

Programme  
**Equality, Diversity  
& Inclusion**  
**2021-2025**



Utrecht University

Equality, Diversity  
& Inclusion

**Utrecht University wants to make a visible contribution to an inclusive university community, to a just society, and to equal rights and equal opportunities for all.**



**E STANDS FOR  
EQUALITY**

*The university is working towards equal opportunities for all and combating discrimination.*



**D STANDS FOR  
DIVERSITY**

*The university recognizes, respects and values differences between people.*



**I STANDS FOR  
INCLUSION**

*The university community is a place where everyone is valued and feels at home.*

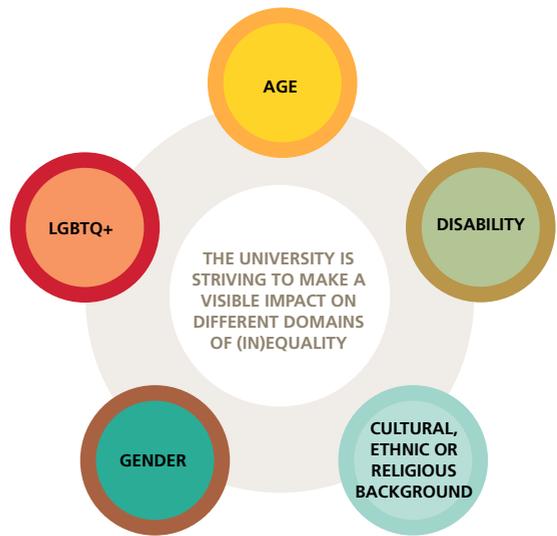
**MISSION**

Utrecht University is working towards a better world and sees Equality, Diversity and Inclusion as a central starting point for the policy domains of education, research and impact. The importance of the programme is reflected in our actions as students, managers and employees. These actions are focused on creating an open and inspiring community, where everyone can feel at home, with opportunities for everyone, and with space for new forms of thinking, learning and working.

*“I believe that the quality of education benefits from a more diverse curriculum.”*

Fedoua Ouchan, student



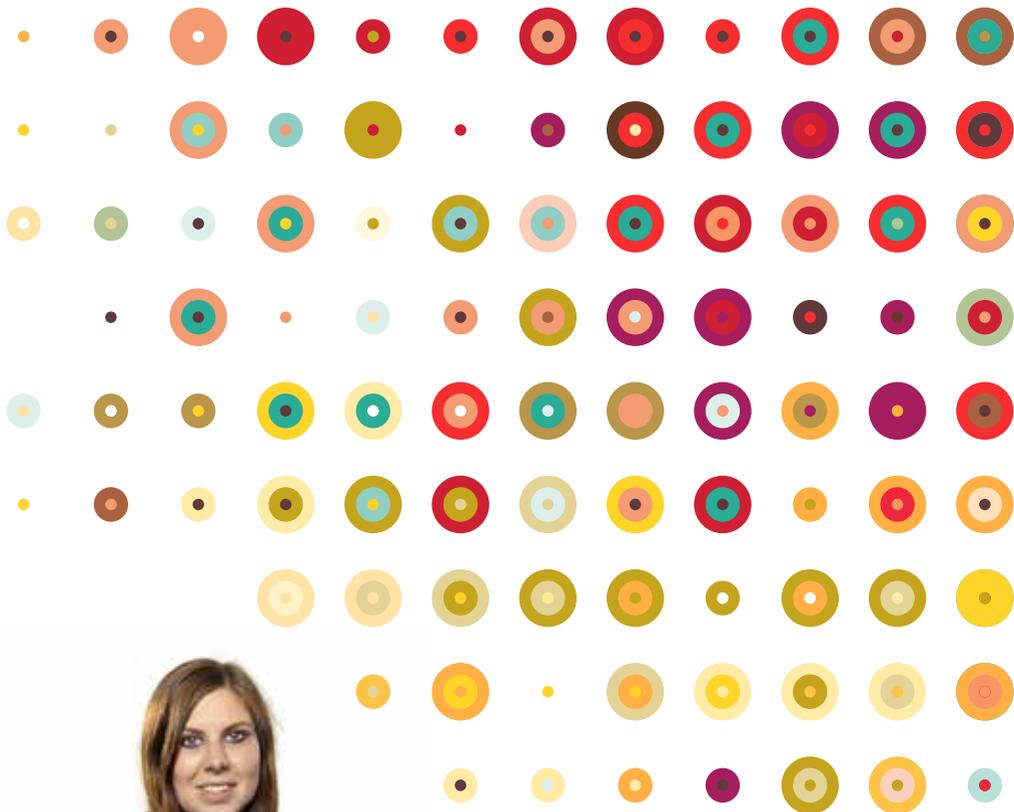


*“Inclusivity means that everyone has a seat at the table.”*

Douglas Dorothal, student

## 5 OBJECTIVES AND EXAMPLES OF ACTIONS

- **Increasing awareness with regard to equality, diversity and inclusion within and outside the university.**
  - ▶ Training academic leadership
  - ▶ Celebrating the International Women’s Day and the Coming Out Day
- **Actively supporting and promoting equality, diversity and inclusion**
  - ▶ Better accessible university buildings and online environments
  - ▶ Training programmes for refugees
- **Making employees and students feel welcome and valued at the university**
  - ▶ Focus in intake and selection on diversity in ethnic and cultural background of students
  - ▶ Gender targets for female academics
- **Stimulating an inclusive, open and safe learning and working environment**
  - ▶ Promote an inclusive curriculum in education
  - ▶ Stimulate role models in boards and among directors
- **Monitoring the progress of these actions**
  - ▶ Annual report on diversity of students and employees
  - ▶ Annual report on diversity of boards and committees



## We belong @UU

*“Open up. See what  
the other is capable of.”*

Denise Langreder, student