

# TU Delft & the D&I Office

David Keyson, Chief Diversity Officer

Marije Severs, D&I Staff Policy Advisor

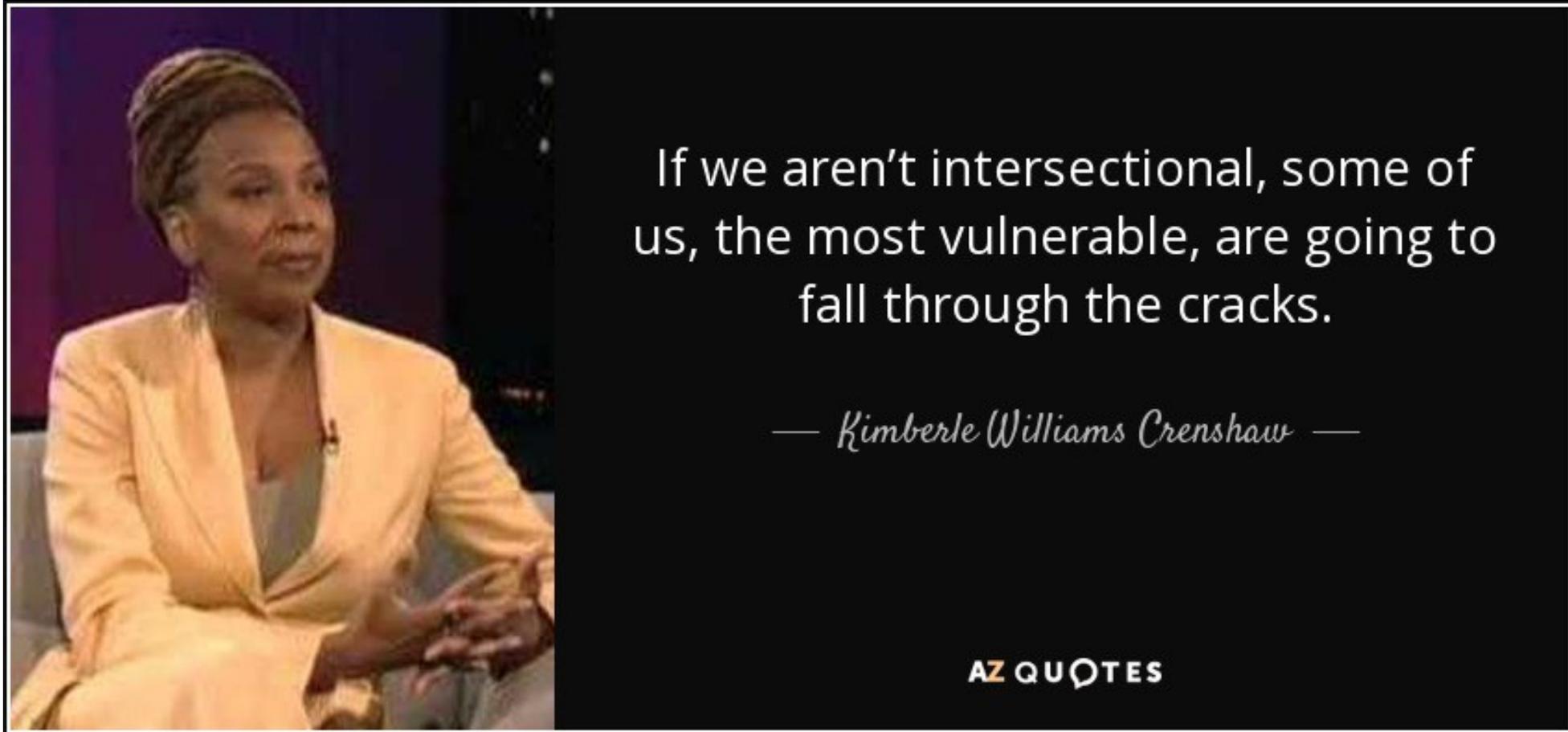




## Equity, Diversity & Inclusion values

- “If you are not explicitly working on diversity, you are being exclusive.”  
– Zoe Papaikonomou quoting Esther Mollema, *D&I Week 2022 Opening – Strength & Connections*
- “Nothing about us without us”





# TU Delft Mission and Values

## Vision

Delft University of Technology contributes to solving global challenges by educating new generations of socially responsible engineers and expanding the frontiers of the engineering sciences.

