

## LUMC Gender Equality Plan

As part of the European Commission's Gender Equality Strategy for 2020-2025, the European Commission is committed to promoting gender equality in research and innovation. Apart from addressing this through funding instruments and within the context of the European Research Area, this also places obligations on participants in European research projects. As a participating research organisation, LUMC has a gender equality plan in place, fulfilling mandatory process-related requirements.

### This plan & management support

The LUMC Gender Equality Plan is based on the LUMC *"Diversiteits- en inclusiviteitsbeleid"* policy 2020-2023. We have the commitment and support from the Executive Board with regards to setting and reaching the outlined goals.

The goal of the diversity policy is to promote inclusivity and prevent discrimination and (unconscious) bias. To achieve this, the LUMC will focus on awareness, visibility and strengthening of diversity & inclusivity so that employees and students, regardless of origins, ethnicity, gender identity, cultural background, sexual identity and functional impairment feel at home and have equal opportunities.

### Resources

LUMC has instituted a Diversity Board comprising representatives from diversity networks, executive management, students, clients and relevant organisational units including HRM, which has dedicated HR policy advisors working on diversity and inclusivity issues. The Board monitors diversity policy and goals and provides solicited and unsolicited advice to the Executive Board. The HRM representatives on the Board are in regular contact with the Diversity Officer of Leiden University.

Confidential counselors are already available to support both employees and students in case of undesirable behavior or situations. It will be investigated whether and, if so, how the existing safety nets of confidential advisers should be improved.

Financial support is available for several diversity networks, including LUMC Pride, Young LUMC and Vitaal (female clinicians & academics). Relevant for the GEP is that the latter also receives funding to organize workshops to promote awareness and talent development.

The LUMC has in place various leave schemes to support employees where necessary, these cover leave due to personal circumstances, care leave, emergency leave and parental leave.

### Data collection and monitoring

One of the preconditions for implementing the policy is the availability of relevant data to regularly measure the progress of the diversity policy process for monitoring, accountability and awareness. LUMC annually collects and monitors sex/gender disaggregated data across all personnel roles. In the coming policy period, measurable objectives and indicators will be developed to analyse these data. Data will be included in the public LUMC annual report.

Every two years an institute-wide monitor ('Medewerker Monitor') is performed which provides all LUMC personnel with the opportunity to give their views on e.g. working environment, workload and social climate. Topic-specific monitors are set up when needed, e.g. on the impact of Covid-19 on working conditions.

## Training and capacity building

Training programmes are in place or being developed for specific target groups, e.g. HR experts and confidential councillors, management, supervisors, members of talent- and recruitmentboards, teaching staff and researchers.

These include:

- Leadership programmes to promote awareness on diversity and inclusivity
- Recognising unconscious bias in hiring processes.
- Team dynamics, implicit bias and fostering a secure working climate
- Developing inclusive curriculum and inclusive teaching methods
- Setting up and performing inclusive research projects