



DE&I ACTION PLAN '23

UT'S PROGRESS

DIVERSITY, EQUITY & INCLUSION (DE&I)

UNIVERSITY
OF TWENTE.

DE&I IS PART OF OUR DAY-TO-DAY LIFE AT UT

CULTURAL COHESION

- HR started re-assessing UT's pre- and onboarding practices
- DE&I Team worked with the KIC and SU to embed inclusive strategies, practices, and activities
- DE&I Team set up DE&I content calendar for UT DE&I social media channels
- DE&I Team continues to work with EB on implementing best practices from SEG Inclusion report
- Faculty of EEMCS established a faculty-based DE&I platform
- DE&I Team and UTLC keep offering inclusive interaction, communication and representation workshops throughout UT (ongoing)
- TMRK performed theatre production Mindlab at the beginning of April 2023
- A collective of CFM DE&I advocates is established to jointly take action to strengthen inclusion
- A collective of DE&I advocates organised the DE&I week, and events related to Women's Day and other (inter)nationally recognised days
- The MC Dies Natalis Team provided live transcription during the 2023 edition. MC, Events (with input from DE&I Team) started to draw up advice on more inclusive practices for UT events
- DE&I team supported the transition of the Ambassadors Network to the DE&I Advisory Board
- The Incentive Fund continues to stimulate the realisation of innovative DE&I initiatives by students and staff
- MC developed DE&I UT element (see header element) to create unity and to encourage use of this element to show that we are all working on DE&I

ACCESS & EQUITY

- The HR Employer Branding Team (advised by DE&I Team) has rewritten the Employer Value Proposition and started to translate this into vacancy texts and website
- MC Digital Team and DE&I Team carried out a website accessibility test (external expert involved). Findings will be assessed and improvements will be implemented accordingly
- HR has improved UT's international staff recruitment page
- DE&I Team and CES/SACC started to review UT's policies for studying with additional support needs at UT
- DE&I Team collaborated with De Veste in creating change to more accessible, equitable, fair and inclusive housing practices

SOCIAL SAFETY

- HR, CES, DE&I Team, Integral Safety Team, and TGS have written an advice on social safety. This advice includes the further development of actions to evolve our culture, enhance our (formal and informal) support structures, and adjust our organisational structure. It also draws attention to social safety in day-to-day interactions through a communications campaign
- EB signed the Amnesty International "Let's talk about Yes" Manifesto in December 2022. DE&I Team and Social Safety Team continue to participate in regular follow up activities
- DE&I Team, UTLC and HR continue to offer trainings/workshops to cultivate socially safe environments
- FFNT actively promoted an open discussion on social safety for colleagues that experience crises in their countries of origin and what measures UT has in place to offer support

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GENDER | GENDER IDENTITY | GENDER EXPRESSION

- A collective of DE&I advocates started to promote gender equity and equal opportunities, build a community and come up with suggestions to progress
- Researchers and DE&I Team collaborated with SBD to take part in Girls Day
- CFM has planned to open one gender inclusive bathroom per building
- HR prepared a revised Hypatia recruitment programme which is ready to be launched by the faculties
- DE&I Team, LISA, and HR managed to update the AFAS administration system in line with the national gender registration guidelines. Scheduled to adapt all UT administration systems
- A collective of DE&I advocates ran a free period products pilot and is about to expand coverage (based on survey outcomes)
- Pronouns embedded in email signature template
- The Technology for Women's Health research pillar (TechMed) organised Impact Workshops that bridged the gap and helped shape cross-faculty strategic directives on how to address unmet women's health needs in research, thereby further developing, adapting and implementing personalised key enabling technologies
- OBP-VN organised several career development events for women in support staff positions focusing on information sharing, skill development workshops, and networking opportunities
- ITC faculty developed a faculty specific Gender Equality Plan (GEP) with objectives and action points relevant to research development and attracting more women

MEAL MONITORING EVALUATING ACCOUNTABILITY LEARNING

- Internal Audit Team ran first Behaviourial Audit on DE&I
- DE&I Team has established a learning and evaluation community with educational institutions in the region
- First time participation in the Workplace Pride Barometer. To be repeated bi-annually (2024)
- HR and BI have created a dashboard on UT's target figures about women academics
- HR has incorporated questions on inclusion and sense of belonging in our employee wellbeing survey
- The DE&I Team continues to frequently give interviews and hold conversations with internal stakeholders and external researchers and counterparts