## Mission

- We perform world-class research by combining science, engineering and design in a socially responsible manner. Thus, we advance and share the benefits of technology.
- We develop and enhance the expertise of tomorrow's engineering leaders and educate professional, high-level and responsible engineers throughout their careers.
- We help to develop and deliver technology-driven, innovative solutions to societal problems through collaborations with leading national and international partners whilst being firmly rooted in Delft.
- We continuously improve our collective effectiveness, performance and organisational resilience through the principles and practice of professionalism, collaboration and openness.

## Our Values

Diversity

Integrity

Respect

Engagement

Courage

Trust

# Why do we prioritize EDI?

**Ambition:** Equity, Diversity and Inclusion at the heart of the TU Delft

TU Delft is strongly committed to becoming a university that pursues the highest standards of education and research based on values of diversity, equity and inclusion. A university that is inclusive for all, offers a rich and diverse work and study environment, provides equal opportunities and brings people together. **Respecting and embracing individual differences is central for staff and students to flourish, feel at home, feel safe, and reach their full potential.**



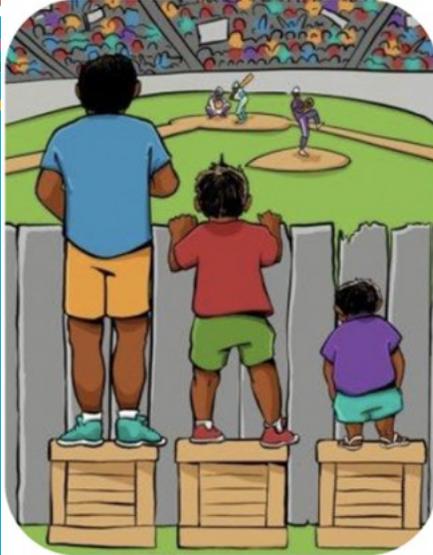
# Why do we prioritize EDI?

**EDI priority:** As a leading STEM university, we believe that optimising equity, diversity, and inclusion (EDI) is the right thing to do. It is our **moral duty** to be equally accessible to all. It is also our responsibility to offer an inclusive campus where everyone can take part in the organisation and feel they belong.

Equity, diversity and inclusion enhances wellbeing, which is required for optimal creativity and productivity, and therefore **enriches innovation and the societal impact** of our university. Moreover, diversity is broadly recognised as a valuable asset that provides a pathway for world class research and innovation, and strengthens our commitment to excellence.

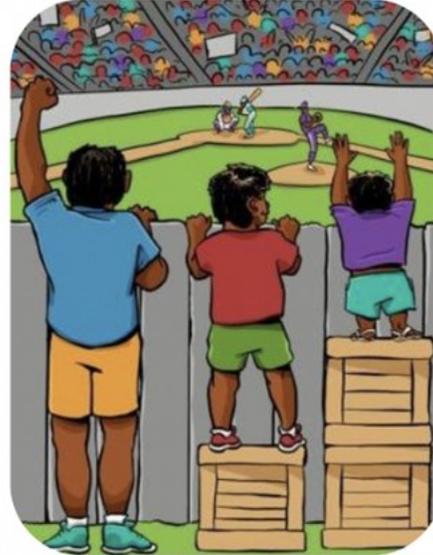
The TU Delft seeks to develop the expertise of **tomorrow's engineering leaders**. By providing for an inclusive environment and developing basic principles and skills for equity, diversity and inclusion we enable students positive change in their communities through their professional and personal leadership, we expect our engineers to become inclusive leaders and contribute to social coherence in society in the future.





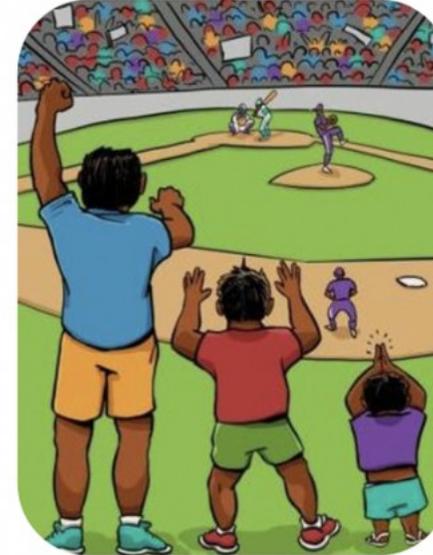
## Equality

Equal opportunities?



