

GENDER EQUALITY PLAN_

Open up new horizons

L. Kersten (Central Policy Staff for Human Resources)

A. Sluis (Central Policy Staff for Education, Research & Quality Assurance)

Nijmegen/Arnhem

21 December 2021

CONTENTS

1	INTRODUCTION	2
2	GENDER EQUALITY AT HAN	4
2.1	Current situation	4
2.2	What is HAN currently doing about gender equality?	6
2.3	What else are we going to do to achieve gender equality?	7

1 INTRODUCTION

For a smart, green and social world of tomorrow

HAN University of Applied Sciences (HAN) offers education and conducts practice-based research. By doing so, we earn a place in, and contribute to, the world of tomorrow. So we can make a difference and bring about real change. Just as we have always done. And will continue to do.

The world is changing and HAN is changing with it. To be of added value in this changing world, we form lasting connections and educate students to become versatile and reflective professionals. We also help to further social innovation and we embrace digitalization and technological transformation.

Of course, we do not do this alone. HAN innovates and develops knowledge and skills to solve social issues together with industry partners, lecturers, researchers and students, using a multidisciplinary and lifelong approach. To this end, we link major social themes to our daily work. We also continuously evaluate our actions on the basis of our mission. So that we can make a direct and indirect sustainable and future-proof contribution to smart, green and social solutions for the social issues of today and tomorrow¹.

HAN University of Applied Sciences

With over 37,000 students, a choice of over 110 bachelor, master and associate degree programs and over 4,000 employees, HAN is one of the largest universities of applied sciences in the Netherlands. It has an organizational structure based on 14 schools. These schools are responsible for the content and organization of all education and research within a domain (work field). Linked to these schools are around 50 HAN research centers. That is where some 60 professors conduct practice-based research. They develop new knowledge, contribute to the professional practice and to improving the education at HAN. In its research and education, HAN focuses on 3 key areas: Smart Region, Sustainable Energy & Environment and Fair Health. In this way we create more impact in the region and work together with partners on innovation. Support is provided by the Central Policy Staff and Services departments, and the organization is centrally managed by the Executive Board.

Sustainable Development Goals (SDG) and gender equality.

On 9 May 2019, the chair of the Netherlands Association of Universities of Applied Sciences signed the SDG Charter (now SDG Nederland) on behalf of all universities of applied sciences. One of the 17 SDGs concerns gender equality: equal rights for men and women and the empowerment of women and girls.

Gender equality is not only a fundamental human right, but also a necessary basis for a peaceful, prosperous and sustainable world². The position of girls and women in education, health care, the labor market and politics has improved considerably over the past decades. Despite the worldwide progress, challenges still exist, also in the Netherlands and in higher education. Research by Amnesty in June

¹ Source: Charting Our Course 2022-2028

² <https://www.sdgnederland.nl/sdgs-2/doel-5-vrouwen-en-mannen-gelijk/>

2021 showed that 1 in 10 female students faces sexual violence³. Also, in September 2020, the Ministry of Education, Culture and Science published a national action plan for more diversity and inclusion at research universities⁴. Attention to gender equality is also a requirement for grant providers. Horizon Europe thus requires knowledge institutions to have a Gender Equality Plan for all calls for proposals with a deadline in 2022.

For HAN it is crucial that students and staff have a safe and inclusive work and study environment. An environment where students feel at home and treat each other with respect and where staff use their personal and professional expertise to contribute to a smart, green and social world of today *and* tomorrow. That not only benefits the institution and its students, but also the professional field, which needs the right knowledge and skills for dealing with the social tasks at hand. We therefore consider it our task to make efforts for diversity and inclusion in general and for gender equality in particular.

³ <https://www.amnesty.nl/actueel/een-op-tien-vrouwelijke-studenten-slachtoffer-van-verkrachting-tijdens-studie>

⁴ <https://www.rijksoverheid.nl/actueel/nieuws/2020/09/01/nieuw-nationaal-actieplan-voor-diversiteit-en-inclusie>

2 GENDER EQUALITY AT HAN

We have started generating data about gender balance at HAN. These data will be used in the future to draw conclusions and formulate possible strategic interventions to promote gender equality.

