

Setting Sustainable Change in Motion

Diversity, Equity and Inclusion Plan [DEI] 2021-2025

Imprinting change





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Relation

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Introduction

We hear you.

This is the Strategic Plan for Diversity, Equity and Inclusion (DEI) 2021-2025 of Radboud University. It reflects our conversations and the contributions of you, the staff, the students and our social partners.

Diversity, equity and inclusion

Radboud University is a unique university that originates from the Catholic emancipation movement of the early twentieth century. In accordance with this tradition, staff and students feel involved with each other, with society and with the world. We focus on caring for each other and the world around us and remain committed to the promotion of equity for everyone including, all marginalized groups. We aim to be meaningfully guided by scientific questions and societal challenges. Our core values are: *connected, curious and reflective*.

From our history, diversity principles are deeply rooted in us: we believe that diversity enriches the academic debate and that everyone deserves equal opportunities. In this note we describe how Diversity, Equity and Inclusion are starting points in our education, research and our impact. With the described DEI-oriented actions, we aim to further build an open, critical and inspiring academic community in which everyone feels at home, gets equal opportunities and in which there is room for new forms of thinking, learning and working. This plan is in line with Radboud university's "A Significant Impact" strategy. It outlines the organization's commitment to implementing improvements and highlights tangible actions.

We all play a role in the development of DEI at Radboud University. Let's continue to work together and be proud of who we are and the values we stand for.

Daniel Wigboldus
President of the Executive Board

Rona Jualla van Oudenhoven (she, her)
Chief Diversity Officer

1 Radboud University Diversity, Equity and Inclusion

1.1 Diversity, equity and inclusion

Radboud University contributes to a healthy, free world with equal opportunities for everyone. We do this as an inclusive university community. From the Catholic, emancipatory origins of Radboud University, diversity principles play a central role for us. Radboud University sees it as its social responsibility to contribute to the achievement of Sustainable Development Goals (SDGs) such as those set by the United Nations.

Some of the key SDGs for DEI include:

- Goal 4: Quality education
- Goal 5: Gender equality
- Goal 10: Reduce inequality
- Goal 11: Sustainable cities and communities
- Goal 16: Peace, justice and strong public services
- Goal 17: partnership to achieve objectives

1.2 Mission and vision of DEI

DEI's mission: To lead, facilitate, guide, encourage and support all levels of the organisation to achieve its diversity, equity and inclusion objectives through collaboration and insightful planning.

The vision of DEI: Diversity, equity and inclusion is embedded in the organizational culture of Radboud University.

1.3 DEI definitions

Diversity is the set of characteristics on which people differ from each other. It includes aspects such as nationality, creed, language, gender, gender identity, sexual orientation, talents and disabilities, ancestry, ethnicity and numerous other characteristics.

Equity refers to the creation of equitable outcomes for all through the variable allocation of resources, rights and adjustments to meet the complex diverse needs of individuals or groups. It deviates from simply providing equal opportunities in the sense that it takes into account the different advantages and disadvantages that may exist between people and groups.

Inclusion is the involvement of everyone as a valuable, autonomous and contributing participant in the activities of Radboud University.

2 Goals

The University's ambition for diversity, equity and inclusion is to promote a safe, inclusive and equitable academic community that embraces and promotes diversity and the values of social justice, and to advocate for and act for positive change, in line with the Sustainable Development Goals.

In this plan we show how DEI acts as a starting point for education, research and impact. With the described DEI-focused actions we aim to form an open and inspiring community, with opportunities for everyone and space for new forms of thinking, learning and working.

'Walk the Talk'

DEI is more than just words. We want to contribute to an inclusive campus through concrete activities as shown below. Radboud University's DEI plan derives much from the National Action Plan for More Diversity and Inclusion in Higher Education and Research Report Rijksoverheid.nl, as well as from Radboud University's strategy: A Significant Impact.

Goal 1: Embedding DEI

Embed DEI in policy and practice tools to drive positive cultural and structural change.

The world around us and our university continue to evolve. We learn from our experiences with diverse groups and want to use these experiences to give our students and staff a sense of belonging and community spirit. The campus is a place where we all feel familiar, at home, safe and involved. In doing so, we pay explicit attention to the following matters:

- we use *diversity data* about our students and staff, within the framework of the law – for example inclusion surveys;
- we learn from the best practices of each other and from similar organisations in our environment and beyond - *benchmarking*;
- we test whether our recruitment and selection procedures use good and *fair criteria*;
- we encourage DEI aspects to be taken into account in our *teaching and research* and, upon request, provide support in this regard;
- we ensure that *leadership* courses explicitly address diversity, equity and inclusion.

Each independent unit shall report on the above in the annual report.

