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Leiden

Leiden University of Applied Sciences

Gender Equality Plan

March 2022

Leiden University of Applied Sciences, march 2022

The European Commission has made institutional gender equality plans a condition for securing funding from Horizon Europe, the framework programme for research and innovation. This fits within the plans drawn up by the European Commission to promote gender equality (Gender Equality Strategy 2020-2025, Gender Equality in the European Research Area). The gender equality plan is an integral part of the Leiden University of Applied Sciences (UAS)' broader ambitions to become a diverse and inclusive organization for students and for employees.

Leiden UAS strives to be a university where students and employees feel safe and at home. We consider it our social responsibility to work on equal opportunities for everyone. This means we strive to be a learning community where diversity is seen as a strength and where we promote inclusion. For this reason, Leiden UAS has developed a vision on diversity and inclusion together with students and employees. This vision guides our future.

For us, diversity in our society and in our student population is a given. We are a UAS with nearly 13,000 students and nearly 1,400 employees. We are all different, even if those differences are not always visible. We embrace the added value of diversity, we are proud of our differences, and we believe that diversity makes us stronger. Diversity is an important condition for high-quality education. It is our responsibility to help prepare students for their future career in a rapidly changing professional field, in which they will need to function in a diverse environment. As a public institution, we fulfil an exemplary role. As a role model it is, therefore, important to state our explicit vision on diversity and inclusion.

Our ambition is to work towards an inclusive culture. On a campus where our students and employees can learn and work while feeling equal, safe, and respected. For us, an inclusive culture means a culture where all students and staff feel as if they belong and are able to contribute. Within our institution, our teams, and classes we conduct an ongoing conversation about diversity and inclusion, even if at times this conversation is uncomfortable. In this dialogue there is room to make mistakes, learn from them and to give one another feedback. This requires patience, empathy and suspending a tendency for quick judgement. We see the pursuit of diversity and inclusion as a process, which is not without obstacles, and it will never be finished.

With this gender equality plan, the board wishes to emphasize the importance of gender equality within our university and organization. In the next pages you will find an overview of the activities that we undertake, and will continue to undertake or develop, per category: organisation, figures, institutions, and knowledge. This is part of our broader ambitions to become a diverse and inclusive organization for students and for employees.

The Board of Leiden UAS,

A handwritten signature in blue ink, appearing to read 'Joeri van den Steenhoven', written over a horizontal line.

Joeri van den Steenhoven

College van Bestuur

Organization

<p>Public statement and document</p>	<p>Our gender equality plan can be found on the website of Leiden University of Applied Sciences (UAS).</p>
<p>Objectives</p>	<p>The goal of our diversity and inclusion plan is to work towards an inclusive culture, where students and employees can develop and feel equally, safe, and respected. For us, an inclusive culture means a culture where all students and staff can feel as if they belong and are able to contribute.</p> <p>Focus points 2022-2028:</p> <ol style="list-style-type: none"> 1. Improving accessibility: the accessibility of our building, our communication, and our education. 2. Promoting the intake and retention of students and staff from diverse backgrounds. 3. Promoting awareness of the importance of equality and social safety.
<p>Allocation of resources and positions</p>	<p>In our institutional plan (working towards) diversity and inclusion is explicitly named as one of our ambitions. In 2021, we have formulated our vision and ambitions regarding diversity and inclusion, including gender equality. Currently, we are formulating an action plan diversity and inclusion 2022-2028. This action plan includes the activities such as:</p> <ul style="list-style-type: none"> • Structural support and organisation of events related to diversity and inclusion. • Making funds available for new initiatives from employees and students to support diversity and inclusion.
<p>Mixed advisory team</p>	<p>Leiden UAS has a professor (lector) and a research group dedicated to diversity and inclusion, as well as a diversity panel, consisting of colleagues and (networks of) students. Both function as a sounding board to the board of UAS Leiden. They also offer (un)solicited advice.</p>
<p>Data collection, monitoring and evaluation</p>	<p>Data on sex or gender of staff and management is available via dashboards for directors, managers, and HR-employees. The data is monitored and discussed as a part of the regular planning and control cycle. Part of the diversity and inclusion action plan is the monitoring of (quantitative and qualitative) diversity and inclusion.</p> <p>Data on sex or gender of staff is also included in our annual social report, which is published on our website.</p>