## Equity

Equal outcome?



## Liberation

Removing barriers

# Meet the D&I Office



- Chief Diversity Officer  
**Prof. David Keyson**



- D&I Coordinator  
**Fatima Ait Bari**



- D&I Staff Policy Advisor  
**Marije Severs**



- D&I Office Manager  
**Martha de Bruijn**

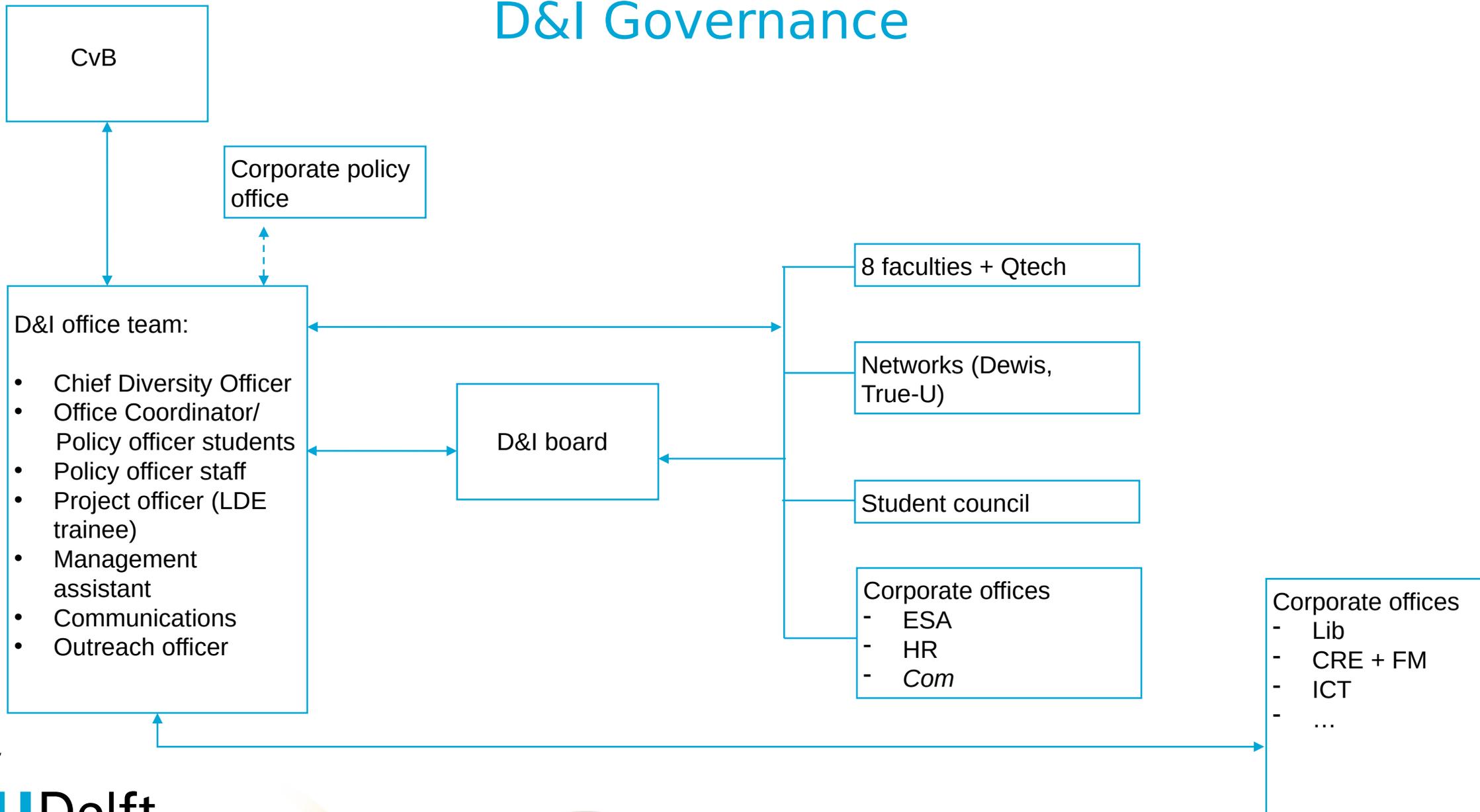


- D&I Coordinator/D&I  
Student Policy Advisor  
**Anoesha Ishwardat**



- D&I Trainee  
**Tyrone Hunte**

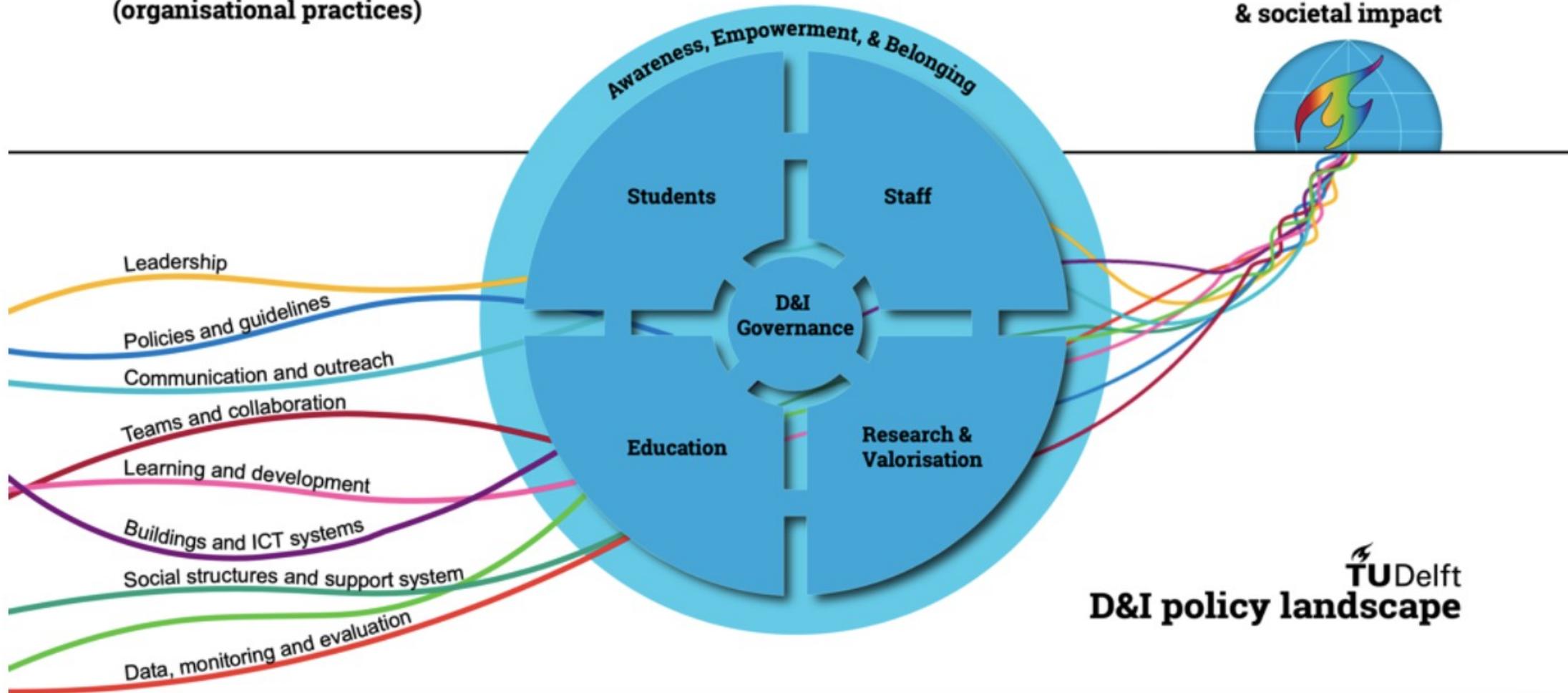
