



Hanze
University of Applied Sciences
Groningen

Gender equality at Hanze UAS



share your talent. **move** the world.

December 2021

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1. Equality of opportunity

Hanze University of Applied Sciences Groningen (Hanze UAS) is a multidisciplinary university of applied sciences. Its mission is to educate skilled and committed professionals and conduct applied research with societal impact. In doing so, Hanze UAS has proven to be an important partner – not just locally in the northern the Netherlands, but also nationally and internationally – in the development of entrepreneurship and innovative, applicable knowledge. Accordingly, the Hanze UAS motto is ‘Share Your Talent. Move the World’. Hanze UAS is made up of 16 Schools, which offer a total of 71 bachelor’s programmes, 17 master’s programmes and 12 associate degree programmes. Hanze UAS currently has more than 30,800 students and more than 3,400 staff. It also has about 50 professorships that conduct applied research. Research is carried out at the Research Centres Art & Society, Built Environment (Noorderruimte) and Biobased Economy, at the Centre of Talent, Teaching & Learning and at the three Centres of Expertise: EnTranCe | Centre of Expertise Energy, the Centre of Expertise Healthy Ageing, and the Marian van Os Centre of Expertise Entrepreneurship. The fields covered by each of the three Centres of Expertise reflect the strategic themes relevant to Hanze UAS. Besides these themes, Hanze UAS focuses on Honours programmes and the special position of the arts at Hanze UAS. Hanze UAS differs from other higher education institutions by being an Engaged University. Students notice from the very first day of their degree programme that learning and research are closely intertwined with society. They independently conduct real, relevant research assignments: issues that play a role in the northern Netherlands, but are also important worldwide. They work together with involved lecturers, experienced researchers, representatives from the professional field and students from other disciplines. Being an Engaged University is an important mission in the future strategic plan.

1.1. Sustainable Development Goal 5: Gender equality

In 2018, Hanze UAS signed a letter of intent to endorse the 17 Sustainable Development Goals. For us at Hanze UAS, the SDGs are important – not only because they are incorporated into the new strategic plan, but also because we always strive to work towards a better world (‘Share Your Talent. Move The World’) together with our students and staff. The fifth SDG states that by 2030, women and men should have equal rights in practice to facilities such as education, health care and work. In addition, women and men must be equally represented in political and economic decision-making. Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Over the last decades, progress has been made worldwide: more girls are going to school, fewer girls are forced into early marriage, more women are serving in parliament and positions of leadership, and laws are being reformed to advance gender equality. Despite these gains, many challenges remain: discriminatory laws and social norms remain pervasive and women continue to be underrepresented at all levels of political leadership. In addition, one in five women and girls between the ages of 15 and 49 still report experiencing physical or sexual violence. Hanze UAS aims to offer a safe teaching, learning and working environment and support for both students and staff.

1.2. Diversity Charter

For Hanze UAS, it is of great importance that all staff and students feel welcome and accepted. That is why Hanze UAS signed the [Diversity Charter](#) in the summer of 2021, together with other large employers in the region. As gender inequality is still an issue, as mentioned by President of the European Commission Ursula von der Leyen in March 2020, Hanze UAS is taking its responsibility and addressing the importance of gender equality at all levels within the organisation. By signing the Diversity Charter, Hanze UAS committed itself to a plan of action to promote the principles of equal opportunities and increased diversity and inclusion in education, research and the workplace. This entails the full education and labour participation of every citizen, regardless of gender, ethnicity, disability, age or sexual orientation. The pursuit of inclusion is a matter of corporate social responsibility.

2. Gender equality at Hanze UAS

The Human Resources Office monitors the gender balance of Hanze UAS staff and students. This applies to support staff, but also to the Schools, Research Centres and Centres of Expertise. The results of this monitoring is presented in each annual report. Gender equality at Hanze UAS differs per School, staff office and function level. As a result, some parts of Hanze UAS have different challenges and starting points for increasing gender equality. A good balance between work and care is one of the central issues in the field of gender diversity in the workplace. The lack thereof is one of the main obstacles to improving the position of women in the labour market. This requires awareness and a change in culture. Both men and women, employees and employers have a role to play in this change.

