



European Commission

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Department
Executive Board

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Dear European Commission,

The Executive Board of Erasmus University Rotterdam underlines the importance the European Union gives to gender equality and the aim of gender equality in academia. The Executive Board has supported and has been facilitating measures to this end the past years, and will in the future, to enhance gender equality. In this letter the reader finds measures, activities and policies that have been developed and executed. It also states measures for the coming 2 years. These measures are part of the assignment of the D&I Office, given to the D&I Office by the Executive Board.

With this document the Executive Board of Erasmus University Rotterdam states that the institution has dedicated resources in the form of human resources and gender expertise, to (further) develop and implement gender equality measures listed here after. This is available by means of a fully staffed [D&I Office](#) with a Chief Diversity Officer (a female Professor of Behavioural Change), a manager, a communications advisor, several project leaders on topics such as inclusive curriculum, engagement of students, and on monitoring and research. We also have a dedicated D&I HR expert that works in both the D&I Office and the central HR policy unit. Amongst others, this expert had around €30.000 per year at her disposal to develop relevant D&I trainings. The D&I Office organises [relevant events](#) throughout the academic year to raise awareness and share knowledge on D&I topics and to create networks and communities. D&I Office supports student initiatives and a [staff network](#) specifically for women. Furthermore, we have, in each faculty, so-called faculty diversity officers that focusses on targeted measures at the applicable faculty. In addition, the HR policy unit has dedicated resources (1,5 fte staff members) that focus on a safe and healthy work environment, which also

entails the subject of social safety. See below all our measures, the links to the online information and their providers.

EUR collects data on and monitors sex/gender disaggregated data on personnel and students and annual reporting based on indicators in the course of 2021. To this end, a D&I monitor is being developed in which these data will be shared. Already, the Executive Board uses this data in their bi-yearly meetings with faculty and support services to make agreements, set goals and monitor targets.

We offered and will continue to offer training opportunities to raise awareness on gender equality and for unconscious biases for staff and decision makers. In the past 2 years, all top management of faculties and support services have received an implicit bias training. In the coming 2 years we will develop and offer training that gives tools and skills on how to avoiding/diminish the biases in regular work processes (such as inclusive recruitment and selection, inclusive communication, and a training such as active bystander). We also offer training for Academic Leadership which contains modules on how to become an inclusive leader. See our [Training and Development Platform](#) for all the trainings we provide for academic and professional support staff.

EUR offers measures and will formulate targets on (use of) several topics such as a healthy work-life balance: We already offer a collection of services ranging from [life balance coaches](#) specific measures for [starting a family](#), courses on [stress management](#), [mindfulness](#), [time management](#), to support for [healthy lifestyle](#), and gathered, in one brochure, all the measures that contribute to being a [family friendly employer](#). Lastly, we like to mention that EUR has a policy for female assistant and associate professors that supports them in replacing some of their education/research tasks after [pregnancy](#).

We also have measures to contribute to an inclusive organisational culture: we offer regular dialogue meetings on [social safety](#), we monitor employee satisfaction, also during [Corona](#), we have measures to support [mental health](#), a [safe work environment](#). In 2021, a first yearly aggregated report, dedicated to support services (confidentiality counsellors, company doctors, social workers, psychologist etc) will be published by HR to enable improvement of our services. We also have an [ombudsperson](#) and a counter for complaints of [undesirable behaviour](#).

EUR offers gender equality in recruitment and career progression as we have recently finalised the [toolkit](#) to ensure inclusive recruitment and selection, we are now developing

mini e-learning on this topic expected to be finished in 2021. Also, EUR is closely monitoring the proportion of female professors, and has agreed on reaching at least 25% in 2025. To this end we have launched the 25/25 policy measure (see next).

Concerning gender balance in leadership and decision-making we are proud to mention the [25/25 policy](#) measure for more female (associate) professors at EUR. This measure contains mentoring by senior staff, tailor made support for portfolio preparation, confidential feedback, advice and scoring of the portfolio by an independent committee and the possibility to apply for funds to use for training, workshops etc. In the first round of 2019/2020, 100 women participated. As of mid November 2020, at EUR (excluding the medical centre) we have 25% female full professors.

At EUR we also offer the training [Women in Academia](#), [Academic Leadership](#), and appropriate [networks](#).

We aim to integrate the gender dimension into research and teaching content via the implementation of a D&I monitor and via the proposal on Inclusive Education. We will aim to structurally monitor diversity in grant applications and recommendations for awards (specifically regarding male/female ratio) via [Erasmus Research Services](#).

At EUR we also have measures against gender-based violence including sexual harassment, we have a network of [confidential counsellors](#). As mentioned earlier, the Eur has an [ombudsperson](#) who is there for student and staff members, guidelines ([on intranet](#)) for managers how to handle undesirable behaviour, and a committee [undesirable behaviour](#).

HR is setting up a 'Meldpunt Huiselijk Geweld en Kindermishandeling' (Hotline Domestic Violence and Child abuse) and a 'Meldpunt Agressie en geweld' (Hotline Aggression and Violence) (required by national law).

With the continued efforts we believe we are, and will be able in the future, contribute to gender equality in academia.

The Executive Board of Erasmus University Rotterdam,



Prof. dr. R.C.M.E Engels
Rector Magnificus