2.1 Current situation

HAN conducted a gender analysis in November 2021. The results are given below. As of 31 October 2021, HAN had a total of 4,254 employees, 1,652 of whom were men and 2,605 women (Figure 1). Registering as gender neutral is not yet possible in the HR systems⁵.

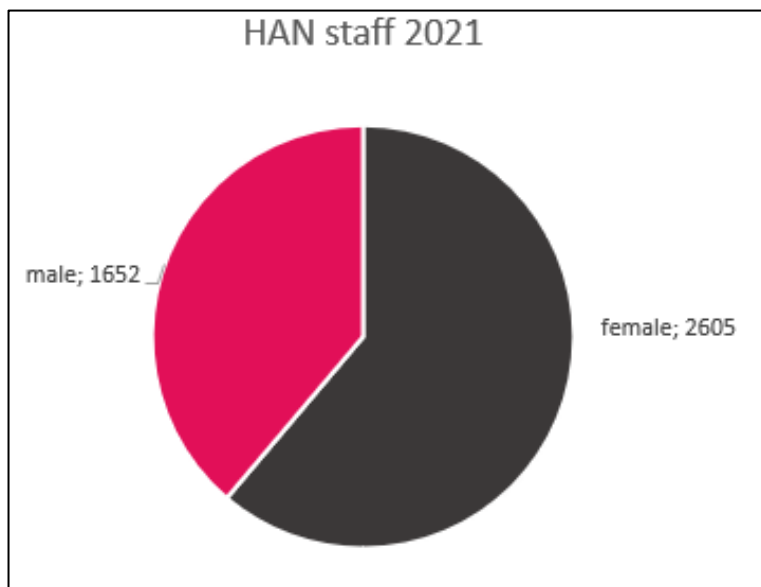


Figure 1. Gender ratio HAN employees, reference date 1 November 2021.

⁵ RAET (supplier HR systems) is pending legislation and regulations before changing this.

The student gender ratio as of 2021 is illustrated below (Figure 2).

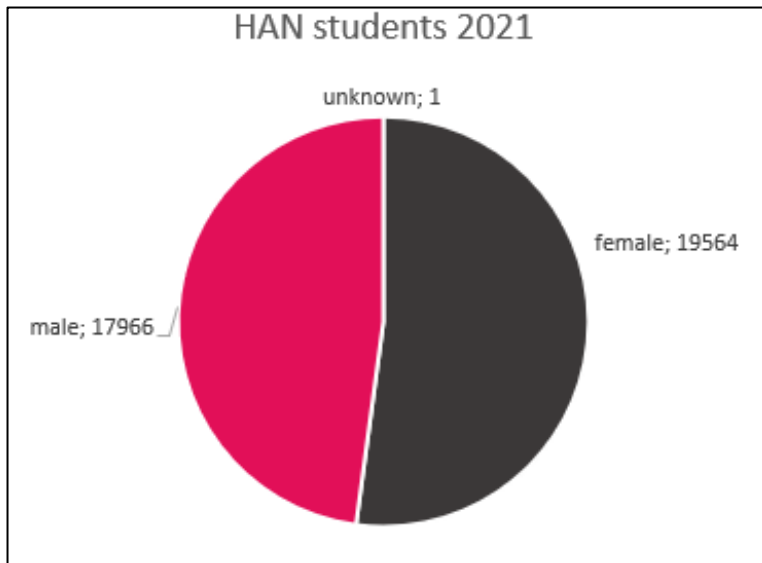


Figure 2. Gender ratio HAN students, reference date 1 November 2021

The overview below gives the gender ratio in percentages for positions in management, research and teaching (Figure 3). It should be noted that the Executive Board consists of 2 women and 1 man.

