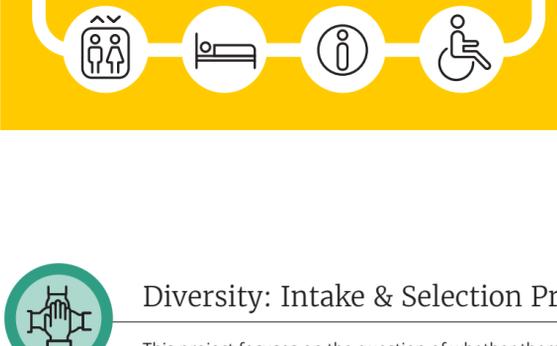


Prompted by the Black Lives Matter movement, we have initiated a series of events to launch the debate about an inclusive university, where everyone can feel safe and welcome. The first meeting was organised together with University College Utrecht on the theme of 'Black Lives Matter in Europe', in which Gary Younge, Professor of Sociology, was the speaker. The guest at the second meeting was Stephen Small, Professor of the Dutch History of Slavery and its Legacy, who addressed the role of higher education in excluding or including minorities.

Accessibility of buildings



University buildings and grounds became much more accessible for disabled people in 2019. Entrances to buildings such as the Koningsberger building, the David de Wied building, Janskerkhof 3 and the University Hall were altered. Places for wheelchairs were created in the lecture theatres in the Marinus Ruppert building and the building on Bolognalaan, and various study areas, corridors and toilets were made wheelchair accessible. The decision was taken to make accessibility an integral part of the development of new accommodation projects, and to add information on accessibility to the web pages about buildings on uu.nl.



Diversity: Intake & Selection Project



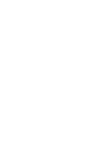
This project focuses on the question of whether there are any obstacles in the intake and the admission process for university Bachelor's and Master's programmes, which would lead to undesirably selective mechanisms. A number of degree programmes are working on lowering thresholds. Talks have also been held with study society concerning inclusion. The project will with study society in 2021 to include other degree programmes. A symposium will be held in March 2021 to exchange examples of outreach activities, experiences with interventions in line with vanguard degree programmes, presentations by the study societies involved, communication with prospective students, and options in programmes involving selection.

Training courses



Three different EDI training courses for staff have been held since autumn 2019. A total of eight Unconscious Bias courses were held for Professors, managers and staff about unconscious bias when recruiting and selecting staff and in working together with colleagues. There were 217 participants in total. They gave the course a high score: on average between 7 and 8 (out of 10). The Active Bystander course was developed to support colleagues who encounter inappropriate behaviour. Four courses were given in 2020, with a total of around 140 participants. The online training course Tackling Inappropriate Behaviour has been available to managers since autumn 2020. The course teaches them what inappropriate behaviour entails, what their own role is and what the Confidential Advisor and the Complaints Committee can do about it.

Internationalisation



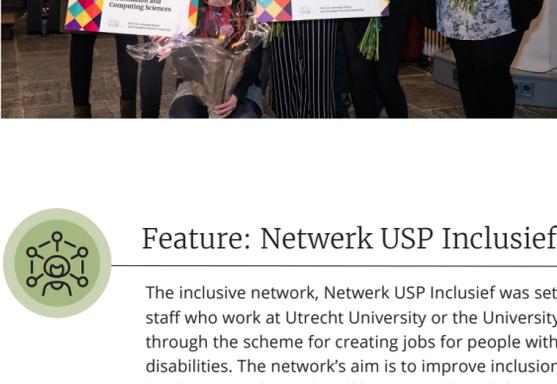
The number of international staff at Utrecht University is growing steadily.



Diversity & Inclusion Award



The Utrecht University Diversity & Inclusion Award 2020 was presented to the networks Young Women of Geoscience and Women in Information and Computing Sciences. Members of the two networks organise activities to raise awareness and are committed to promoting inclusion so that everyone can feel at home at the university. They also want to see more female talent progress, from PhD candidates to Professors.



Feature: Netwerk USP Inclusief



The inclusive network, Netwerk USP Inclusief was set up in 2019 for staff who work at Utrecht University or the University Medical Centre through the scheme for creating jobs for people with occupational disabilities. The network's aim is to improve inclusion and integration for these members of staff by means of workshops and networking sessions. They are also given the chance to take a look behind the scenes at the university. The network has received financial support from the Diversity and Inclusion Incentive Fund to expand the network and increase awareness of its work. In the future, the network hopes to welcome participants who work in other organisations in the Utrecht Science Park and in Rijnswaerd, such as HU University of Applied Sciences, the insurance company a.s.r. verzekeringen and the Province of Utrecht.

