

Diversity policy

SILS is committed to fostering diverse talent, representative of our society, at all staff levels. Therefore, SILS strives for diversity among its employees across all dimensions of diversity, including, but not limited to, gender, culture, skin color, sexual orientation, neurodiversity, physical ability, and religion. We believe that a workplace that is welcoming to a diverse group of employees, including those from traditionally marginalized groups, is a more stimulating, creative, and resilient place, full of opportunity to grow.

Besides striving for a more diverse institute, equity and inclusion are also important to consider. Equity refers to acknowledging that we do not all have the same (dis)advantages and aims to overcome those barriers that hamper fair participation for certain groups. In contrast to equality, where everyone gets equal resources, equity aids to create equal *opportunities* for everyone. Inclusion refers to a culture in which one feels welcome and accepted as a full member of a community.

SILS strives to make diversity, equity & inclusion a priority and part of SILS's identity and culture. The SILS Diversity, Equity and Inclusion (DEI) committee is mandated to aid in creating this environment.

Current concrete action points:

1. Encourage staff to actively **participate** in fostering a diverse and inclusive environment by informing the staff about DEI-related issues, such as implicit bias, and available measures.
2. Make diversity and inclusion **training** available to all SILS employees and mandatory as part of leadership trainings for employees in leadership positions, especially full, associate and assistant professors.
3. Organize workshops and other activities to inform SILS staff and employees. Invite external speakers to discuss **strategies** to improve and implement DEI at SILS.
4. Make **recruitment and promotion processes** more inclusive and equitable, by raising awareness of implicit bias, applying inclusive language in vacancies, implementing gender-balanced recruitment committees, and pro-actively scouting for talent from underrepresented groups, including but not limited to female talent. We strive to have 40% of the full professors to be women in 2034 and improve the gender balance at all staff levels.
5. **Recognize and promote** internal talent and support career development at SILS, taking DEI into account. For example, by utilizing trajectories specifically aimed at underrepresented groups (e.g., Athena award) and mentoring/sponsorship initiatives.
6. Make criteria to be promoted or included in talent programs, and procedures regarding such promotions and programs **transparent**.
7. **Monitor** diversity dimensions over time at all staff levels. Evaluate the effectiveness of the interventions used.
8. Implement measures to **facilitate optimal work conditions**, for example quiet workplaces, daylight or a contemplation room for neuro- or otherwise diverse employees.
9. Improve **compatibility of career and caretaking** responsibilities, such as regularly organizing social events before 17:00 to accommodate family life, flexible arrangements for remote work, and a lactation room.
10. **Celebrate** important events from different cultures and religions, including announcements in the SILS newsletter.
11. Maintain and create new channels for **feedback** related to DEI activities and policies to continuously improve diversity efforts.
12. Regularly **evaluate and update** DEI policies.