



# Flemish Interuniversity Council (VLIR)

- Rectors' conference of Flanders
- Working groups in different domains: education, research, internationalization,... and diversity and social policy
- In the domain of Diversity and social policy: a specific working group on Gender
- Since 2012



# WG Gender: members

- Representatives of the Flemish universities (Vice-rectors and policy advisors)
- Academic gender expert
- Chair of WG on Staff policy
- Chair of WG on Research
- Representative of government administration



# WG Gender: main topics

- First Action plan in 2013, renewed in 2019
- Yearly monitoring of:
  - Academic staff
  - Support staff
  - Composition of councils and advisory boards
- Joint actions, e.g. Train The Trainer on implicit bias
- Exchange of practices and experiences, e.g. Gender Equality Plans for Horizon Europe

# Gender action plan

KU LEUVEN

Individuals are free to develop their personal abilities and explore options without the limitations imposed by strict gender roles



# Equal opportunities & career development

## Actions

Increased accessibility HR processes

genderaction plan VLIR & KU Leuven

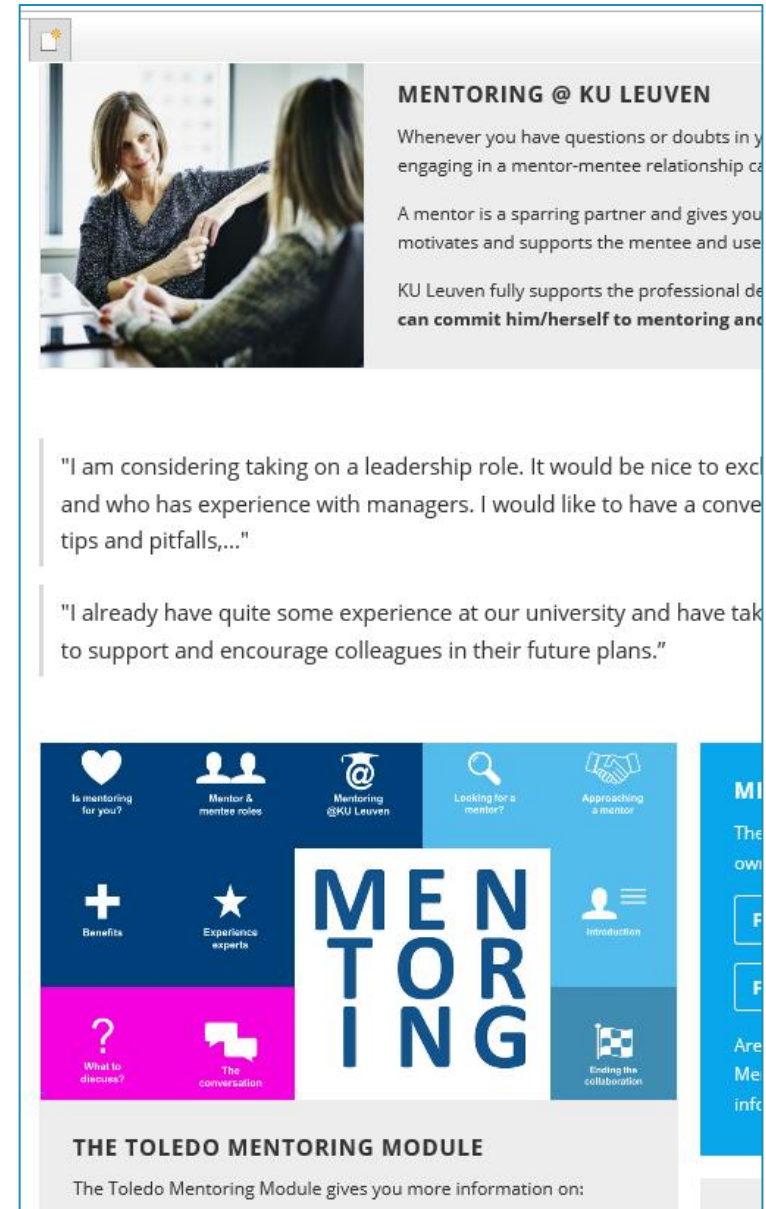
determine hurdles staff migration background

## Priorities 2020-2021

- Support HR staff in development and implementation new gender actions (appointment & promotion commissions; 'implicit bias' (with LERU))
- Pilotproject 'inclusion scan' group Science and Technology
- Concept text appointment & sustain staff (admin & academic) with migration background (including input data Doctoral Schools, contactpoint Interculturality & Student Career Centre)r

## Ambition

In collaboration HR department: broaden & intensify gender & diversity staff policy, based on targeted monitoring and analysis.



**MENTORING @ KU LEUVEN**

Whenever you have questions or doubts in y  
engaging in a mentor-mentee relationship ca

A mentor is a sparring partner and gives you  
motivates and supports the mentee and use

KU Leuven fully supports the professional de  
**can commit him/herself to mentoring and**

"I am considering taking on a leadership role. It would be nice to exc  
and who has experience with managers. I would like to have a conve  
tips and pitfalls,..."

"I already have quite some experience at our university and have tak  
to support and encourage colleagues in their future plans."

**MENTORING**

**THE TOLEDO MENTORING MODULE**

The Toledo Mentoring Module gives you more information on:

The screenshot shows a web application for mentoring at KU Leuven. It features a header with the title 'MENTORING @ KU LEUVEN' and a sub-header 'MENTORING'. Below this is a grid of icons representing different mentoring topics: 'Is mentoring for you?', 'Mentor & mentee roles', 'Mentoring @KU Leuven', 'Looking for a mentor?', 'Approaching a mentor', 'Benefits', 'Experience experts', 'Introduction', 'What to discuss?', 'The conversation', and 'Ending the collaboration'. A large 'MENTORING' logo is centered in the grid. At the bottom, there is a section titled 'THE TOLEDO MENTORING MODULE' with a brief description.



# New generation genderactions

1. **Continue Implicit bias measures**, evaluation increased gendersensitivity in appointment & promotion commissions), attention for impact COVID-19
2. More **balanced board meetings & decision-making bodies**
  - Faculties-, Schools and departmentboards: at least one vice-dean of each gender, objective 1/3 underrepresented group
  - Doctoral commissions: no homogeneous PhD-commission, objective 1/3
3. Focus **on equal opportunities in upward career mobility**
  - Follow up systematic career development conversations; make information about flexibility of work organisation and mentoring more transparant and easily accessible
  - Tenure track coaches: evaluation and extended to all junior ac staff (starting ac career)

# Staff migration background

- 2019-2020: research hurdles & needs

Special attention should be given to recruitment staff migration background and to upward career mobility opportunities international staff

Hurdles: language, implicit bias, implicit discrimination, burn-out, access social networks and access confidential network (harrasment)

- 2020-2021: policy initiatives
  - Draft tekst recruitment staff migration background ATP & PhD
  - Part in trajectory charter inclusion
  - For international staff: make services for support more visible and transparant

# See also

<https://www.kuleuven.be/diversiteit/diversity/initiatives-on-gender>

<https://vlir.be/nieuws/gender-in-academia/>

<https://www.leru.org/publications/implicit-bias-in-academia-a-challenge-to-the-meritocratic-principle-and-to-womens-careers-and-what-to-do-about-it>

[https://jongeacademie.be/wp-content/uploads/2019/06/Gendercharter\\_VLIR-JA.pdf](https://jongeacademie.be/wp-content/uploads/2019/06/Gendercharter_VLIR-JA.pdf)

Thank you!

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