

TU Delft statement on Gender Equality

The Executive Board of TU Delft is committed to achieving gender equality in academia and follows the gender equality aims of the European Union. The Executive Board facilitates and supports measures contributing to gender equality. Below we give an outline of TU Delft's current and upcoming efforts in respect of fostering gender equality throughout the organization.

TU Delft has dedicated resources, amongst others in the form of human resources, to contribute to gender equality. TU Delft has established a [Diversity & Inclusion Office](#) with a Chief Diversity Officer, a diversity coordinator and a policy advisor. The D&I Office works to promote a respectful, accessible and inclusive community for all staff, students and guests. They do this by focusing on seven themes together with departments and individuals across TU Delft. These themes include gender equality and Gendered Research and Innovation (GRI). The Diversity & Inclusion Office aims to increase its efforts within the seven themes.

A faculty diversity Officer has been appointed to each of our eight faculties to promote diversity and inclusion within their faculty. In 2021, a Diversity & Inclusion Board consisting of various members of the TU Delft community was established. The D&I Board acts as an advisory and sounding committee for the Diversity Officer as well as the D&I Office. Therefore, the board can assist and provide input for focus areas, strategy and priorities on D&I themes such as gender equality. Furthermore, TU Delft supports [DEWIS](#), the women's network of scientists at TU Delft, and [True U](#), the LGBT-network for employees. Both networks strive to raise awareness about and contribute to an inclusive university.

TU Delft collects data on and analyses gender disaggregated data on personnel and students and does annual reporting based on indicators. The dashboards as well as underlying data are automatically refreshed on a monthly basis. A high-level overview is available for all staff at TU Delft, while more detailed analyses are available for specific personnel such as policy advisors and senior leadership. On the TU Delft website, a Gender Dashboard has been launched that presents an overview of relevant gender data on scientific staff, non-scientific staff and students.

TU Delft offers and will continue to develop various training programs that contribute to tackling gender equality issues. An overview of these training programs can be found on the Intranet page for employees. The training includes topics such as:

- Social safety
- Intercultural communication
- Inclusive education

Furthermore, the D&I Office and Human Resources department are working on offering training on unconscious bias, which will also cover gender bias, to staff. In addition, career coaches are available to support staff in their career progression. The [Graduate School](#) supports PhD students in their development through access to career coaches, workshops, mentors and student support staff, amongst others.

People are central to TU Delft. As an organization, we acknowledge the importance of organizational culture and a healthy work-life balance, which TU Delft aims to support through, amongst others, a Vitality Programme that includes the Health Coach Programme (HCP), an e-supported lifestyle program that focuses on nutrition, exercise and stress management. In addition, TU Delft offers childcare provisions and maternity, paternity and parental leave provisions.

TU Delft strives to integrate the values of diversity and inclusion throughout our organization. We are working on creating a selection toolkit, one of the aims of which will be to improve (gender) bias awareness, to ensure inclusive recruitment and selection. We are closely monitoring our commitment to increasing the proportion of female professors at TU Delft. As a university of technology we are working towards reaching the target of 25% female professors in 2025. The Delft Technology Fellowship (DTF) contributes to improving the gender balance at TU Delft. The [DTF](#) is one way of recruiting exceptional female academic researchers for Full Professor, Associate Professor and Assistant Professor positions.

Diversity, integrity, respect, engagement, courage and trust are core values of TU Delft. Dedicated structures have been set up to safeguard and support these values. This includes the [Integrity Office](#), a network of confidential counsellors and an Ombuds Officer. Additionally, training on social safety can be found on our Intranet page, and a committee on dealing with undesirable behaviour has been installed. Every year, TU Delft conducts an analysis and draws up a safety risk profile for the organisation. To help foster Diversity and Inclusion, the D&I Office will be running staff and student surveys in 2022. The insights gathered will be used to plan general strategies and where needed targeted interventions.

The D&I Office provides an up-to-date overview of relevant projects and programmes related to diversity and inclusion on [the website](#).

November 2021

On behalf of the Executive Board of TU Delft,

A handwritten signature in blue ink, appearing to read 'R.F. Mudde', with a stylized flourish.

Professor R.F. Mudde

Vice Rector Magnificus / Vice President Education