Dear European Commission,

The Managing Board of IHE Delft underlines the importance the European Union gives to gender equality and the aim of gender equality in academia in particular. Given the development orientation and multicultural staffing of the Institute, the Managing Board finds it important to take an intersectional approach to encourage diversity in various forms (e.g. gender, race, ethnicity, sexual orientation, differently abled) and nurture an inclusive culture within the organization. The Managing Board has supported and facilitated measures to this end in the past years, and will continue to do so in the future, with the aim of enhancing gender equality. In this letter we describe measures, activities and polices that have been developed and executed or will be initiated in the coming year.

These measures are in line with the guidelines for a gender equality plan from the Diversity & Inclusion Committee of the Dutch Ministry of Education, Culture and Science and in line with the Horizon Europe requirements and the guidelines mentioned in the Gender Equality in Academia and Research (GEAR) tool.

IHE Delft has dedicated resources in the form of human resources and gender expertise, to further develop and implement gender equality measures as outlined in this letter.

One of the institute’s policy officers focuses on diversity and inclusiveness. Gender equality is a priority in recruitment, career development and in efforts to ensure a safe working environment.

Gender equality is a topic of work for a new Diversity & Inclusion task force, formed as part of IHE Delft’s Strategic Plan. In 2022, the taskforce will have completed an inventory of the current status of the gender equality situation at IHE Delft and will develop remedying policy measures.

IHE Delft collects and monitors sex/gender disaggregated data on personnel. The Managing Board monitors these data, categorized by age group, nationality and per department, every three months and discusses follow up plans where necessary with HR and management to set goals and monitor targets.
Social safety is valued highly at IHE Delft and considered to be an important condition for a pleasant, safe and stimulating work environment. Part of our Code of Conduct are regulations on undesirable behaviour like gender-based violence including sexual harassment. Employees can refer to Confidentiality Counsellors and a Complaints Committee. We plan to offer an online coaching platform for employees to support their mental health and wellbeing. We also have a company doctor who can be approached confidentially, and an Ombudsperson will be installed in early 2022.

IHE Delft is committed to support a healthy work-life balance. Employees in eligible positions can partially work from home should they wish. We monitor employee satisfaction, also during Corona, on a regular basis and follow up on the outcomes. IHE Delft has signed the collective agreement for Dutch universities and applies all the rules including those related to equal treatment and the position of women.

In January 2022, 48% of our total staff and 36% of our academic staff are women. Among Associate Professors, 29% of posts are held by women. Among Professors, 23% of posts are held by women.

IHE Delft aims to eventually have 50% female Associate Professors and Professors. In the next strategic plan period, we aim at 50% female Associate Professors and Professors in all our upcoming vacant positions. This should result at the end of the next strategic plan period, ultimo 2028, in target figures for IHE Delft to employ 40% female Associate Professors and 35% female Professors.

IHE Delft currently employs 22% female managers. The aim is to eventually have 50% women in management positions. At the end of the next strategic plan period, ultimo 2028, the target figure for IHE Delft is to have 40% women in management positions. This percentage is based on achieving a good representation of the current (February 2022) number of women in the Institute.

We will continue focusing on gender equality, including by developing initiatives and setting targets to further improve said equality at IHE Delft and contribute to gender equality in academia.

Yours sincerely,

Prof. Dr. Eddy Moors
Rector IHE Delft