Figures

<p>Gender equality in management and decision-making roles/ gender quota</p>	<p>Female employees are in the majority at Leiden UAS. We currently have:</p> <ul style="list-style-type: none"> • 1 female board president (50%), and 1 male board member (50%), • 3 male directors (27%) and 8 female directors (73%), • 19 male managers (40%) and 29 female managers (60%), • 14 male professors (58%) and 10 female professors (42%). <p>We have not set any gender targets. We have not created preference positions or specific policy aimed at improving gender equality.</p>
<p>Representation in internal and external communications</p>	<p>In our internal and external communication, we are working towards more inclusive communication, in which our diversity is represented and celebrated. For instance, each year we celebrate Leiden UAS diversity week or Leiden UAS diversity month.</p>

Institutions

<p>Recruitment and selection</p>	<p>Diversity and inclusion are part of the guiding principles in our personnel policy. We intend to develop activities such as:</p> <ul style="list-style-type: none"> • Recruitment and selection policy with attention to diversity and inclusion. • Guideline for drafting inclusive vacancies.
<p>Work-life balance</p>	<p>At Leiden UAS we are actively discussing vitality, work pressure and sustainable employability with employees. We will try to customize this to the individual employee's needs. We also offer a wide range of activities and interventions to enhance the employability and vitality of our employees, such as a personal vitality check, a workload survey (part of the employee perception survey) and (online) workshops aimed at strengthening resilience and happiness at work. We will draw attention to these activities via the online vitality portal and the internal newsletter.</p>
<p>Inclusive leadership development/ Focus on gender in leadership programs</p>	<p>The topic of diversity and inclusion is included in the learning community for managers and team coordinators.</p> <p>Following our action plan diversity and inclusion, we intend to develop activities such as:</p> <ul style="list-style-type: none"> • Equipping (training) managers on diversity and inclusion in teams. • Promoting the added value of diversity in teams.

<p>Gender bias training</p>	<p>Currently, Leiden UAS does not provide any gender bias training. We plan to develop activities such as:</p> <ul style="list-style-type: none"> • Awareness training and ethnic profiling for student administrators. • Organising training courses in the field of inclusive language use and accessibility of communication materials. • Monitoring and measuring our communication and perception among target groups.
<p>Support networks/ Diversity networks/ Student associations</p>	<p>Leiden UAS currently has the following diversity and inclusion networks/ committees:</p> <ul style="list-style-type: none"> • Gender Sexuality Alliance (employees and students). • Diversity panel (employees and students). • Research group diversity & inclusion. <p>In the future, we aim to provide more structural support for these networks.</p>
<p>Assessment of the physical environment</p>	<p>Leiden UAS works on the accessibility of our physical environment. For example: we have gender-neutral toilets, contemplation rooms and nursing rooms. We also employ a prevention officer who actively monitors accessibility and safety (for everyone).</p> <p>In the future, we intend to further improve accessibility of our physical environment through activities such as:</p> <ul style="list-style-type: none"> • Make the entrance, elevator, stairs, lockers, toilets (more) accessible. • Standardize accessibility requirements and conditions in new construction and renovation. • The accessibility of the building will be part of the employee perception survey and student surveys. • Conducting a biennial scan to check whether the building is furnished in accordance with UN Convention legislation (IVRPH).

<p>Measures against gender-related violence and sexual harassment</p>	<p>Leiden UAS has the following policies, supporting bodies and reporting procedures for e.g., discrimination, racism, and gender-related violence:</p> <ul style="list-style-type: none"> • Integrity policy and code of conduct, • Confidentiality counsellors, • Employees with a focus on domestic violence and child abuse, • Student counsellors, • Complaints committee undesirable behaviour. <p>The aim is to provide employees a safe place to talk about experiences regarding discrimination, racism, and gender-related issues (among other things). Employees and students can also file an official complaint with the complaints committee.</p> <p>The confidentiality counsellors and employees with a focus on domestic violence and child abuse report important signals to our board and offer (un)solicited advice.</p> <p>We actively promote awareness of these existing bodies and reporting procedures.</p>
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Knowledge

<p>Integration of diversity dimensions in research</p>	<p>Leiden UAS has a professor and a research group dedicated to diversity and inclusion. Diversity and inclusion are research topics in other Leiden UAS research groups as well.</p>
<p>Integration of diversity dimensions in teaching</p>	<p>At Leiden UAS diversity and inclusion is a subject in diverse educational programs, such as our honours program, graduation research at the research group diversity and inclusion, minor diversity, and other teaching modules.</p> <p>Part of our action plan diversity and inclusion is facilitating teachers in developing teaching materials on diversity and inclusion and in using more diverse didactics and assessment methods.</p>