

Diversity and Inclusiveness plan 2017 - 2018 Faculty of Science

Summary

Improving gender balance and providing an inclusive working and study climate for employees and students are important aims of the Faculty of Science. Therefore, the Faculty of Science launches a plan describing actions that will be run in 2017-2018 to promote diversity and inclusiveness at the Faculty.

The objectives of the D&I plan - employees

The Faculty of Science aims to be one of the top three beta faculties of the Netherlands when it comes to a good gender balance at the top level of the scientific staff. At the end of 2018 the percentage of women (in FTE) among full professors should be more than 11% and for Tenure track 25%. Although progress has been made during the last years, we think the challenge is to optimize recruitment and scouting procedures for hiring new staff members. The Faculty will adapt the recruitment- and selection processes and will use external funding to appoint female professors.

The Faculty will work towards an inclusive work climate for every employee. This means for instance that the buildings should be accessible for people with physical disabilities. Also, the Faculty will comply with the job agreement of the Participation Act. Moreover, the Faculty wants to provide a pleasant, safe and inspiring work environment. More insight and analysis about the organizational culture of the Faculty are needed to get a clear view on the strengths and points of improvement. The Faculty will also join the International Day of Women and Girls in Science to propagate the D&I values and to create awareness among employees.

The objectives of the D&I plan - students

With respect to the students, the Diversity and Inclusiveness plan focuses on two aspects:

- improving the gender balance, especially in the field of computer science and physics;
- creating an inclusive student community in which all students feel at home and receive the support they need.

Therefore, actions with respect to (prospective) female students, international students, bi-cultural students, and students with autism spectrum disorder are included in the plan 2017-18.