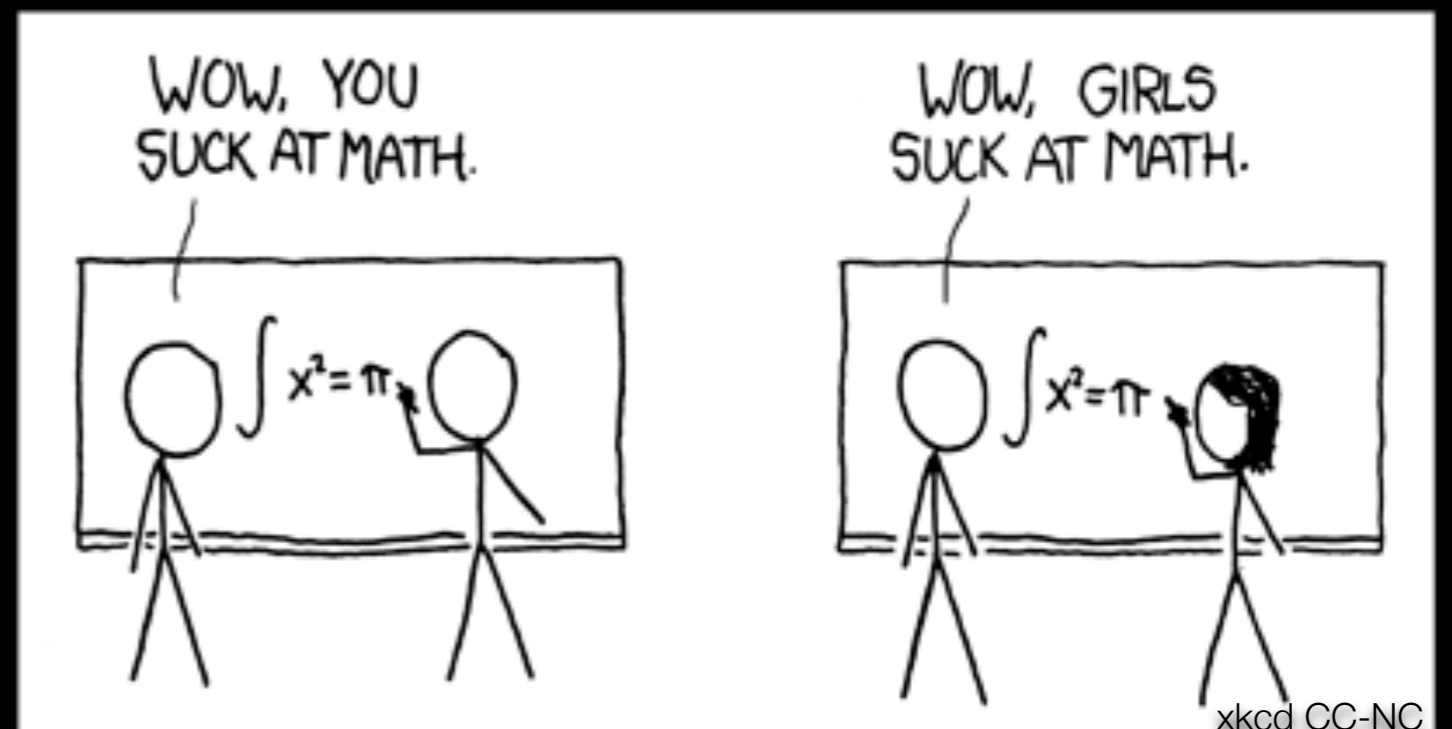