2.1.1 Interventions

2.1.1.1 Inclusive Language

The DEI Office provides advice on how texts, files and educational programmes can be made as inclusive as possible (Inclusive Language Policy with Radboud in'to Languages, 2022-2023).

DEI Anti-Bias Theater

On request, this theatre company provides performances for groups, departments, programmes, institutes and faculties. The Anti-Bias Theatre makes recognisable situations negotiable, and helps teams to become

aware of prejudices and to find solutions together (the Nijmegen School of Management is involved in the evaluation of this theatre production, 2021-2024).

2.1.1.2 DEI-Inclusive Leadership and Mentors Program

Active antibias, inclusive leadership and DEI training for all leaders. DEI mentors are active in the workplace to help with the implementation of the DEI program. (with gROW and interested university students and staff, 2021-2025).

2.1.1.3 DEI-training: DEI Staff and Student Ambassadors Program

The DEI Office develops online training modules and the DEI ambassador program, making use of the expertise available in-house (with Radboud Academy and the DEI committees, 2021-2024).

2.2 Goal 2: Monitor DEI

Keep your finger on the pulse.

The aforementioned Sustainable Development Goals (SDGs) are DEI priorities. The University applies international standards for the evaluation of our progress towards these goals; To this end, the *SER¹ Diversity Charter* has been signed by Radboud University.

The DEI committees within the faculties and divisions of Radboud Services (RS) ensure that:

- policies and grant proposals are in accordance with the DEI guidelines;
- educational programmes are reviewed;
- gender inequity in appointment and remuneration shall be investigated and, where necessary, addressed;
- the infrastructure, policy and implementation for handling complaints are in order;
- There is ample sharing of relevant information relating to policies and procedures.

2.2.1 Interventions

2.2.1.1 The DEI Steering Committee

The university DEI steering committee, which consists of members of faculties and RS divisions is chaired by the Chief Diversity Officer (CDO), advises on policy and is the point of contact for all faculty DEI committees (in-process 2022).

2.2.1.2 Diverse Educational Programme

The DEI committees are approachable for consultation on DEI content within faculties (2022-2025).

2.2.1.3 Success Indicators

The DEI Steering Committee provides relevant data to help the faculties/RS divisions become more inclusive (a data collection project has been initiated with the Faculty of Management Sciences aimed at providing measurable indicators, 2022-2023).

¹ SER Diversity in Business | SER Diversity in Business

2.2.1.4 Transparent Complaints Procedure

The DEI Steering Committee assists, where necessary, with DEI-related complaints, such as complaints related to discrimination (together with social safety team and confidential counsellors 2022-2025).

2.3 Goal 3: Shaping DEI policies and procedures

Shaping DEI policies and procedures.

Our campus is a place where everyone, student or employee, has the right to work, learn and live in a physically, socially and psychologically safe environment. This sometimes requires additional policies, special procedures and perhaps even a shift in mindset. On the basis of jointly formulated principles of equity and inclusion, we aim to prevent abuse of power.

The DEI policy and its derived procedures recognize *intersectionality* and make it possible to denounce prejudice and discrimination, such as gender and LGBTQI+ discrimination, racism, harassment, social insecurity, the stigmatization of mental health and disabilities and other various forms of oppression.

It also enables the university to reach marginalised groups, such as people who have not yet been able to fully participate in our society and people with a distance to, among other things, the study or labour market.

2.3.1 Interventions

2.3.1.1 Policy Intervention

The DEI committees work together with university partners to achieve common objectives, learn from each other and inform each other. They help develop new policies, such as anti-racism, gender, language, inclusive toilet, social safety and well-being policies [with HR policy and social safety team, 2022-2024].

2.3.1.2 Implementation of the policy

A code of conduct for employees is in the works [2022]. This code makes it possible, for example, to discuss discrimination, intimidation, psychological and social insecurity and racism and to take action against it where necessary. The code is based on equality and equity for all [with DEI committee Donders Institute, social safety team and HR policy team 2021-2025].

2.3.1.3 Policy Evaluation Tool

Formulate common criteria to review and evaluate university policies and procedures where necessary [with HR 2023].

2.3.1.4 Clear procedures

Clear procedures, regarding accessibility and special needs for example, have been drawn up for students and staff who are looking for guidance, so that the right help is not only available but also easy to find and approachable. These will be published on the Radboud University website [with team Communication, HR, Student Affairs, and Faculties, 2022].

2.4 Goal 4: Become a DEI hub

Positioning Radboud University as a catalyst and hub for diversity, equal opportunities and inclusion [DEI]

Our campus is a place where we work on the boundaries of knowledge. We are an epistemic community: a network of experts, scientists, support and management staff and also of people with other experiences and knowledge who come up with a variety of innovative ideas. After all, transferring knowledge is our task: as a university, we want to share our experiences and what we have learnt with the world and continue to gain new insights. We give lectures, conduct research, publish articles, provide courses, organize an annual DEI symposium and an Solidarity Week. In this way, we contribute to an international community that focuses on combating social inequity and on promoting constructive, cooperative collaborations.

