

Action plan Diversity and Inclusivity 2015-2016 – Faculty of Science

Introduction

The Faculty of Science aims to be an attractive institution for scientists and staff from all backgrounds. This effort is consistent with the ambition of the Leiden University to increase Diversity and Inclusivity as was laid out in the University's action plan which was established in December 2014. This action plan for the Faculty of Science details the Faculty's plan of action until 2016.

The position of the Faculty

Compared to other faculties in the research area (HOOP classification) 'nature', the Leiden Faculty of Science has a slightly lower than average percentage of female full professors.¹ Since other universities in the Netherlands commit significant investments to attract female scientific staff, it is crucial to take convincing steps to attract as well as retain female scientific staff. This focus on attracting and retaining is at the core of this action plan. Similarly, though no national comparison is available, influx of especially female students at a number of programs demands attention.

Objectives

The primary objectives are to further develop the Faculty of Science to an attractive science faculty for top female scientists, as well as to provide the most stimulating and challenging educational environment for female or minority group students. These objectives are based in the knowledge that a more diverse and inclusive environment for research and education fosters excellence, activates innovation and scientific progress as well as strengthens a sense of togetherness and wellbeing at the Faculty. Four specific objectives have been formulated:

1. A higher percentage of women among full professors
2. An optimal work climate for female staff
3. Increased diversity of the student population with a focus on female and minority group students
4. Awareness of the gender aspects of research

The overall aim of the Faculty is to perform *above average* on all four objectives when compared to peer universities in the Netherlands, in the HOOP area 'nature'.

These are new objectives, in addition to the existing commitments the Faculty has already made for the timeframe 2013-2016:

1. The percentage of female full professors is 7%
2. Of the new Tenure Trackers appointed since 2013, at least 20% is female
3. The percentage non-Dutch students in Master programs is 24% at least

Embedment in the Faculty

Diversity and inclusivity policy will further be shaped within the Faculty, in particular in the policies for appointment of staff and for the management of the Faculty. The embedment will be as follows:

- Diversity and Inclusivity will be part of the Dean's policy portfolio
- Coordination of the D&I policy will be the responsibility of Cor Oudes (policy officer)
- The diversity specialist for employee policy is Eveline Castermans (Advisor Human Resources)
- The diversity specialist for student and education policy is Eline Bergijk (Head Centre for Education)

- The diversity specialist for gender aspects of research is Ron van Veen (academic affairs)
- A protocol will be set up to monitor progress. An annual report based on this protocol will be discussed in the assembly of Scientific Directors of the Institutes of the Faculty. This assembly will focus on the objectives 1 and 2. The annual report will also be discussed in the assembly of Education Directors, which will focus on objective 3. Lastly, the annual report will be discussed with the Dean for objective 4
- The annual education review will contain a paragraph reviewing diversity targets
- The annual 'Vlootshouw' will contain a diversity component and review diversity targets
- Targets with regards to the percentage of female full professors as well as of female Tenure Trackers are already embedded in the Faculty's management accords with the institutes.

Objectives 2015-2016	Measures	2015	2016	Responsible
<p>1. A higher percentage of women among full professors.</p> <p>Relates to LU action plan objective 'employees'</p>	<p>a) Optimization appointment procedures</p> <p>b) Optimization selection procedures</p> <p>c) Allocate funding for one full professor (5 years) tenure for female professor.</p> <p>d) Raising extra funding (Exec. Board and LUMC) to appoint more women</p>	<p>- Open procedures: broad job descriptions</p> <p>- Establishment search committees</p> <p>- Increase expertise Faculty Board/ Scientific Directors; follow training</p> <p>- Offer manual for selection with attention for gender aspects</p> <p>- Diversity expert in appointment committees</p> <p>- Screening of job advertisements for gender bias</p> <p>- Scouting and appointment of female full professors</p> <p>- Scouting and appointment of female full professors (f.i. through 'Coryfeënfonds')</p>	<p>- Continued from 2015</p> <p>- Continued from 2015</p>	<p>Scientific Directors</p> <p>Diversity Specialist Employees Dean</p> <p>Diversity Specialist Employees Scientific Directors/ Diversity Specialist Employees Diversity Specialist Employees</p> <p>Dean</p> <p>Executive Board University of Leiden / LUMC</p>
<p>2. An optimal work climate for female staff</p> <p>Relates to LU action plan objective 'employees'</p>	<p>a) Optimization career policy Tenure Track</p> <p>b) Creation of women's network</p> <p>c) Increase gender awareness at the faculty</p> <p>d) Additional research into</p>	<p>- External advice for gender sensitive Tenure Track policy</p> <p>- Launch of network</p> <p>- Symposium April 14 (introduction diversity specialists)</p> <p>- Develop guideline for performance and development reviews with attention for gender aspects.</p> <p>- Interviews with female academic</p>	<p>- Finalize optimization Tenure Track policy</p> <p>- Women's network event</p> <p>- Event diversity and inclusivity</p>	<p>Diversity Specialist Employees / Dean</p> <p>Network with advice by Diversity Specialist Employees Diversity Officer (UL)</p> <p>Diversity Specialist Employees</p> <p>Diversity Specialist</p>

