

Female Faculty Network Twente

INCLUSIVENESS AT 360°

HIGH TECH, HUMAN TOUCH IN PRACTICE



DIVERSITY & INCLUSION @ UT

FFNT Conference 11.02.2019

Drs. M. de Boer, HR Policy Advisor on Diversity and Inclusion

Current diversity policy

Measures on gender diversity

- Individual level**
- Career development
 - UT Incentive Fund
 - Female networks

- Policy level**
- Target >20% female full professors ultimo 2020
 - Gender neutral recruitment & selection
 - Composition of BAC's en TT-committees
 - Different trainings

- Organisational level**
- HYPATIA program (incl. dual career & warm welcome program)
 - UTwist
 - Westerdijk Talentimpuls
 - Ambassadors' network
 - Monitor LNVH
 - Strategic Personnel Planning

Widening the scope



Widening the scope

► Diversity = the mix



► Inclusion = making the mix work



Inclusiveness at 360°

Dr. V. Magnanimo, FFNT Board

Inclusion



missing talents



leakage



**UNIVERSITY
OF TWENTE.**

Female
Faculty Network
Twente

Questions for today

An inclusive workplace values diversity and supports all employees for their own qualities and ideas.

- What does inclusion mean for marginalized groups? And for privileged groups?

Skills and perspectives that people may bring to the workplace by gender identity, race, ethnicity, disability, age are inestimable resources we cannot miss.

- How do minoritized people view their participation in the organization?
- And how is their participation valued by the organization?

“High Tech, Human Touch”:

- Where do we stand? What do we miss?

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- Prof. Jennifer Herek:

Inclusive excellence: talent development at the UT

- Dr. Annalisa Pelizza:

Intersectionality for High Tech, Human Touch

- Workshop:

To Belong or Not To Belong?

FFNT vision

**FFNT embraces diversity and promotes
female academic leadership**

UT reference inclusive employer in The Netherlands:
the first choice for academic talents

FFNT objectives

FFNT members:

- Network: to create a network where academics can meet and exchange ideas and experiences
- Professionalization: to provide members with professional training
- Mentoring: to raise awareness about female faculty issues (both among women and men)

UT management:

- Dialogue: about concrete actions to enhance inclusiveness
- Monitoring: the implementation of female faculty-friendly measures

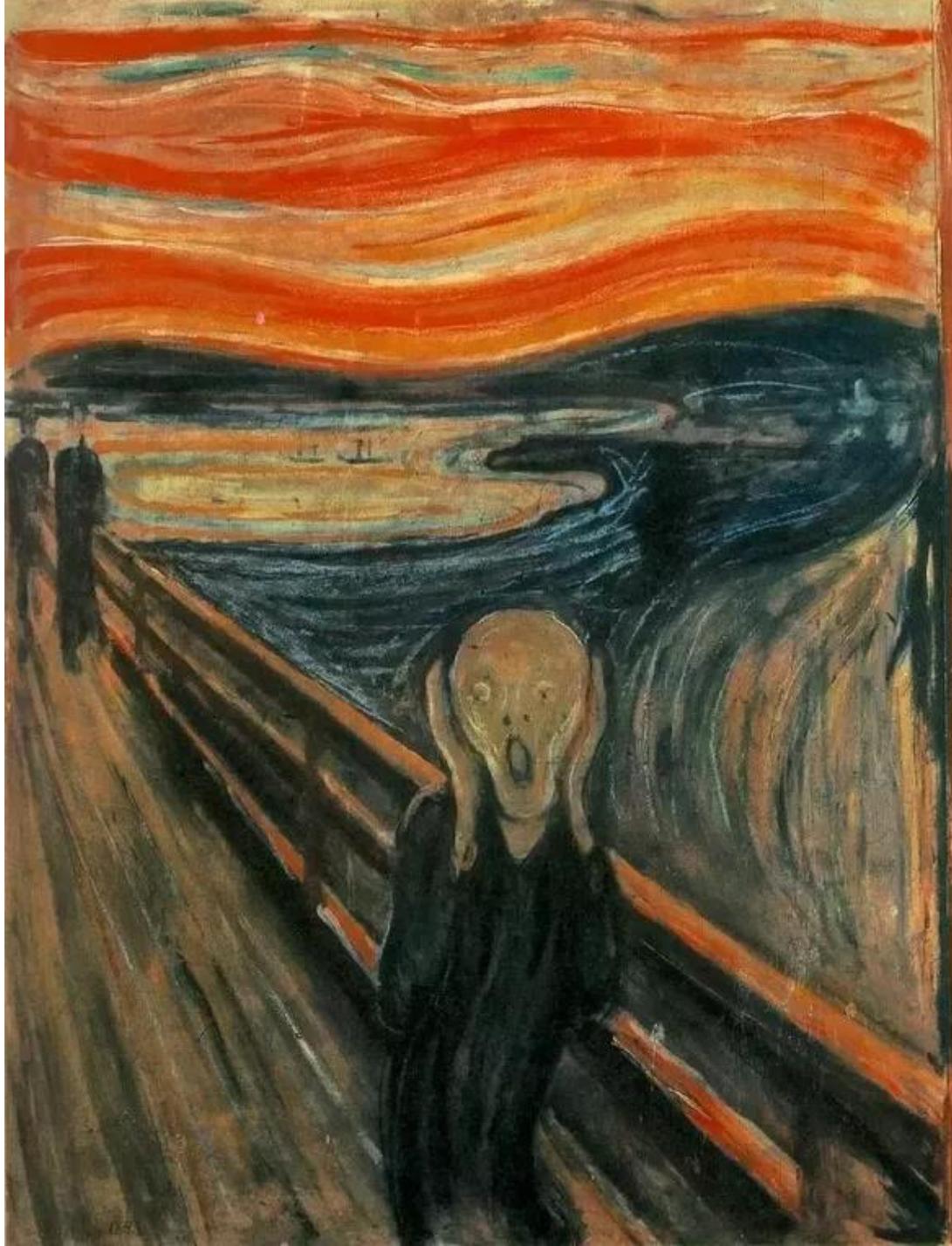
FFNT

- For more information: www.utwente.nl/ffnt
- E-mail: ffnt@utwente.nl

11th FEBRUARY

*International Day
of Women and Girls
in Science*





Choose:

1. Like very much
2. Dislike very much
3. Interesting but not my thing
4. Doesn't do much/neutral