2.4.1 Interventions

2.4.1.1 Epistemic community for DEI

The DEI Steering Committee promotes partnerships and exchanges on DEI-related issues (e.g. [with all stakeholders including members of the refugee, immigrant, differently-abled, first-generation student and LGBTQI+ communities 2021-2025]).

2.4.1.2 Online DEI-training

At the initiative of the DEI steering committee, an online training module for DEI is being developed [together with gROW [2022] and Radboud Academy [2023]].

2.4.1.3 Solidarity

Radboud University stands in solidarity with groups that fight for equality and equity. Our solidarity statement echoes this.

2.4.1.4 Partnerships

Developing partnerships with international and local stakeholders, such as HAN and ROC, but also with Radboud alumni and the interdisciplinary DEI research community at Radboud University. [2022-2024].

2.5 Goal 5: Creating an accessible, inclusive and safe campus

The Radboud campus forms an inclusive community and working environment. The barriers that promote inequity are removed. Everyone, including vulnerable and marginalised groups feel represented, respected, recognised, seen, heard and protected.

Everyone can feel at home on our campus and can trust that our goods, services and knowledge have been obtained in an honest manner; everyone experiences the campus as an inviting, pleasant, psychologically, physically and socially safe space. We continue the idea of emancipation that underlies the establishment of our university by involving as many participants as possible in the academic community that we want to be.²

² The notion of safe spaces refers to the creation of safety for assenting and dissenting conversation to occur in a respectful manner that allows persons in the space to feel comfortable to engage in difficult dialogue knowing that one's views will be listened to with compassion, honored and respected. It can also refer to spaces provided by being in affinity groups.

2.5.1 Interventions

2.5.1.1 Safety and togetherness

Promoting inviting, pleasant, physically, socially and psychologically safe spaces (e.g. meeting rooms, prayer rooms, student living rooms and the like [Met HR en Facilities, 2022-2023]).

2.5.1.2 Social security

Social safety infrastructure and procedures are transparent, easy to find and easily accessible. [with HR, 2022-2024].

2.5.1.3 Courageous conversations

Establishing reliable networks for staff and students: engage in *courageous conversations* about inclusion and exclusion. Promoting debate and providing tools to create safe spaces [modules on Harassment, Discrimination, Spectators and Sexual Violence with *Epigeum* 2021-2022].

2.5.1.4 Knowledge centres

Working with stakeholders to advance the vision of lifelong learning and become a vibrant center of excellence. [2022-2024].

3. Resources

3.1 Financial resources and human capital

Radboud University allocates specific financial and human resources to ensure that the DEI plans can be implemented and maintained. EI Template

4. DEI Template

4.1 Diversity, Equity and Inclusion (DEI) ambition

To jointly promote a safe, inclusive and equitable campus society that embraces and embodies diversity and the values of social justice and advocate and agitate for positive change, in alignment with the sustainable development goals.

Ambitions 2021-2025	Strategy	Interventions	Outcomes
<p><i>Impact</i> Priority 1 Embed Diversity, Equity and Inclusion (DEI) Embed DEI in Instruments of policy and practice to impact cultural and structural change.</p>	<ol style="list-style-type: none"> 1 Develop benchmarking instruments to gauge standing and learn from best practice; 2 Include DEI Language - terminologies and concepts into the institutional framework; 3 Facilitate integrative change strategy with inclusive leadership intervention tools; 4 Provide DEI Training for students and staff. 	<ol style="list-style-type: none"> 1 Conduct inclusion assessments; diversity data project (with Management faculty 2022); 2 Revise criteria in documents to reflect inclusive language/ practice (with HR & In'to Languages (2022)); 3 Produce DEI Anti-Bias Theatre workshops (with HR & Radboudumc 2021); 4 Launch DEI Mentors & DEI Ambassadors Programs (HR & Radboud Academy (2022)). 	<ol style="list-style-type: none"> 1 Data - driven DEI practice informed by DEI Indicators; 2 Transparent award granting; selection & recruitment process 3 Self-aware, Conscious, Inclusive Leaders; 4 Increased DEI Awareness, Knowledge, Expertise and Impact.
<p><i>Research</i> Priority 2 Monitor DEI Progress Keep the DEI finger on the pulse</p>	<ol style="list-style-type: none"> 1 Foster an inclusive, multidisciplinary, monitoring culture; 2 Use rights-based intersectional framework (RBA) and SDGs in research and teaching; 3 Meet compliance with global and national standards; identify success indicators; 4 Set up effective complaints infrastructure 	<ol style="list-style-type: none"> 1 Establish a DEI Steering Committee and DEI Advisory teams in all faculties; 2 Review curriculum content to include diverse canons of knowledge & decolonizing discourse 3 Sign international treaties – Diversity Charter (2021); Disabilities Charter (2022); Write Gender Equality Plan GEP (with faculties 2022); 4 Use Restorative Justice Approach (Safety Team 2022). 	<ol style="list-style-type: none"> 1 Joint university-wide DEI governing bodies; 2 Diverse inclusive curricula; 3 Gender targets, pay-gap research; satisfaction surveys; 4 Transparent Complaints Procedure where parties feel heard in the mediation process.

