

# Memo on GENDER EQUALITY



# Introduction and Reason

"The European Commission has made institutional gender equality plans mandatory for funding from Horizon Europe, the framework programme for research and innovation. As of 2022, every legal entity must have a gender equality plan in order to be eligible for funding from Horizon Europe. Gender is always linked to other social categories, such as ethnicity, disability, age, sexual orientation and social class" (Ministry of Education, Culture and Science).

The mission and vision of Windesheim University of Applied Sciences describes the values and principles we seek to uphold as a university of applied sciences. Our brand promise refers to a society based on equality, solidarity, human dignity and embracing diversity. This is in line with the Sustainable Development Goals (SDGs) of gender equality and reducing inequality.

Windesheim University of Applied Sciences ([annual report 2020 infographic](#)) stands for an inclusive society and takes small and large steps to ensure that everyone has equal opportunities and rights, both within and outside our organization. What we strive for is 'closer to you, with an eye for differences'. We have a clear ambition with regard to diversity and inclusion, of which gender is a part:

At Windesheim University of Applied Sciences, we work together to ensure that all students and staff feel welcome and comfortable. We actively contribute to creating situations in which everyone, based on their different abilities, feels they have equal opportunities to contribute. Our students and staff actively contribute to an inclusive and sustainable society. We actively contribute to discussing differences and bringing them up for discussion. We do not exclude anyone based on skin colour, age, gender, sexual orientation, social class, political preference, religion or other personal characteristics and we actively work to ensure that there is room and appreciation for everyone at our university.

This ambition is achieved along four pillars, viz. content of education and research, organizational culture, student policy and HR policy. The gender theme forms an integral part of Windesheim's diversity and inclusion agenda.

## What we do at Windesheim

### 1. Public document

The Executive Board wholeheartedly endorses the theme of diversity and inclusion, as set out in the University's Strategic Policy Plan 'Our Mission and Ambitions' ['Our Mission and Ambitions'](#).

In addition, Windesheim University of Applied Sciences has established two portfolio boards: one for sustainability and one for inclusion. More information can be found in the enclosed hyperlinks: [Inclusive Society and Sustainable Society](#).

To support the Inclusion Portfolio Board, three working groups have been formed that are concerned with (formulating) actions in the area of diversity and inclusion (and therefore also gender) for 1. content of education and research, 2. students and 3. staff.

In addition, the Diversity & Inclusion Charter was signed on 24 January 2022 and an activity plan for 2022 was formulated. This activity plan contains concrete actions, related to the four pillars, which will be implemented and monitored in the course of the year ([Diversity-Charter-signed](#)) / ([SER / Diversity Charter](#)).

### 2. Specific Resources

Windesheim University of Applied Sciences has appointed a Diversity and Inclusion Adviser within the Strategy and Support Staff Department and the recruitment and selection process for a Diversity and Inclusion Officer at institutional level has started. These officers will further shape the gender aspect from the broad perspective of Diversity and Inclusion.

The actions to be taken are part of the diversity and inclusion agenda. Based on the stated ambitions, these have already partly been defined for the three target groups mentioned above (education and research content, students and staff) and partly need to be further elaborated. After formal coordination, they will be communicated. For the intended actions, the resources needed to achieve our objectives will be considered.

### **3. Data Collection and Monitoring**

The HR Monitor reports annually on such matters as staffing and gender diversity. Figures on gender diversity in job scales and of division and service department staff are available. The assessment of the data collected on gender equality is part of the process of monitoring the diversity and inclusion policy. This is done by Windesheim's Social Innovation professorship.

In addition, within the various organizational units, "diversity of our workforce" is part of the Strategic Staffing Plans (SSPs) and actions are formulated where necessary.

Thirdly, a work experience survey is conducted biennially, with the 2021 survey also including specific questions on gender equality. The analysis of the results will include a consideration of significant differences in work experience between men and women (where applicable) [Work Experience Survey](#).

### **Training and Capacity Building**

Through its Corporate Academy, Windesheim University of Applied Sciences offers various training courses, master classes, inspiration and book tips in the area of diversity and inclusion. A special internal website has been set up for this purpose: [Learning and development diversity and inclusion](#).

In addition, the regular training offerings will include a focus on diversity aspects relevant to the theme (e.g. leadership training and training on 'tackling absenteeism').

### **Other Focus Areas**

The HR policy (one of the pillars mentioned above [\(HR Policy 2020-2025\)](#)) has been drafted on the basis of and in line with Windesheim's strategic policy plan. In the various HR instruments/HR policy, diversity and inclusion are actively promoted.

An example of this is staff recruitment and selection. This starts with preparing job advertisements. A statement concerning equal opportunities and a diverse workforce is included by default. Setting up application committees is also an important part of the process, as is determining what potential candidates are required to include in their cover letters. For more information, see [Objective recruitment and selection](#).

Finally, Windesheim has appointed two confidant(e)s and drawn up a policy/regulation with regard to inappropriate interpersonal behaviour [\(Confidant\(e\)s for Inappropriate Interpersonal Behaviour\)](#).

An employee can report instances of inappropriate interpersonal behaviour to the confidant(e). The confidant(e) listens, supports the employee and suggests possible solutions. The confidant(e) can also refer the employee to specialized counselling agencies or provide support if the employee wishes to lodge a complaint with the Complaints Committee for Inappropriate Interpersonal Behaviour.