	work climate for female staff	staff to explore their work climate needs, and to inform them about relevant regulations of the Faculty.		Employees
3. Increase diversity of student population, focus on female students and minority groups. Relates to LU action plan objective 'students'	a) Optimization of targeted and inclusive recruitment (focus on physics, mathematics, astronomy and computer science) b) Optimization study success of students by providing custom tailored support (like <i>Girlz at LIACS</i>)	- Establish and broaden best practices in inclusive recruitment (evaluate Physics Laptop for girls and Ladies Day) - Establish and broaden best practices. - Monitoring minority group students' study success, develop measures if necessary (focus on female migrant students at BFW) - Social inclusion measures for Chinese students and PhD's.	- Continuation of 2015 - Continuation of 2015 - Develop and implement measures if necessary. - Event inclusive education. - Evaluate need for measures autism and dyslexia (based on D&I office report)	Diversity Specialist Education / Study advisors / Directors of Education Idem Diversity Specialist Education / Study advisors / Directors of Education China working group FWN
4. Awareness gender aspects of research ² Relates to LU action plan objective 'research'	a) Quick scan gender in research	- Quick scan with institutes	- To be determined: policy development gender in research	Policy officer Academic Affairs / Policy Officer

Budget / investment	
Coordinator	0,1 FTE
Specialists for Education, Human Resources and Research	P.M.
Tenure Full professor for five years	k€500
Women's network and support for D&I initiatives	Aspasia funds

Appendix 1 : consistency with Universiteit Leiden action plan Diversity and Inclusivity

This action plan was composed based on measures recommended in the action plan of the Leiden University. This appendix describes how this action plan is consistent with the action plan of the University. The University has defined four focus areas, and has recommended measures for each area. A selection of three focus areas is suggested, and at least one basic measure for each focus area. Supplementary measures are not required but optional. In the Faculty of Science Action plan, the following measures (basic, supplementary and the Faculty's extra measures) have been selected for the focus areas.

Focus area	Basic measure (UL action plan)	Supplementary measure (UL action plan)	Faculty of Science extra measures
Employees	<ul style="list-style-type: none"> - D&I specialist in appointment committee - Open and broad procedure - Search committees 	<ul style="list-style-type: none"> - Evaluation career policy on gender sensitivity 	<ul style="list-style-type: none"> - Manual for gender sensitive performance and development reviews - Targeted funding for female professors
Students	<ul style="list-style-type: none"> - Establish best practices in mentoring 	<ul style="list-style-type: none"> - Establish best practices in recruitment 	<ul style="list-style-type: none"> - Monitoring minority group students - Event on inclusive education
Research	<ul style="list-style-type: none"> - Workshop Horizon 2020 	<ul style="list-style-type: none"> - Quickscan gender dimension in research 	
Education	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> - 	<ul style="list-style-type: none"> -

The focus is on the areas employees, students and research. These are considered priority for the timeframe until 2016, after which an assessment will need to determine whether for instance education should become a focus area.

Appendix 2: Protocol monitoring Diversity and Inclusivity action plan

To monitor the Faculty of Science Action Plan for Diversity and Inclusivity, a report on D&I will be drafted annually. This report will be discussed by the assemblies of Scientific Directors and Education Directors and should present the current status of affairs for D&I. While the action plan focuses on activities, the annual report focuses on the results and impact of these activities. The annual reports should be as brief as possible.

Below is a short summary of the standardized content for this report.

1. Female Scientific staff
 - a. Table with overview full professors per institute with number and percentage female full professors, compared with national average
 - b. Table with overview female staff holding a Tenure Track position per institute
 - c. Percentage of appointment committees with a diversity specialist
 - d. Analysis and recommendations
2. Work climate
 - a. Table with overview of percentage Performance and Development reviews with attention for specific needs of female staff for development and training
 - b. Number of members of women's network, plus this number as percentage of total female scientific staff
 - c. Analysis and recommendations
3. Students
 - a. Percentage students from abroad for all masters
 - b. A short overview of established best practices for recruitment and retention (or study success) for all bachelors and master
 - c. Analysis and recommendations
4. Research
 - a. To be determined.

During the year, a number of meetings on D&I take place:

February	Annual report, meetings OWD, OOD, FB (based on figures for December of previous year)
May	Meeting diversity group
August	Meeting diversity group
November	Meeting diversity group

¹ Percentage female scientific staff in full time equivalents as per 31-12-2013 for HOOP area 'nature'

Position	LEI	UU	RUG	UM	UVA	VU	RU	UT	OU	totaal
Full professor (HGL)	7%	9%	13%	0%	2%	15%	9%	7%	100%	10%
Associate Professor (UHD)	26%	19%	15%	0%	11%	18%	7%	0%	0%	15%
Assistant Professor (UD)	20%	28%	31%	7%	27%	35%	18%	14%	59%	26%
PhD (PROM)	28%	38%	37%	18%	34%	41%	35%	29%	100%	35%
Total	32%	36%	36%	20%	33%	39%	32%	29%	62%	35%

Source: Information Management Service University of Leiden / VSNU WOPI-flex 2013

² LURIS is working on the preparation of a workshop to train staff on the gender aspects in accessing Horizon 2020 funds (the European Commission's research programme), once LURIS finalizes this workshop, the Faculty of Science will evaluate the need to participate.