Make diversity the standard

Diversity Day on 6 October 2020 marked a significant milestone for Utrecht University. It was the day on which the Diversity & Inclusion Incentive Fund was launched, and which has since received more than 40 applications. The award is presented to networks of talented academics in order to improve their inclusion. The Utrecht University Diversity & Inclusion Award 2020 was presented to the networks Young Women of Geoscience and Women in Data Science, among others.

The numbers are monitored annually.

This year, the proportion of female PhD candidates was below the target; in 2019, it was just above 50 percent. The percentage has been on the rise since 2016, when it was around 46 percent. The percentage of female Assistant Professors has remained the same. Following a drop in 2018, the proportion rose again in 2019 to above 50 percent. The percentage of female ASSISTANT PROFESSORS is 4 percent points higher than the target and has risen by 8 percentage points since 2016. The percentage of Associate Professors is even higher, at 57 percent.

In the past, we have also actively worked on increasing the number of female Professors at the university. The percentage was 16.5 percent in 2018. The target was 24 percent, and this has been met. The percentage of ASSOCIATE PROFESSORS is currently 20.5 percent, compared to the target of 34 percent.

We also want to see more female talent progress, from PhD candidates to Professors. We therefore initiated a number of initiatives to recruit and select staff and in working together with colleagues.

We celebrated International Women’s Day at the beginning of March 2020. The course teaches them what inappropriate behaviour entails, as well as the importance of working together with colleagues. There were 217 participants in total. They gave the course a high rating and found it to be informative.

The targets set for female Professors and Associate Professors in the Province of Utrecht.

Two highlights of the day were the musical lecture by Prof. Rosi Braidotti about women’s emancipation in pop culture and the lunchtime discussion ‘Mind the gap’ with Hester den Ruijter for women. There was plenty of interaction with the visitors during the day.

The diversity of buildings is also a challenge. The University buildings and grounds became much more accessible for women. There is still work to be done to create equal opportunities for everyone.

In 2020, a total of eight Unconscious Bias courses were held at the social sciences faculty. They were attended by a total of 521 participants. The course provides insights into unconscious bias in various domains, such as business, education, and healthcare. The aim is to create a more diverse and inclusive environment. The course is open to everyone who is interested in the topic. The training courses will be reorganised into three separate courses in the coming year.

The Diversity Incentive Fund was launched in 2018. It was the result of a year-long action plan that was developed as part of the Diversity and Inclusion Strategic Plan. The goal is to engage new stakeholders in the diversity and inclusion movement. The Diversity & Inclusion Incentive Fund has received more than 40 applications in the past two years. These are now being considered.

The Foreword

Diversity, Equity, and Inclusion stated

Pamela Vertamo, UU Incentive Fund