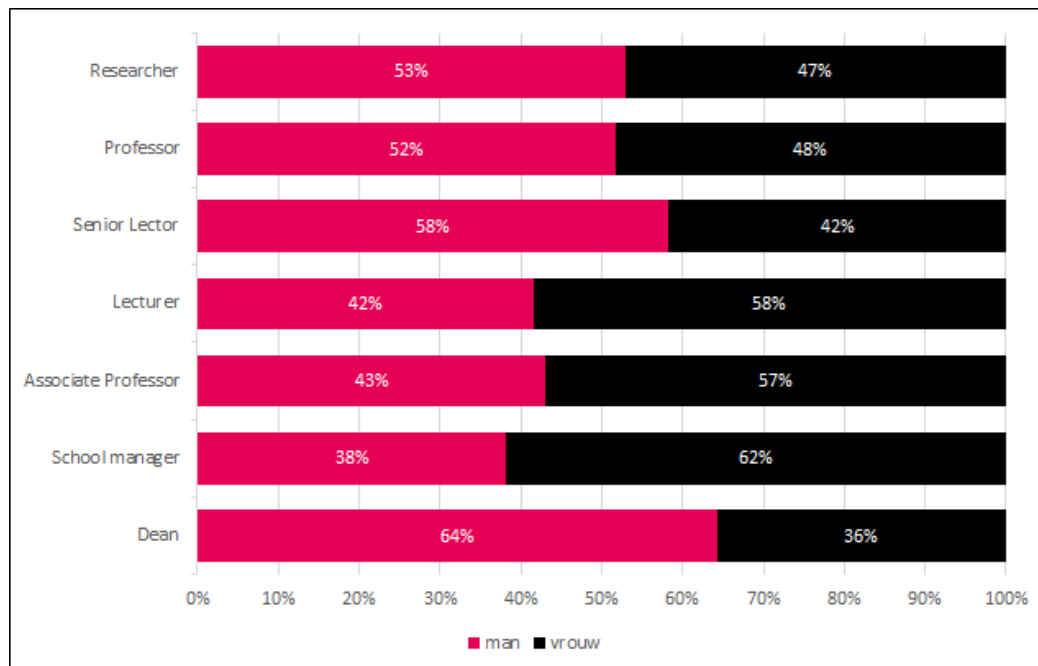


Figure 3. Gender ratio of management, research and teaching positions, reference date 1 November 2021.

These data will be generated each year, not only about employees, but also about students. They will be published on the public website of HAN and included in the institution's annual social report. These data form part of the input for discussing the desired gender balance when it comes to leadership and decision-making positions at HAN.

2.2 What is HAN currently doing about gender equality?

Professional development

At HAN working and learning go hand in hand. We strive for a learning culture in which knowledge circulates, innovation is encouraged and the importance of lifelong learning is acknowledged. Continual development is crucial to accomplishing our mission. Developments in the area of diversity and inclusion occur in a variety of different places and different collaborations. Attention is devoted to diversity and inclusion within the teaching teams, for example, and there is an institution-wide Diversity Learning Community. The HAN Academy, the department that supports the development of employees and teams, offers a free training course "Dealing with diversity", which pays attention to gender equality.

Gender equality in recruitment and selection

Staff and future staff at universities of applied sciences should be able to identify with the institution and so be willing and able to contribute to the organization. Teams with a diverse composition perform better and deliver a higher quality of education and research. They bring a diversity of perspectives and contribute to making the educational culture more diverse and inclusive. This is also important for students. Identifying with the institution as a student is not only about inclusion and diversity among the student population, but also in the staff at an institution, because staff serve as role models.

The Resource Desk (part of Human Resources) is connected to a Zestor⁶ project, which focuses on awareness of diversity and gaining insight into one's own blind spots in recruitment and selection procedures. In relation to management positions, the gender balance within management is discussed before a new vacancy is formulated.