# D&I Governance



**Pathways  
(organisational practices)**

**Target areas**

**Inclusive university  
& societal impact**



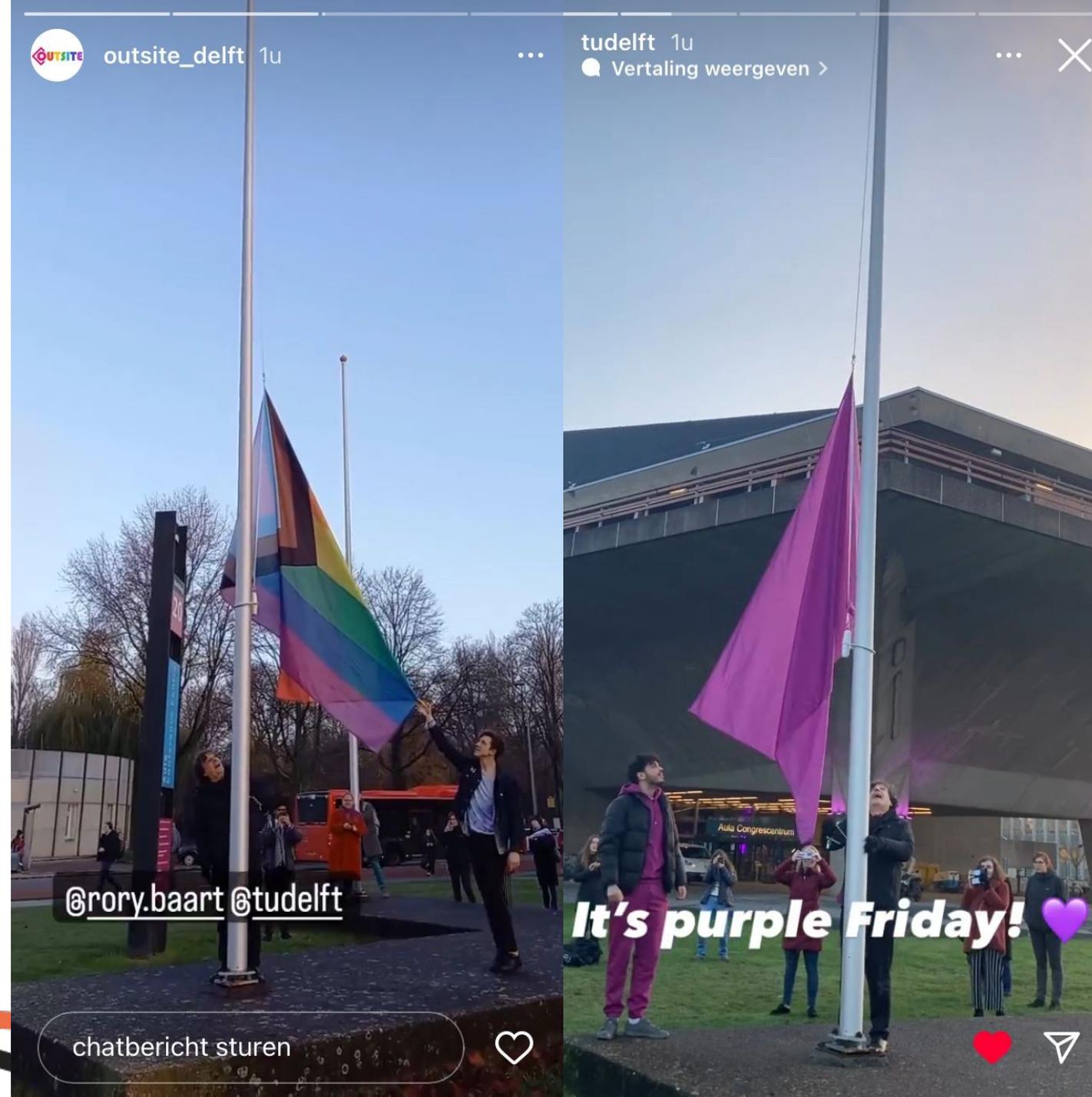
**TU Delft**  
**D&I policy landscape**

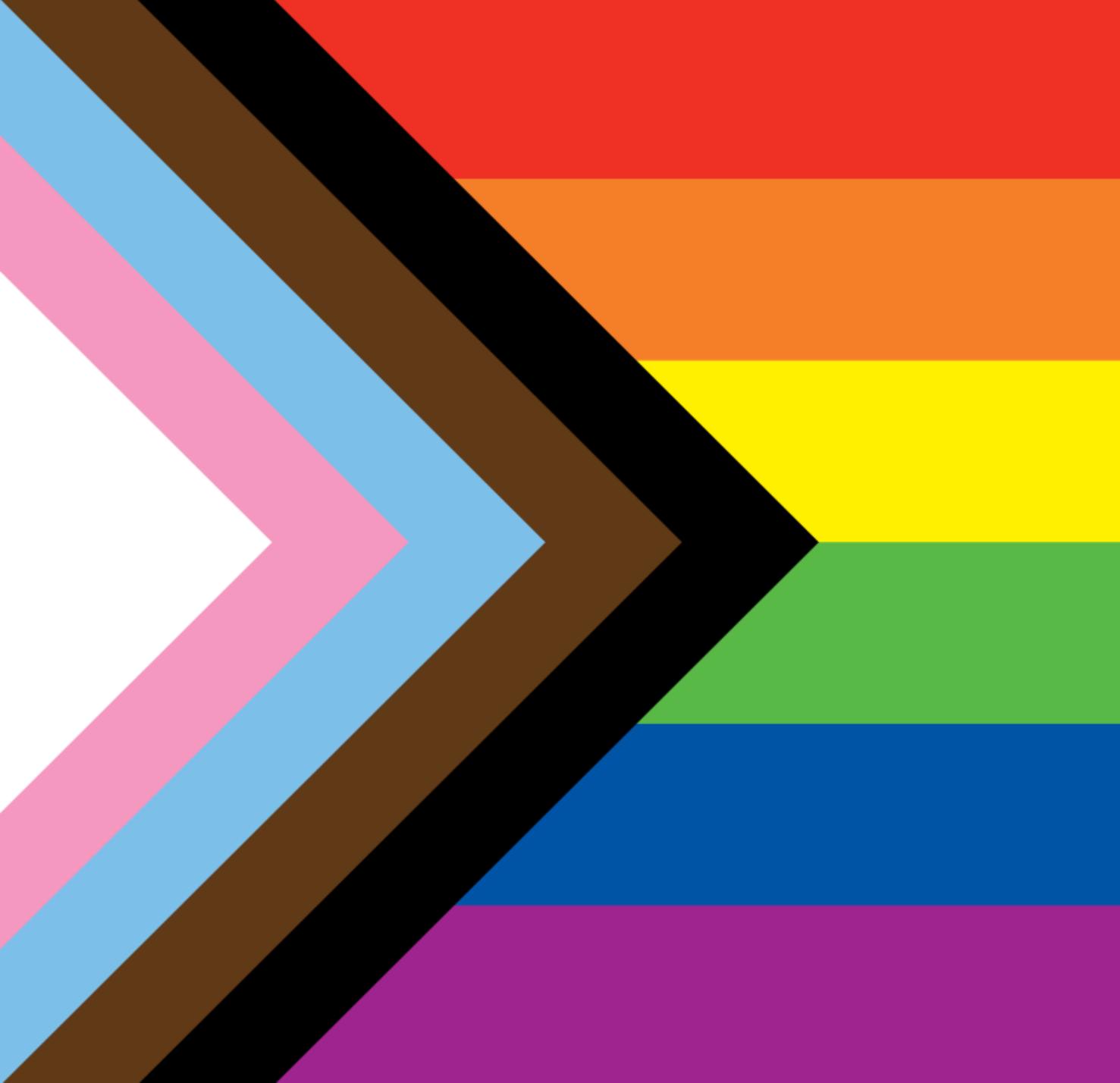
## Key D&I Topics

- Increase in female academic staff
- Increase in number of students with a migrant background
- Social Safety with Integrity Office
- Inclusive education
- Inclusive research & valorisation
- Facilities, policies and practices for D&I (gender registration & observer role in LBCs & BACs)
- Community building, support & grants
- D&I awareness & empowerment:
  - Coordination of D&I training (e.g., unconscious bias, bystander, open dialog, neurodiversity), workshops etc.
  - D&I Educational Events
- D&I Monitoring

# Past Policies & Practices LGBTQIA+ related

- True U part of the D&I Board
- True U event at the D&I Week 2022
- Purple Friday and Coming out day
- Progress Flag every day
- Inclusion Calendar





## Future Policies & Practices

- Expand our systems to include non-binary, intersex & trans people
  - Changing names
  - Correctly using pronouns
  - Appropriate gender registration
- Public discourse awareness
  - Connect by storytelling
  - Improving awareness and empowerment
  - Allyship
- Continue surveying LGTBQIA+ needs!

Thank you for your attention!

CDO David Keyson