



Application form TU Delft Diversity and Inclusion Grant

Round 1, deadline: 1 November 2023

Round 2, deadline: 1 March 2024

1. Basic information

Please complete the following fields in this form

Project title	Aerospace Diversity Symposium
Requested grant (max 3.000 euro)	3.000 euro
Duration period	Preparations until October, after which the symposium will take place in a day.
Start date	Click or tap here to enter text.
Application on behalf of study or student association?	Yes, namely VSV 'Leonardo da Vinci' (Diversity department)

2. Main applicant and team members

Main applicant and contact person Full name: Email: Telephone number: Faculty: Student number: Association (if applicable*):	Click or tap here to enter text.
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**Only add if your initiative will be executed on behalf of a student or study association*



Other team member(s)

Name + Student number	Email	Faculty
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3. Level of the application

Check the box that applies to your application and add Faculty(s) if applicable. Faculty Diversity Officers (FDOs) can be found here: <https://www.tudelft.nl/en/about-tu-delft/strategy/diversity-inclusion/di-staff>

Faculty-level:

Name faculty: Aerospace Engineering

We declare that we have consulted the FDO, Axelle Viré

We have attached a statement of support from the FDO to this application

Multi-faculty-level:

Names faculties:

We declare that we have consulted the FDOs, [please provide names]

We have attached a statement of support from the FDOs to this application

University-level:


We suggest the following mentor for the initiative: [please provide name]

4. D&I goal(s)

Please select the D&I goal(s) proposed this project is targeting.

Increased awareness and understanding of D&I at the university

Inclusive educational activities

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- Increased diversity and representation amongst students
 - Inclusive study environment
 - Community building

5. Problem statement, including description of target group(s)

Describe which problem or opportunity your proposal is targeting and for whom this will increase access, inclusion or more equal opportunities.

(Keep it short and concise, question 5 + 6 + 7 max 800 words)

It is evident that there is a strong need to start a constructive discussion on topics regarding diversity and inclusivity within aerospace industry and academia. Since a quatum of 30% female freshmen students has been announced for the upcoming academic year at the faculty of Aerospace Engineering, this has become a controversial topic. We believe that it is important to inform students and staff members of the TU Delft appropriately, and to facilitate an open discussion and the sharing of thoughts on this and neighbouring topics.

6. Project plan

Describe your project idea and how this will be implemented

(Keep it short and concise, question 5 + 6 + 7 max 800 words)

We will organize a symposium in October of 2024, with the primary aim to stimulate a constructive discussion about diversity and inclusion amongst students and staff members of the faculty of Aerospace Engineering. We organize this symposium yearly, and every time we propose a relevant topic on which people of the field can share their experience. Participating in the symposium gives the attendants a chance to reflect on their own experiences and beliefs, and share their view on the topic of the day. This year's symposium will be focused on the topic 'Quota'. This is particularly interesting and relevant now that a quatum has been imposed on the initial student selection for the bachelor degree program, but is also an extensively discussed topic in the work field. We aim to provide people with an opportunity to discuss their views by taking workshops and attending talks of experts in the field and other big players in the industry.

7. Outputs and outcomes

Provide a brief overview of the outputs and outcomes the initiative results in.

- *Outputs are concrete results or deliveries of your project*
- *Expected outcomes are changes in behaviour, relationships, actions and activities you are aiming at*
- *Impact is the dot on the horizon. The long term change you want to contribute to.*



(Keep it short and concise, question 5 + 6 + 7 max 800 words)

Outputs

The main aim of this year is to organize a well-visited symposium for students and staff members of primarily (but not exclusively) the Aerospace Engineering faculty. This symposium will consist of a full-day program, filled with lectures, discussion panels, and workshops. With this, we want to provide the attendants with a safe and open space to voice their thoughts, discuss their opinions and pre-conceptions, and learn from each other.

Expected outcomes

This year's goal is to organize a symposium discussing the topic of quota at the faculty of Aerospace Engineering and in the aerospace industry as a whole. We aim to provide students and staff members with insights on quota, but also the impact it may have and the future of quota as the industry progresses. In particular, we want to bring this topic to the attention of (new) students to ensure a safe and open environment at the faculty.

Impact

The ultimate goal of this symposium is to make people more aware of the ups and downs of quota as a whole, and, as the future of aerospace engineering, to be aware of their role within their work environment, and in effect in the industry as a whole.



8. Timeline

Provide a time table for the implementation of your project (from start to finish)

From August 2023: Meeting every two weeks to discuss the theme of the symposium, and the general idea of the layout.
From January 2024: Determining date and location of the symposium.
From February 2024: Finding speakers and determining workshops which will take place at the symposium.
From April 2024: Starting the promotion of the symposium and reveal theme. Open ticket sale, and promote to new students once the application results are in.
From September 2024: A 2 week full-time period will take place for all diversity department members to perform final preparations and logistics of the symposium day.
October 2024: Symposium will take place.

9. Risks assessment

Identify potential risks of your project and how these will be mitigated, you can think of risks in terms of quality, schedule or costs, but also of risks related to harming or excluding people or risking minority tax.

(max 200 words)

One of the issues we are tackling currently is the historical low show-up rate. Steps are being taken to supply all freshmen with an afternoon off classes to attend the symposium. In addition to this, tickets will be free for students attending. To counteract the possibility of speakers not being able to attend the symposium, we are preparing a list of backup speakers on hand. Any last-minute changes, will be readily tackled during the full-time period of September 2024.

10. Team composition


Describe the team composition and added value of each member to the project

(max 200 words)

The Aerospace Diversity Department (ADD) is a team consisting of 8 students of the faculty of Aerospace Engineering. This team does not only work on the symposium, but aims to organize events and lectures throughout the year to promote diversity and inclusion.

The team consists of different functions. The chairman organizes the team and leads our weekly meetings. In addition they keep track of the progress of the rest of the department.

The secretary manages the mailbox and takes minutes during the meeting. They are responsible for communication internally in the faculty. The treasurer keeps track of the budget of the



department. The commissioner of events is responsible for the planning and execution of smaller events such as lectures and movie nights. The commissioner of promotion manages the social media output and promotion material of the department. The commissioner of symposium is responsible for the Diversity symposium planning (it is worked on by every member). They keep an overview and take initiative in this section. The commissioner of external affairs keeps track of external relations, and financial acquisition. Finally the qualitate qua is a member of the current board of the study association and manages the relations between the ADD and the board.

11. Budget

Please make a budget of the expected expenses for the project.

Item	Planned budget
Location	€800
Promotion	€500
Catering	€700
Speakers	€1000
Total (max 3000 euro):	€3000

In this table, a part of the expected expenses are given.

For a full budget, please contact us at add-vsv@tudelft.nl.

12. Summary of the proposal for communication purposes

(max 120 words)

In short, the Aerospace Diversity Department is organizing a symposium in October of 2024, aimed at students and staff members of the faculty of Aerospace Engineering. The aim of this symposium is to facilitate a constructive discussion about quota at the faculty and in the industry, by encouraging people to engage in lectures by industry leaders and to participate in workshops on this topic.



13. Signatures team members

Round 1:

Send your application before November 1 2023 to diversity@tudelft.nl

Round 2:

Send your application before March 1 2024 to diversity@tudelft.nl