



DIVERSITY, EQUITY & INCLUSION

EEMCS NETWORKING DAY
16 SEPTEMBER 2024

AT THE FACULTY EEMCS

WE STRIVE TO CREATE A SAFE LEARNING, WORKING AND
SOCIAL ENVIRONMENT,
AN ENVIRONMENT WHERE EVERYONE CAN FEEL AT HOME,
FEEL RESPECTED AND HAS EQUAL OPPORTUNITIES



EEMCS DE&I TEAM



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**UNIVERSITY
OF TWENTE.**

Why focus on DE&I?

Many organizations and societies struggle with a lack of representation of diverse groups, whether based on race, gender, ethnicity, disability, sexual orientation, or other identity markers

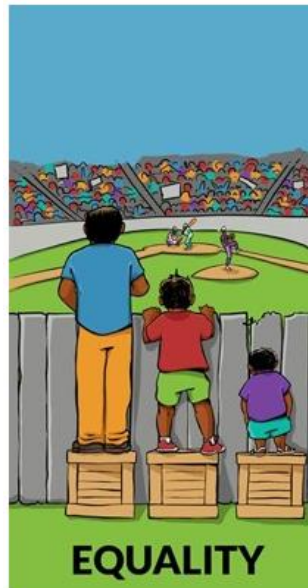
This lack of **diversity** can lead to homogeneity in decision-making, creativity, and perspectives



"We need to focus on diversity. Your goal is to hire people who all look different, but think just like me."

Why focus on DE&I?

Many institutions operate on a principle of equality - providing the same resources to everyone regardless of their different starting points or needs



Equity involves ensuring that individuals have fair access to opportunities and resources tailored to their specific needs



We often fail to address historical and systemic disadvantages faced by marginalized groups, perpetuating inequality



"The seven check marks"
Joris Luyendijk, 2022

How is DE&I perceived by EEMCS members?

Inventory of the most pressing issues through

- Short digital survey (Oct. - Nov. 2023) (20% response rate)
- Internal Audit (Feb. - Sept. 2024) (28 employees)

Main issues are related to

- Gender-inequity
- Internationalization

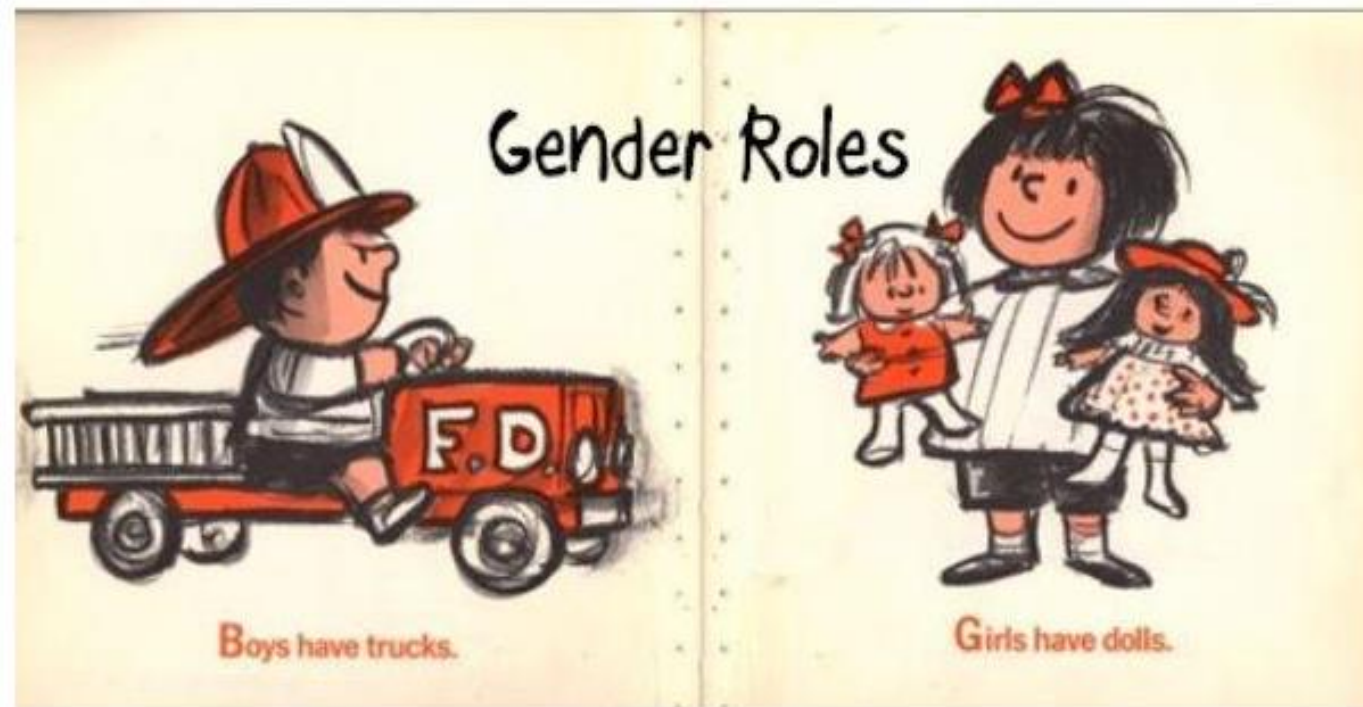
“The danger of a single story”