2.1. Most recently reported state of affairs

In November 2020, Hanze UAS performed a gender analysis of its staff. The results are shown below: As at 16 November 2020, Hanze UAS employed 1,964 women (58%) and 1,397 men (42%). The Supervisory Board consisted of three women and four men. The Executive Board consisted of two women and one man.

Management staff	Women	Men
Total	85	53
Directors	14	9
Managers	71	44

Research and teaching staff	Women	Men
Professor	16	32
Total number of lecturer-researchers	893	764
Lecturer-researcher A (11)	730	613
Lecturer-researcher B (12)	155	142
Lecturer-researcher C (13)	8	9

This analysis will be performed every year – not only for staff, but also for students. The results will be published on the public website of Hanze UAS and incorporated into its annual report.

3. Increasing gender equality at Hanze UAS

3.1. Support structure

Hanze UAS is launching a Diversity & Inclusion knowledge platform of experts, ambassadors and functional support from and for the entire organisation. This platform aims to raise awareness within the organisation of the field of Diversity & Inclusion and has a driving role with regard to the theme of gender equality. It is able to draw from knowledge gained within Hanze UAS, Zestor, other universities of applied sciences and organisations, and from Diversity at Work (SER).

In the 2021–2022 academic year, Hanze UAS will provide specific gender equality support by appointing a dedicated officer in the Human Resources Office. This officer will be part of the Diversity & Inclusion knowledge team and will give solicited and unsolicited advice to all parts of the organisation on gender equality.

3.2. Inclusion in annual plans

All Hanze UAS Schools and staff offices include gender equality as a specific topic in their annual plan. They describe the goals for their specific School or staff office. In Schools and staff offices that are known for gender inequality (like the Institute of Engineering, the School of Nursing and the School of Education), students and staff will be involved in bringing about a more balanced situation. Staff offices will improve gender equality in all processes and support structures.

Examples:

- Attract more students for specific degree programmes through information sessions for new students (the Marketing and Communication Office can take the lead in this).
- Provide and disseminate information on gender and other types of equality in the organisation, research and education
- Develop and implement diversity and gender equality in the recruitment process
- Develop and implement a buddy programme for new staff; support in management traineeships
- Organise workshops on gender and other types of equality aimed at raising awareness among staff and students and providing tools for dealing with unconscious gender biases as well as other inclusion matters
- Organise inclusive leadership training
- Domestic Violence and Child Abuse Reporting Code Training
- Domestic violence officers have been appointed in each Hanze UAS department; they will focus on advising and guiding colleagues in case of suspicions of domestic violence and/or child abuse
- Active ambassadorship of schools, staff and students regarding gender equality, e.g. by jointly initiating activities, calling attention to and debating the theme (the School of Social Studies celebrates International [Women's Day](#))

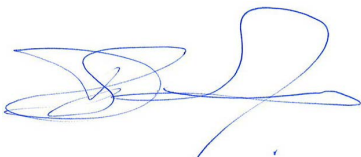
3.3. Accountability and monitoring

Progress with regard to gender equality is monitored annually and goals are set for Hanze UAS as a whole. This information is published on the Hanze UAS website and in the annual report. The Hanze UAS policy on gender is published on the website.

4. Declaration

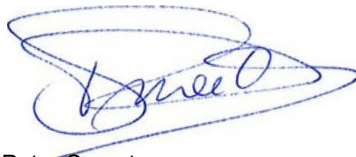
The Executive Board (College van Bestuur) is the central governing body of Hanze University of Applied Sciences. The Executive Board manages and represents Hanze University of Applied Sciences and is accountable to the Supervisory Board.

December 2021,



Dick Pouwels

Chair of the Executive Board



Petra Smeets

Member of the Executive Board



Annemarie Hannink

Member of the Executive Board

5. Appendix

Handreiking voor het opstellen van een gendergelijkheidsplan