



Postbus 9500
2300 RA Leiden

Number 2021/33076

Date: 18-11-2021

Subject: Gender Equality Plan

Contact person: Dr. A.E. Ezawa

Dear European Commission,

The Executive Board of Leiden University is committed to diversity and inclusion and shares the European's Commissions goals of achieving gender equity in academia. Since 2014, Leiden University has had a central diversity policy and dedicated capacity and resources to advance our goals in the areas of diversity and inclusion. In this letter, we highlight the central elements of our gender policies, which are further elaborated in the document Leiden University Gender Equality Plan 2021.

We hereby confirm that Leiden University has dedicated resources to develop and implement policies in the areas of gender equality, diversity and inclusion. The President of Leiden University is responsible for the University's diversity and inclusion policy. The Diversity and Inclusion Expertise Office, which facilitates the implementation of our diversity policy, consists of a Diversity Officer, who is a sociologist and expert in diversity and inclusion, a policy officer for inclusive education and students, and a project officer. The Diversity and Inclusion Expertise Office has a budget available to support the implementation of our diversity and inclusion policy plan. On the faculty level, diversity and inclusion coordinators, diversity committees and soundboard groups play a central role in giving shape to diversity policies that promote a diverse and inclusive learning and working environment.

Leiden University monitors the gender diversity of its personnel as well as appointments of full professors by issuing annual reports. During its bi-annual meetings with the deans of the faculties, the Executive Board sets targets, makes agreements and monitors progress with respect to the gender balance among full professors and women in senior positions. Leiden University also participates in the *Talent naar de Top* (Talent to the top) monitor, and received the Diamond Award in 2017 for its achievements in increasing the percentage of women in top positions. Leiden University sets itself targets with respect to the proportion of female professors. In 2021, 30.2% of full professors in paid positions were female. Two of the three members of the Executive Board, and three of the five members of the Board of Governors are currently female.



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We invest in training and workshops to advance awareness and insight into unconscious bias and the mechanisms which reproduce inequalities among our staff and students despite our best intentions. Our Academic Leadership programme, which newly appointed directors, deans and other senior officials follow, contains a diversity module on unconscious biases and the role of leadership in facilitating an inclusive learning and working environment. Leiden University has an implicit bias training programme for staff and PhD students, as well as active bystander training and training on inclusion and exclusion which can be followed free of charge.

We support our staff's work-life balance with the Individual Choices Model, which provides options for longer or shorter working hours and buying or selling leave hours. Our leave policies for employees include maternity leave, adoption leave, birth leave, parental leave and carer's leave. Our University day care centre for the children of our staff and students is consistently rated as one of the best in the Netherlands. In addition, all of our faculties provide a nursing room for parents.

At the University we are keen to promote awareness of the presence and impact of female professors, most recently by commissioning statues of two female scientists, which can be seen in the sculpture garden of our main historic building. We also raise awareness about unconscious bias in hiring by offering training to and monitoring the diversity of appointment committees for full professors. It also makes sure these committees have the right tools to ensure an inclusive recruitment process.

Diversity is one of the eight ambitions of our Vision on Teaching and Learning, and we offer lecturers a teaching module with pedagogical tools to help them reach all students.

Our code of conduct makes it clear that discrimination, intimidation and other inappropriate behaviour on the basis of a person's gender or sexual orientation is unacceptable. Should any problems arise, we have confidential counsellors and a complaints procedure and regulation.

More details about our integral approach to gender equity, diversity and inclusion can be found in our Gender Equality Plan and Diversity and Inclusion Work Plan.

Diversity and inclusion are core values of Leiden University and are an integral aspect of who we are and what we do. We are committed to and will continue to invest in measures to advance gender equality in our community and in academia.

The Executive Board of Leiden University,

A handwritten signature in black ink, appearing to read 'H. Bijl', written over a light blue horizontal line.

Prof.dr.ir. H. Bijl
Rector Magnificus