TED Talks Chimamanda Ngozi Adichie

How stereotypes are formed due to incomplete information
A single story should not define a group of people

Gender stereotypes



Boys should be strong, assertive, aggressive, competitive, independent, play (outdoor) sports, not express their softer emotions etc.

Girls are expected to be soft, nice, nurturing, caring, compassionate, beautiful, sexy, take care of the household, be artistic etc.

Gender stereotypes



- A man is supposed to be career oriented
- A woman is supposed to be family oriented
- Dependency is the norm

<https://innerdawn.in/>

Apple Accused in Lawsuit of Underpaying Female Workers in California



 By Reuters | June 13, 2024

Gender stereotypes



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<https://innerdawn.in/>



“The number of women in technology is increasing at an excruciatingly slow pace”

<https://nu.nl>
April 8, 2024

Gender stereotypes

Percentage of women professors not growing fast enough

08 / 12 / 2022 | [Michaela Nesvarova](#)

The percentage of women professors at the University of Twente is still too low - and not growing fast enough, shows the 2022 Women Professors Monitor. There are currently 21.2% of women professors at the UT, while the national average is 26.7%.



PHOTO BY: FOKKE EENHOORN; FOKKE EENHOORN

Is de UT nog altijd 'A man's world'?

01 / 05 / 2024 | [Maaïke Platvoet](#)

Fleur Zomer sprak voor haar masterscriptie Communication Science met twintig vrouwelijke leidinggevendenden op de Universiteit Twente over de rol die gender speelt in hun positie. 'Toen ik hier aan begon was ik best naïef, ik had nooit gedacht dat er nog zulke traditionele patronen bestaan.'



 today
<https://utoday.nl/>

"Is the UT still 'A man's world'?"

What about our students?



19 / 02 / 2024

House of Representatives gives higher education right to exclude international students

'That many women feel unsafe is a problem for all of us'

07 / 03 / 2024 | [Stan Waning](#)

Alexandra Mulder Gonzalez (21) was voted the most active UT student in 2023 and has her own way of studying. She is motivated to bring people together with Amnesty UTwente to talk about sexual violence and taboos, discovering boundaries and gender inequality. This is also the case tomorrow during International Women's Day.



PHOTO BY: RIKKERT HARINK

Diversity in all its forms



Sexual orientation



Neurodiversity



Education



Personality



Marital status



Disability



Functional diversity



Religious diversity



Socioeconomic status



Gender



Cultural background



Mental health



Age



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Cultural diversity



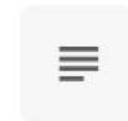
Geographic location



Parental status



Race



Multiculturalism



Education diversity



Diversity in all its forms



Sexual orientation



Religious diversity



Cultural diversity



Inclusive environments encourage open dialogue and collaboration, bringing together a wide range of experiences, viewpoints, and problem-solving approaches, which can lead to more innovative solutions and creative ideas



Marital status



Mental health



Multiculturalism



Disability



Age



Education diversity



Functional diversity



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Plan of action

Improve awareness

- Identify focus areas based on Survey and Internal Audit
- DE&I training / workshop
- Explore what is / is not available on DE&I for students/lecturers
- 2024 Incentive Fund: Onboarding video

Join the EEMCS-DE&I team or our Sounding Board

<https://www.utwente.nl/en/eemcs/intranet/dei/dei-eemcs@utwente.nl>





University of Copenhagen

Equality and diversity



TU/e Eindhoven University of Technology



HOME / OUR UNIVERSITY / ABOUT THE UNIVERSITY / EQUITY, DIVERSITY AND INCLUSION

EQUITY, DIVERSITY AND INCLUSION



UNIVERSITY OF AMSTERDAM



Diversity & Inclusion

DIVERSITY IS A FACT
EQUITY IS A CHOICE
INCLUSION IS AN ACTION
BELONGING IS AN OUTCOME



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