

LUMC Gender Equality Plan 2026-2030

1. Introduction

Gender equality is a cornerstone of excellence in research, education, and healthcare. At LUMC, fostering an inclusive environment where all individuals, regardless of gender, can thrive is essential to advancing scientific innovation, delivering high-quality care, and educating future generations of healthcare professionals.

This Gender Equality Plan naturally aligns with LUMC's broader Diversity & Inclusion (D&I) policy 2026. The goal of the D&I policy is to promote inclusion and prevent discrimination and bias. To achieve this, the LUMC will focus on creating awareness, visibility and strengthening diversity and inclusion so employees and students, regardless of origins, ethnicity, gender (identity), cultural background, sexual identity and function impairment, feel at home and have equal opportunities.

2. Strategic objectives

The LUMC is committed to fostering a workplace and learning environment where diversity is valued and gender equality is actively promoted. The strategic objectives of this plan are designed to enhance inclusion, prevent discrimination, and address both conscious and unconscious bias. In the coming years, the LUMC will focus on the following guiding principles:

- **Fair equality of opportunity:** the prospects for success in the pursuit of social positions are a function of the level of native talent and willingness to use them, and are not a function of gender identity, cultural background, ethnicity, sexual orientation, or ability.
- **Data- driven accountability:** Monitor diversity and gender equality through systematic data collection across organizational levels
- **Inclusive culture:** Promote awareness of inclusive behavior at all levels of the organization
- **Visibility and representation:** Increase the visibility of underrepresented groups and role models in leadership, research, education, and clinical practice.
- **Structural embedding:** Strengthen diversity and inclusion through policies, training and clear accountability mechanisms.

- **Zero tolerance for discrimination and harassment:** Any form of gender-based discrimination, sexual harassment, or inappropriate conduct is addressed through clear procedures, confidential reporting mechanisms, and proportionate sanctions.

These objectives align with LUMC's broader Diversity & Inclusion policy and support the European Commission's framework for inclusive research and innovation ecosystems.

The Diversity Board and Diversity Officer will continue to collaborate and oversee projects that support the enactment of LUMC 'Beleid Diversiteit & Inclusie'.

3. Key Focus Areas and Actions

Over the next years, LUMC will focus their actions for improvement on the following:

- Create an insightful system that allows leadership to monitor gender distribution at team-, department- and organizational level, and in varying roles. This allows a data-driven approach in steering towards a more balanced team.
- The target for the number of female professors at the LUMC in 2030 is 40%, in line with the Leiden University target.
- Annual anonymous employee survey which (among other topics) investigates gender and the experiences regarding equality and inclusion.
- Monitor the gender pay gap and prepare for EU Pay Transparency Directive with a gender pay gap analysis.
- Conduct a curriculum scan for inclusion in medical and healthcare education.
- Support inclusive research practices and teaching methods.
- Continuously provide leadership development possibilities to promote awareness on diversity and inclusion in the broader sense.

4. Resources

The Diversity Board has been instituted in 2025 and consists of a variety of representatives from diversity and inclusion networks and employees from different parts of the LUMC. The Diversity Board monitors the policy 'D&I Beleid' and the connected goals and provides (un)solicited advice to the Executive Board.

Deriving from the mentioned D&I policy, multiple projects have been set up to realize the ambitions. Where relevant, collaborations with external experts have been set up to provide the right circumstances (e.g. expert knowledge, independent research,

anonymous data collection, etc).

Confidential counselors are available to support both employees and students in case of undesirable behavior or situations. In addition, an 'ombudsperson' has been appointed to create more opportunities to flag structural issues in the LUMC (including but not limited to gender bias or inequality issues).

Annual financial support is available for the acknowledged Diversity networks, including LUMC Pride, Young LUMC, LUMC Diversity and LUMCWomen.