Support in balancing work and private life

HAN supports employees in developing and maintaining a good balance between work and private life. Employees can benefit from various types of leave so they can temporarily create more time for important private matters;

- Care leave; and informal care tasks
- Special leave
- Pregnancy and maternity leave
- Adoption leave
- Parental leave

HAN also offers personal coaching and career guidance as well as various courses on this theme, such as:

- Yoga at work
- Effective working habits
- More job satisfaction? Start here!
- Mindfulness & Heartfulness
- Stress management
- Stress reduction through heart coherence
- Vitality in work and life
- Mirro E-Health

HAN also has a company fitness plan and employees can undergo a free Health Check.

⁵ Zestor is a government-funded labor market and educational fund that supports universities of applied sciences in good employer-employee relations.

We devote attention to gender-related violence, including sexual harassment.

The complaints regulations concerning sexual harassment, aggression and violence, bullying and discrimination (“Regulations for Complaints about Unacceptable Behaviour”) form part of HAN’s policy on preventing and dealing with cases of unacceptable behavior, including sexual violence and sexual harassment.

Staff and students who are confronted with unacceptable behavior, such as gender-related violence, can see a confidential counselor. The counselor is there to listen and support where needed and refer to other experts. Two confidential counselors are specifically assigned to the theme of domestic violence and child abuse. Staff and students can go to these counselors when facing domestic violence themselves or when they suspect someone else might be dealing with a violent situation at home.

Staff and students can also report gender-related or other forms of violence to the Complaints Committee, which investigates complaints, and reports and advises about them to the Executive Board.

2.3 What else are we going to do to achieve gender equality?

The ambition to be a safe and inclusive university of applied sciences requires collective and structural efforts, in which both men and women, employees and employers, have a role to play. To achieve this ambition we therefore carry out the following interventions:

1 Data collection, monitoring and analysis

To gain more insight into gender diversity at HAN, the Central Policy Staff and the Services departments Human Resources and Education, Research & Quality Assurance will start to collect and monitor staff and student data according to gender. The results of this monitoring will be presented to the HAN management in the annual social report.

The report will concentrate on the following indicators:

- Division of men/women as a whole at HAN:
 - Position and level
 - Salary scale
- We zoom in on specific positions, levels, and assignment of pay scales:
 - Management
 - Professors
 - Lecturers/researchers
- Division men/women in relation to students and staff per school or degree program.

We analyze the data, while keeping an eye out for striking results and/or changes with respect to previous years. We enter into discussions about the underlying factors for these striking results and we investigate whether unconscious prejudices play a role. Based on the results and discussions, we will investigate which policies and/or actions are needed. We also investigate whether and if so which qualitative norms are posed in relation to our ambition of increasing the gender equality and gender balance.

2 Attention for gender equality in policy

- HAN has assigned the gender equality portfolio to the Central Policy Staff for Human Resources. The Central Policy Staff for Human Resources is collaborating with the Central Policy Staff for Education, Research & Quality Assurance on this portfolio. The theme is assigned to two policy officers from both departments with expertise in the broad spectrum of diversity and inclusion. Both departments support the organization in increasing gender equality in the broadest sense of the word. They also support the implementation of the gender equality plan and subsequent interventions.
- The Central Policy Staff for Human Resources and the Central Policy Staff for Education, Research & Quality Assurance will initiate a knowledge platform for gender equality. This platform will be a driving force when it comes to developments, questions and concerns in the area of gender equality, gender balance and other gender-related issues.
- The platform will consist of various experts and ambassadors from different layers at HAN. It represents and serves the entire HAN community. The platform will identify issues, put them on the agenda and advise on these issues. One of the knowledge platform's central themes will be gaining attention for gender equality and creating awareness among staff and students in both education and research. After its launch, the platform will in any case work together with the Central Policy Staff for Human Resources to explore how diversity and inclusion in general and gender equality in particular can be integrated into the leadership program for management.

OPEN UP
NEW **HAN** UNIVERSITY
OF APPLIED SCIENCES
HORIZONS.