

Gender Equality: diversity and inclusion

Confirmation

The Board of Naturalis follows the gender equality aims of the European Union and intends to embody gender equality in academia. The Board continues to facilitate and support the realisation of gender equality measures as a part of our commitment to Diversity and Inclusivity.

Leiden, October 12 2021,

Edwin van Huis
General Director

Naturalis (2020-2026)

Background

When it comes to women in science, the Netherlands still does not meet European standards. More than half of the graduates at Dutch universities are women (53%), 43.6% of PhD students is female and 41.9% of assistant professors, 29.4% of associate professors is female and 24.2% of the full professors. This is slowly increasing, but despite the growth in each job category, the proportion of women per step on the career ladder is still strongly declining¹.

In the Netherlands, we have no formal legal framework to improve gender balance in academia. In 2020, the government launched a taskforce to improve diversity and inclusion in academia². Every year, the Dutch Network for Female Professors (LNVH) publishes the women professors monitor. All Dutch universities and research institutes are evaluated each 6 year according to the same protocol on scientific excellence including an assessment on criteria such as Academic Culture and Human Resource Policy (including gender diversity)³. In the Netherlands, policy on gender equality in academia has shifted to policy on diversity and inclusion including gender, age, ethnic and cultural background and scientific disciplines.

Naturalis

Naturalis Biodiversity Center in Leiden is the Dutch national research institute for biodiversity and systematics. With our collection of 42 million specimens, one of the world's largest natural history collections, and our state-of-the-art research facilities we offer the (inter)national research infrastructure for species identification and monitoring. In our museum, we present the history of our planet, and the diversity of life on Earth, through permanent and temporary museum exhibitions, educational programmes and online presence, with more than 400.000 visitors per year. Naturalis hosts over 120 scientists, a full lab staff and non-scientific personnel in science policy, science communication and funding.

Naturalis is a national research institute, not a university but our career path is rather similar: PhD students- postdoctoral fellows- researchers- senior researchers- group leaders. With regard to the national percentages, Naturalis is doing better. With for instance 37,5% female professorships and 50% female senior researchers (equivalent to associate professors). But we still need to improve towards a sustainable equal representation of men and women (see appendix 1).

¹ <https://www.lnvh.nl/monitor2020/EN.html>

² <https://www.rijksoverheid.nl/actueel/nieuws/2020/09/01/nieuw-nationaal-actieplan-voor-diversiteit-en-inclusie>

³ https://www.vsnv.nl/files/documenten/Domeinen/Onderzoek/SEP_2021-2027.pdf

Naturalis has a scientific community with people from all over the world and from a wide range of cultural backgrounds, but also with different sexual orientations and from all ages. We cherish this diversity as a source of inspiration. Diversity brings fresh perspectives that can lead to innovative solutions. For this, it is essential for everyone who joins our organization to feel supported, safe and at home. Naturalis wants to develop a gender mainstreaming strategy. Gender mainstreaming involves the integration of a gender perspective into the preparation, implementation, monitoring and evaluation of policies, regulatory measures and spending programmes, with a view to promoting equality between women and men, combating discrimination.

Goal

In 2026 Naturalis Research & Education aims at a minimum of 40% female representation per step on the scientific career ladder.

Naturalis Action Plan Gender Equality in Research & Education (2020-2026)

Recruitment: we actively reach out to future female employees

- senior management (directors and group leaders) actively scout (early career) women scientists and offer support in obtaining individual grants at NWO or EU (Marie Curies or ERC);
- Naturalis offers fellowships to pay and support visiting (female) scientists in writing joint publications or a grant application;
- All vacancies are published on our website and on social media and are actively dispersed throughout our international network;
- All vacancies include a statement on improving diversity: In case of ex aequo candidates, Naturalis will recruit the candidate that contributes most to diversity;
- We will specifically foster female role models, not only internally in Naturalis, but also externally in (international) media and platforms;
- Naturalis offers dual career opportunities to support female scientists and safeguard career development.

Selection: We will make sure that people who apply are assessed fairly and appropriately

- All selection committees need to have a minimum of 40% female committee members;
- With the recruitment of staff (researchers, senior researchers and group leaders), 50% of the final candidates will need to be female;
- Naturalis will develop a guide document for all panels on how to recruit - including how to make objective, role focused decisions, reducing bias and barriers.
- All research staff members will be offered mandatory training in recruitment with specific focus on gender, diversity and inclusion.

Inclusion: Naturalis wants to provide an open, intercultural, vibrant and safe atmosphere. Inside our building and out in the field during fieldwork.

- Naturalis values the work-life balance and specifically supports researchers with flexible working hours;
- Naturalis will include diversity, inclusion, 'social' safety and behaviour in Naturalis Health & Safety policy and training;
- Naturalis will create awareness and dialogue (for instance to invite 'Het Acteursgenootschap' to

- perform their play #MeToo Academy: The Learning Curve at Naturalis);
- Naturalis offers annual training to all staff on supervision of students and PhD students creating awareness on gender and inclusion;
 - Naturalis offers mandatory training for all students and researchers who will go on fieldwork focussing on personal and social safety;
 - Naturalis will create a specific database with gender bias free images to be used in all our outreach, publications and educational documents;
 - Naturalis will install an internal advisory committee on diversity and inclusion with students, PhD students and employees.

Career development: Naturalis will enable all researchers to realise their potential, throughout their careers

- Naturalis offers all researchers regular training in career development and academic leadership;
- Naturalis will include personal career development in HRM policy;
- Naturalis offers personal career development in academia in close collaboration with the Dutch universities with tenure tracks and professorships for Naturalis staff;
- Naturalis will continue to apply for the NWO Aspasia programme supporting tenure tracks for female (senior) scientists.

Leadership: Naturalis will support managers to understand their responsibilities for diversity and inclusion. We will ensure they are given the tools to make effective decisions

- Naturalis will offer annual management training on gender and diversity to the Management Team and group leaders;

Data collection and monitoring: We will use data and use evidence of the experience of our employees to drive change. We will benchmark the work we are doing across the sector and beyond.

- Naturalis will collect data and report on gender equality on personnel, PhD students and students in our annual report;
- Naturalis will report each 6 years on gender and diversity in the international (SEP) review);
- Naturalis will monitor the experience of our employees every 3 years in the employment survey (MTO).

Dedicated resources

Budget:

- fellowships: 80k euro per year
- training supervision PhD students: 5k euro per year
- academic leadership: 15k per year
- fieldwork training social safety: 15k per year
- 1 tenured position researcher/senior researcher per year for a female researcher (70k per year)

Human resources:

- director Research & Education
- Research Coordination Office
- Naturalis working group diversity & inclusion

Appendix (1)

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|------|--|--|--|--|
| 2021 | | | | |
|------|--|--|--|--|

| career path | M | F | total | |
|-----------------------------|------------|-----------|--------------|--|
| <i>PhD students</i> | | | | |
| <i>postdoctoral fellows</i> | | | | |
| <i>researchers</i> | | | | |
| <i>senior researchers</i> | | | | |
| <i>groupleaders</i> | 7 (78%) | 2 (22%) | 9 | |
| <i>professorships</i> | 10 (62,5%) | 6 (37,5%) | 16 | |
| <i>directorates R&E</i> | 2 (66%) | 1 (33%) | 3 | |