



To the European Commission

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21 December 2021	+31 6 4282 4998	-
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Subject		
Gender Equality Plan		

Dear European Commission,

As part of the European Commission Gender Equality Strategy 2020-2025, the European Commission is committed to promoting gender equality in research and innovation. This commitment exists alongside the well-established regulatory framework within the EU on gender equality which applies widely across the labour market, including the research sector. Because of the peculiarities of the research sector, and because many structural barriers to gender equality and innovations persist, specific action is needed to overcome gender gaps. The European Commission is now making institutional gender equality plans a precondition for securing funding from Horizon Europe, the framework programme for research and innovation. The precondition is part of the plans drawn up by the European Commission for promoting gender equality (Gender Equality Strategy 2020-2025; Gender Equality in the European Research Area). From 2022, every legal entity (government body, research or higher education institution) must have a gender equality plan in order to be eligible for funding from Horizon Europe.

As a participating research organisation the University of Amsterdam and its Executive Board fully support the aims of the European Union to achieve Gender Equality. The University of Amsterdam strives to be a place where all students and staff can develop themselves to their full potential and feel welcome, safe, respected, supported and valued: a university committed to equity, inclusion and diversity. The UvA greatly values an open academic culture that facilitates lively debate and significant differences of opinion, one of our core *raison d'être*. A key aspect of any debate is that all perspectives are represented, and the university is especially well suited to provide a place to discuss such substantive arguments. Diversity contributes to the quality of our teaching and research and our social impact. The best way to cultivate academic excellence is to create an environment that values a broad and diverse spectrum of perspectives and is geared towards maximum talent development. An inclusive culture makes our university more attractive to potential students, academic staff and support staff. Everybody's unique personality, background and talents make a vital contribution to the UvA.

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Over the last decade the Executive Board of the University of Amsterdam has put in a continuous effort to promote and support the realization of Gender Equality as part of its broader commitment to Diversity & Inclusion. These efforts include, but are not limited to, the installment of a Chief Diversity Officer with their own staff, supported by a network of decentral Faculty Diversity Officers; an extended Diversity & Inclusion Policy Framework; the collection and monitoring of gender data in all academic and leadership positions; taking part in the nation-wide goal of achieving a minimum overall share of female professors of 30% by 2025 and a broad range of active-involvement workshops that have proven effective regarding diversity and inclusion (e.g. viewing situations from different perspectives, listening and participatory leadership).

With this statement and with the overview of projects and measures working towards Gender Equality on our website, the University of Amsterdam wants to give insights in our commitment and approach over both the past decade and the years to come. We hope that in showing this commitment and through our ongoing support and energy we can keep contributing to Gender Equality and D&I within Academia.

Yours sincerely,  
the Executive Board,



Prof. Geert T.M. ten Dam  
President