



Gender equality plan

HU University of Applied Sciences Utrecht

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January 2022

Signature - Statement of the Executive Board



The Executive Board of HU University of Applied Sciences Utrecht considers gender equality to be of great importance and does not accept discrimination on the grounds of gender or any other grounds. By gender equality, we mean balance and equal treatment in the male-female ratio among our staff at all levels throughout the organisation.

The Executive Board of HU University of Applied Sciences Utrecht demonstrates its commitment to gender equality in a variety of ways. Through our umbrella organisation Vereniging Hogescholen (Association of Universities of Applied Sciences), we are committed to the Diversity Charter, underlining the added value of diversity and inclusion. We also speak out in favour of gender equality and against discrimination and undesirable behaviour through the Collective Labour Agreement for Higher Professional Education and our integrity code. In doing so, we align ourselves with the European Union and the Sustainable Development Goals. Gender equality is a core value and a fundamental right.¹

We consider gender equality as part of our ideas about diversity and inclusion. HU University of Applied Sciences Utrecht actively facilitates the pathway to equality, diversity and inclusion. One of the ways we do this is by organising capacity on the theme of diversity and inclusion. HU University of Applied Sciences Utrecht employs since 2021 a diversity officer and maintains a Diversity and Inclusion Network in which staff and students participate. HU University of Applied Sciences Utrecht will publish its overall vision and policy ambitions for diversity and inclusion in 2022, in which the theme of gender equality forms an integral part. The policy, activities, workshops and events that ensue from this overall vision, will be available on our [Diversity and Inclusion](#) website. HU University of Applied Sciences Utrecht also provides regulations and training to help create a good work-life balance, break down prejudices, and to create a safe working environment.

HU University of Applied Sciences Utrecht reports annually on the data we keep on gender equality. Based on these figures, we will annually carry out those actions that are necessary to pursue and further foster gender balance and equality.

Utrecht, date

Signature

Jan Bogerd

Chairman Executive Board

Tineke Zweed

Member Executive Board

Wilma Scholte op Reimer

Member Executive Board

¹ A Union of equality: strategy for gender equality 2020-2025, European Commission, 2020.

Introduction



As evidenced by the [European Gender Equality Strategy](#) for the 2020-2025 period, the European Commission sees a need for additional efforts to achieve gender equality within the European research and innovation sector, including universities of applied sciences. This additional effort is given form, among other things, by asking research institutions to draw up a gender equality plan. This plan indicates what institutions are doing in order to be an inclusive organisation and to promote equality. A Gender Equality Plan is a prerequisite for participating in subsidy programmes within Horizon Europe.

1. Diversity and Inclusion at HU University of Applied Sciences Utrecht



As we state in our [Ambition plan 2026](#),² as a university of applied sciences we want to be inclusive and accessible, “a place where every student and employee feel and are able to feel at home. Where everyone is acknowledged and gets equal opportunities. Diversity is a precious commodity, we cherish every talent and embrace the differences”.

The HU's ambitions with regard to diversity and inclusion are formulated in a vision document which is currently being prepared and will be published in 2022. In this document, we want to clearly reflect on how we incorporate the core values of diversity and inclusion in the HU's strategy and objectives and embed them in our HU-policies. Based on our vision, we are initiating activities that will help us make and keep the HU inclusive and diverse.

To read more about our vision, monitoring and activities, please visit our Diversity and Inclusion website.

2. Organisation Diversity and Inclusion



In September 2020, the HU's Diversity and Inclusion Network ('Netwerk D&I') was granted a subsidy from the quality fund in the context of HU Community Building. This has led to the appointment of a diversity officer as of 1 January 2021, and a student and staff diversity champion for the network as of 1 April 2021.

This network consists of a core of facilitated students and staff. Together they have the task to emphasise the importance of the D&I theme and to steer towards the achievement of goals. They do this by, for example, organising activities, workshops and events and by giving advice. From 2021 to 2025, an amount of €1,300,000 is budgeted to finance the network and its planned activities.

² Ambition plan 2026, We cherish every talent, page 14

In promoting diversity and inclusion, the supporting services Education, Research & Student Affairs (OO&S) and Human Capital have an organisational and supporting responsibility. They play a facilitating and directing role in creating a diverse and inclusive working and learning community and in the professionalisation of our teachers and staff.

Of course, the theme of D&I does not only belong to the above-mentioned actors, but to the HU as a whole. Therefore, there is permanent collaboration from a cohesive standpoint with all the other programmes and networks within and outside the HU, to help D&I themes being collectively and collaboratively translated into activities, plans and policies.

2. Monitoring: Diversity and Inclusion in figures



The HU reports annually on gender equality in its [Annual Report](#). In addition to gender equality, we also monitor other dimensions of diversity and inclusion, including our internal HU Thermometer (employee satisfaction). These figures provide evidence-based information on how inclusiveness is experienced by staff and on the composition of the HU's workforce in terms of gender and age.

Keeping track of figures is a first step towards having the conversation about gender equality. Based on these figures and our vision on diversity and inclusion, specific actions can be determined during annual management meetings between directors and the Executive Board. The effects of these actions are again measured and evaluated annually where possible. An overview of the activities to be deployed will be published on the [Diversity and Inclusion](#) website.

3. Services



In order to stimulate inclusion and equality, the HU provides a number of guidelines and regulations that contribute to this. The following is an overview of these services that encourage equality as much as possible, while providing a safe environment in which this is also possible.

Employment conditions

The HU follows the Collective Labour Agreement for Higher Professional Education ([cao-hbo](#)). In addition to the collective labour agreement, the HU has a number of additional regulations that are not covered by the collective labour agreement or by the law.

- HU offers, in addition to the [statutory regulations](#) and collective labour agreement (Articles J-10 and J-12), paid [extended maternity leave](#) (HU regulation Extended Maternity Leave) of 1 month 100% leave (or 2 months 50% leave).
- HU offers the [possibility](#) during a period of nine months to take a break while at work, in order to express milk or breastfeed. There are separate lactation rooms available in all HU buildings.
- Gender-neutral bathrooms are available within the HU buildings.

Development opportunities

- HU offers support to all staff in the area of work-life balance via the HU staff [Development portal](#).
- Both the Development Portal and the Diversity and Inclusion website offer knowledge clips, articles and training courses to create awareness of unconscious bias.
- The range of training courses and workshops offered is renewed on a regular basis and the offering in the areas of diversity, inclusion, inclusive leadership, women in power and other topics will be further expanded over time.

Safety

- HU works with an [Integrity code](#) that clearly states for students, [staff](#) and [managers](#) that discrimination on any grounds will not be tolerated.
- Staff can contact their manager and/or a confidential counsellor in case of unethical behaviour or suspicion of breach of integrity. Rules on these matters are laid down in the Undesirable Behaviour Policy and the Suspected Violation of Integrity Policy. All regulations and the integrity code can be found on the website www.hu.integriteit.nl.
- HU offers support measures in the area of prevention, vitality and health promotion. Through a collective insurance scheme, a prevention package for HU staff is also included to help (re)gain control of their health and career in a timely manner, and to encourage sustained employability.