

UNIVERSITY OF TWENTE.

European Commission

FROM
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Gender Equality Plan

SUBJECT
Gender Equality Plan

Dear members of the European Commission,

Over the years, the community of the University of Twente has actively worked and collaborated to overcome gender gaps and will continue to support initiatives and activities that contribute to gender equality in academia. The Executive Board of University of Twente is committed to helping in achieving the gender equality aims of the European Union and the UN Sustainable Development Goals (SDGs) in a joint effort.

Diversity and inclusion are key organisational principles. Focusing on and ensuring gender equality in research and education is therefore both logical and essential - as gender is one of the diversity dimensions. Efforts made and initiatives taken by committed networks, teams and individuals are brought together, endorsed and strategically supported by a dedicated Diversity, Equity & Inclusion (DE&I) Team. This DE&I Team sets and helps to achieve strategic DE&I goals at all organisational levels by providing advice, calling for shared accountability and carrying out various actions.

Gender Equality Plan

This Gender Equality Plan (GEP) provides a comprehensive overview of all that we have done to overcome gender gaps in education and research. This GEP stresses the need and urgency to continue our mission to achieve gender equality, as diversified and well-balanced academic teams yield richer knowledge and outcomes that create greater impact. The actions and initiatives described in this GEP are aiming to create awareness on matters of gender equality in our academic community and can be considered the fundamental basis substantiating the (policy) decisions and measures the University of Twente has made and will make in the years to come.

Ongoing process

The DE&I Team aims to publish frequently updated overviews of gender equality-related projects and their outcomes. These insights are meant to inspire our community and all others interested in our mission to overcome gender gaps. We intend to be completely transparent about the progress we make and the difficulties we encounter in this process of continuous improvement. Being transparent facilitates mutual and shared learning. Together, we can contribute to eradicating gender inequality throughout academia.

On behalf of the Executive Board of University of Twente,



Vinod Subramaniam
President