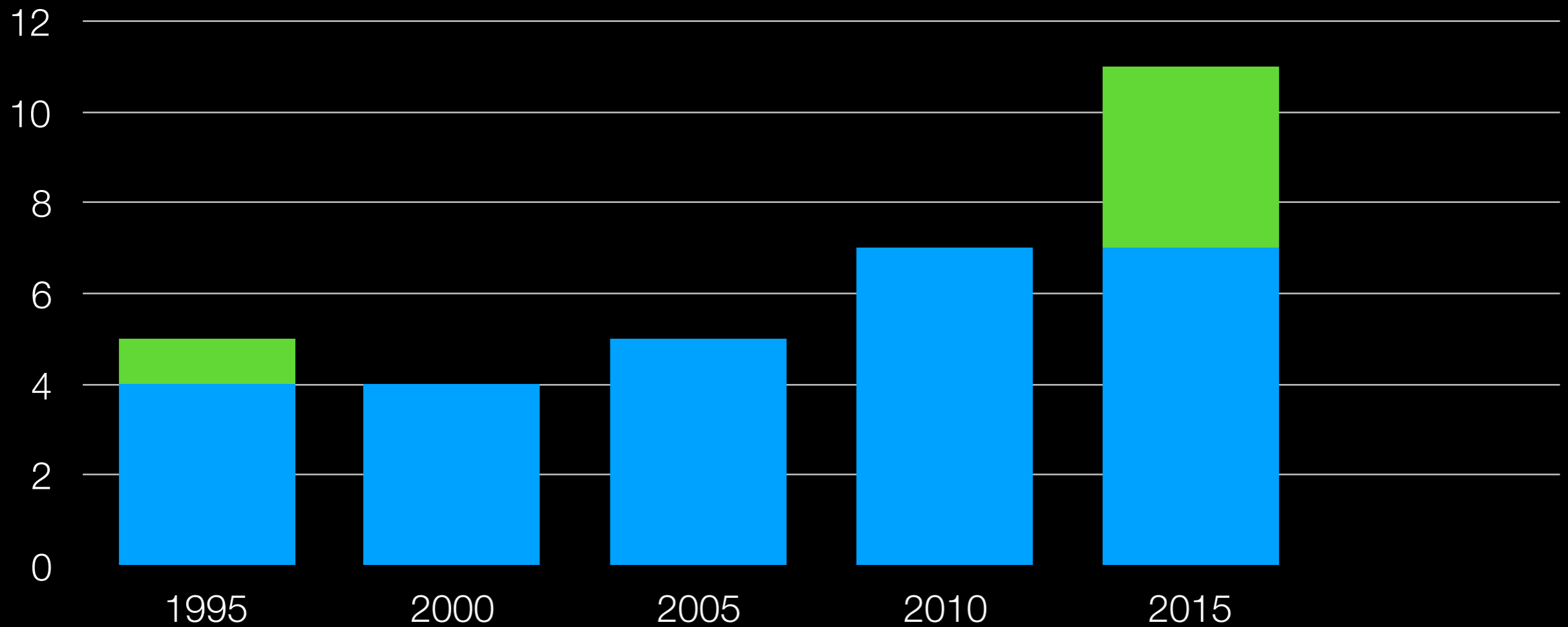


