

# Diversity Policy Document

## Why a Diversity Policy Document?

The Diversity Policy Document provides a framework for diversity and inclusion that faculties and units can base their diversity policy on.

## What question is answered in the Diversity Policy Document?

How can the UvA ensure an inclusive learning and working environment that helps all students and staff to feel at home and boosts the quality of our teaching, our research and our societal impact?

## With the Diversity Policy Document, we want to:

- launch new activities that contribute to a diverse and inclusive learning and working environment;
  - strengthen existing initiatives by students, faculties, units and diversity officers within the UvA. Above are some examples of existing initiatives and new ones presented in this policy document
- Curious about all the initiatives? Read the full policy framework at [uva.nl/diversity](https://uva.nl/diversity).



### Accessibility and study success for students whose background makes studying at a university a less likely course of action for them.

- **New:** support students with a disability in finding work placements.
- **New:** *Meet your Mentor:* improve the access of students with a migration background to the labour market.



### Successful collaboration within diverse groups and teams.

- **New:** active offer of diversity and inclusion training and workshops with proven effectiveness (for students and staff).
- **Ongoing:** attention to diversity and inclusiveness in UTQ and leadership training.



### Recruitment, selection, appointment, encouragement and retention of staff from diverse backgrounds.

- **New:** aim to have 50% of all professorships filled by women from now on.
- **New:** talent programme for graduates with a migration background: seven tenure positions.



### Identification and encouragement of good practices and knowledge exchange.

- **Ongoing:** the role of the Chief Diversity Officer and the Diversity Officers in organising the exchange of knowledge and skills regarding diversity and inclusion.

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