Teaching and Learning
Priority 3
Shape DEI Policies & Procedures
 Shape DEI policies and procedures to reflect a DEI framework

- 1 **Identify intervention-** antiracism, social safety, discrimination, harassment, gender;
- 2 Implement policies to ensure safe inclusive campus;
- 3 **Revise** existing **policies** and procedures reflect a DEI framework;
- 4 **Improve accessibility** - marginalized groups.

- 1 Create **new policies** as necessary (with HR, faculties 2022- 2023);
- 2 Inform **Code of Conduct** (Social Safety team 2022);
- 3 Create **DEI policy evaluation tool** (Policy team 2022);
- 4 Create **seamless services** :- mental health, LGBTQI+, differently -abled, distance labor market (with HR & Academic Affairs 2022-2023).

- 1 New LGBTQI+, discrimination, harassment,- **social safety**, mental health, gender, toilet policies;
- 2 **Safe campus**
- 3 **Regular policy reviews;**
- 4 **Efficient accommodations process.**

People
Priority 4
Be a global DEI Hub
 Position RU as a Global Diversity, Equity and Inclusion [DEI] Catalyst & Hub

- 1 Form partnerships with **cross sectoral groups** to facilitate knowledge-sharing;
- 2 Show **solidarity** with causes and struggles of the local and global community;
- 3 Promote **DEI best practice** amongst staff, students, community, and global partners;
- 4 Position DEI as an inclusive partner and **knowledge-hub** within university settings, local community and **global context.**

- 1 Create a **diverse multidisciplinary network** (with staff, students and community partners 2021-2025);
- 2 **Engage (with marginalized groups** 2021-2024) - immigrant, refugee; LGBTQI+; First Generation groups;
- 3 Create **DEI Online Training Module** (with gROW (2022) and Radboud Academy (2023));
- 4 Develop **partnership** international/local stakeholders - (Radboud alumni & research community 2022- 2024).

- 1 A **DEI Epistemic Community** with diversity in people and knowledge;
- 2 **Solidarity and DEI Directional Statements; Start Strong Program;**
- 3 Harassment/consent/bystander Training;
- 4 **Annual Antiracism Awareness Week (ARAW) and DEI Symposium.**

People & Facilities
Priority 5
Promote an Accessible, Safe, Inclusive Campus
 Promote an accessible, inclusive and safe campus environment

- 1 Collaborate to promote the **well-being, social safety and sense of belonging** of staff and students;
- 2 Ensure **inclusive infrastructural support;**
- 3 Collaborate to make campus one where **everyone belongs and can engage openly;**
- 4 Create an **accessible knowledge district.**

- 1 Create **physically, socially, and psychologically safe, campus space** (safety team 2021-2025);
- 2 Use inclusive language, practice-signage- images - posters, (staff, students & facilities 2022-2025);
- 3 **Set up safe space networks** (with facilities & staff 2022);
- 4 Foster **lifelong learning** and representation (Radboud Academy 2022-2025).

- 1 An inclusive **safe** campus that is **reflects its occupants;**
- 2 Gender inclusive toilets; regular infrastructural upgrades;
- 3 **Courageous Conversations;**
- 4 **A transformative campus that serves and is representative of diverse stakeholders.**

5. Thank you

Radboud University's Diversity, Equity and Inclusion [DEI] Plan 2021-2025 was created through dedicated collaboration and partnership.

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Diversiteitsnetwerken

- LanDO, National Association of Diversity Officers
- Working Group on Gender and Diversity, The GUILD
- Student representatives, Diversity Committee of the University Student Council [USC]; Student Anti-Racism Network [ARA]; Mental Health Students; Student Network Disabled; DEI Student Ambassadors 2021
- Committee members, Donders Diversity and Sustainable Science Committee
- GendI Committee, Department of Gender and Diversity Studies, Radboud University
- National Network of Female Professors [LNVH]
- Network of PhD students [PON]

Participating governing bodies and councils

- University Joint Assembly [UGV]
- Faculty Joint Meeting [FGV]
- Joint Meeting [GV]
- Members of the Works Council [OR]
- University Student Council [USR]
- Works Council & Subcommittees
- Faculty Subcommittee
- The College of Deans [UGV]

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Online and email submissions, feedback form

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