Improving (gender) diversity in your department

Gunther Cornelissen
Universiteit Utrecht



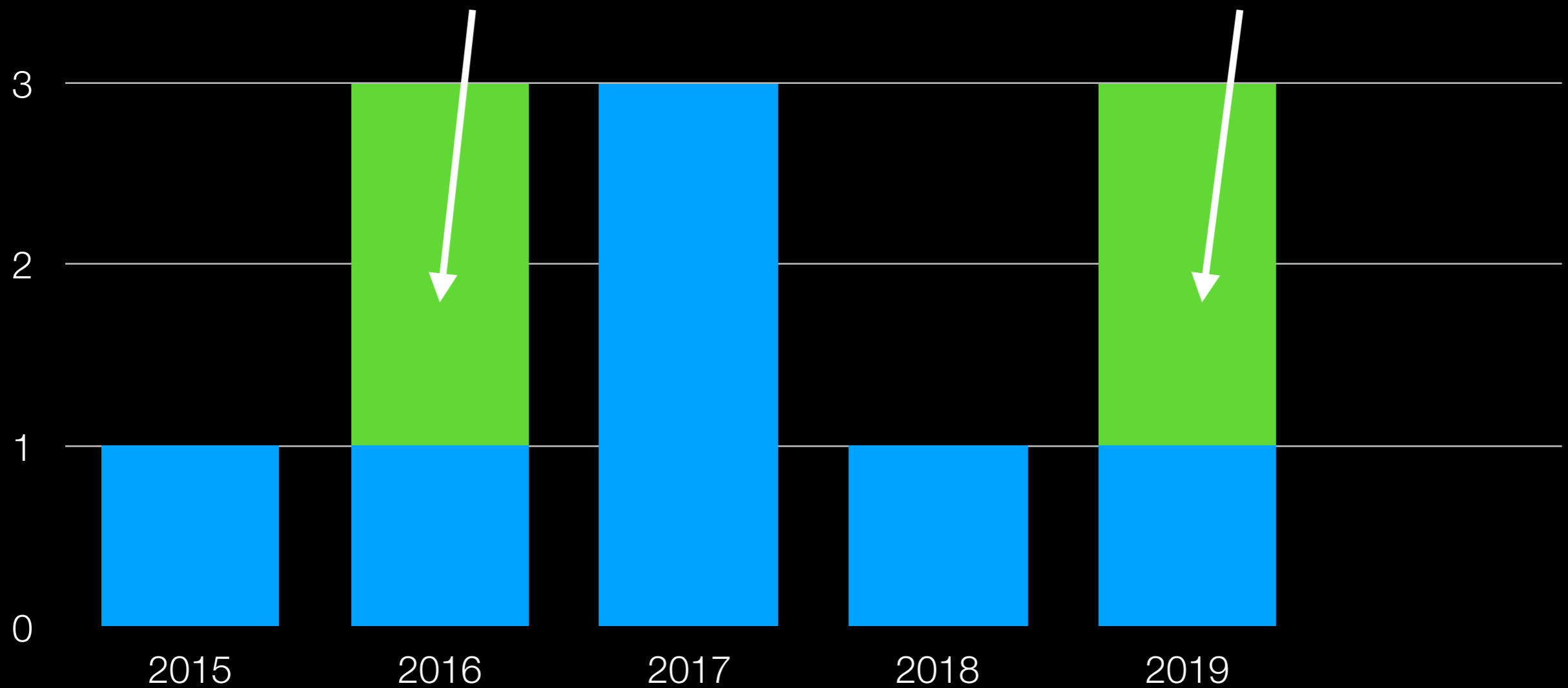
Our “diverse” hiring since 1995
(green = 5 ♀ / blue = 27 ♂)



2015+ (green = 4 ♀ / blue = 7 ♂)

Westerdijk Fellowships
vacancies ♀ only

Separation strategy
mixed vacancies



Westerdijk Fellowships (140)

- ♀ only
- Start-up package: 50k + 1 PhD student
- No legal issue; not stigmatising



Separation strategy (275)

- Rank ♀ ♂ independently
- Top ranked: all ♀ discussed, ♂ by acclaim.
- 80% ♀ interviewed.





Why diversity/inclusion?

Steps

- ✦ **Prove **existence** of good female scientists in your field**

- ✦ increase visibility (seminars, exhibits, popular talks, ...)
- ✦ actively search: a pool of suitable candidates
- ✦ encourage to apply for grants

- ✦ **Select the best, unbiased**

- ✦ Cancel job opening if not enough females
- ✦ Discuss implicit bias. Fix criteria
- ✦ Apply minority-only hiring
- ✦ Set higher goals (want 20%, aim 30%)

- ✦ **Aftercare: diversity implies**

- ✦ different opinions
- ✦ harassment

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Issues

- ✦ “old boys”
- ✦ “Being spontaneous”
- ✦ Craving for harmony
- ✦ Gossip

