Minerva Informatics Equality Award

Best Practices in Supporting Women

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Where we started

- 2015: With only 17.1% of Dutch professors being female, the Netherlands had the fourth-lowest percentage of female professors in Europe.
- 2015: Gender Diversity committee was formed at Radboud University within the Faculty of Science.
Initiatives

- A workgroup on gender diversity was created and produced a report on Gender Policy
- University-wide mentoring program for women
  - Mohrmann fellowships for women with 108 female applicants for two tenure track positions
  - 50K support for women during and after pregnancy leave
  - At least one female staff member is included in every recruitment committee
  - The Radboud Women of Computing Science (RWoCS) group was created
Work in progress

- Hora est: no more PhD defenses with only men in the opposition
- Defining clear criteria for tenure and promotion
- Gender divided statistics in yearly reports of teaching and research
- Keep on asking WHY?
Thank You!