



**drift** for transition

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**policy**

# Gender Equality Plan

Dutch Research Institute  
for Transitions BV

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**date**

October 2021

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**author**

The management of DRIFT

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## **1. DRIFT as part of the Erasmus University community**

Dutch Research Institute for Transitions BV (hereinafter: DRIFT) is a limited liability company, of which 100% of the shares are held by Erasmus University Rotterdam Holding BV (hereinafter: EUR Holding), with Erasmus University Rotterdam (hereinafter: EUR) holding 100% of the shares of EUR Holding. While DRIFT and EUR are therefore different legal entities, having come forth from the university and still being associated with it like that, DRIFT does share the norms and values of the university (such as reflected in the Code of Conduct for Research Integrity). To be complete, DRIFT also qualifies as a social enterprise, as it is statutory obliged to reinvest any profits into its societal and academic goals.

Both EUR Holding as a group, as well as DRIFT as a singular company, underline the importance the UN, European Union, and the international community in general, gives to gender equality and the aim of gender equality in academia. The directors involved have supported and have been facilitating measures to this end in the past years, and will continue doing so in the future.

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## **2. Dedicated resources**

With this document the directors of DRIFT state that it has dedicated resources in the form of human resources and gender expertise, to further develop and implement gender equality measures, amongst others, those listed hereafter:

- A diversity officer who focusses targeted measures to further improve gender equality amongst staff and other stakeholders.
- An 'inclusion circle' consisting of an online platform and regular sessions organised by a diversity group within staff.
- The provision of parental leave (beyond what is legally required)

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## **3. Inclusiveness integrated into HRM policies and practice**

These aforementioned specific measures are part of an integral policy on HR and working conditions, that it has developed jointly with other companies within EUR Holding and such policies are often inspired by policies set by EUR for the university. These policies facilitate measures towards a healthy work/life balance for all employees, such as arrangements for raising a family, the opportunity for a hybrid workplace and raising awareness on topics like the importance of time management. A practical outcome of the culture that such policies foster is that EUR Holding as a group adheres to gender equality targets set by the Dutch government, with having already in 2019 about 30% female directors and supervisors.

DRIFT has the ambition to strongly interweave these activities within DRIFT, with activities in the group of Erasmus subsidiaries (EUR Holding) and the Erasmus University community as a whole.

The participation of DRIFT researchers in the EUR 25/25 e that provides support for all female academics who aspire to become associate or full professors in the near future.

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#### **4. Monitoring**

The HR unit within EUR Holding, that DRIFT shares, monitors sex/gender disaggregated data on personnel and provides annual reporting based on the required indicators. This report is embedded in the annual financial statements of DRIFT, and thus structurally discussed between the directors and the supervisory board of DRIFT.

DRIFT publishes internally to all employees a report on differences between gender pay per function group. This same report also makes as transparent as possible all policies on wage determination, wage raises, etc.

We also have the aforementioned 'diversity inclusion circle' in our organisation as a method of reflexive monitoring by our staff of DRIFT progress towards more inclusion.

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#### **5. Providing capacity building facilities**

DRIFT aims to provide training and other capacity building facilities. For example by the participation of DRIFT researchers in the EUR 25/25 programme that provides support for all female academics who aspire to become associate or full professors in the near future.

DRIFT aims to extend the facilities offered in the near future, by seeking collaborating with Erasmus University and other companies in EUR Holding on providing training opportunities to raise awareness on gender equality and for unconscious biases for staff and decision makers, as well as organizes such training opportunities inhouse where needed. We are aiming to participate in the training that the University is developing to give tools and skills on how to avoid/diminish the biases in regular work processes (such as inclusive recruitment and selection, as well as inclusive communication)..

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#### **6. Inclusive organisational culture**

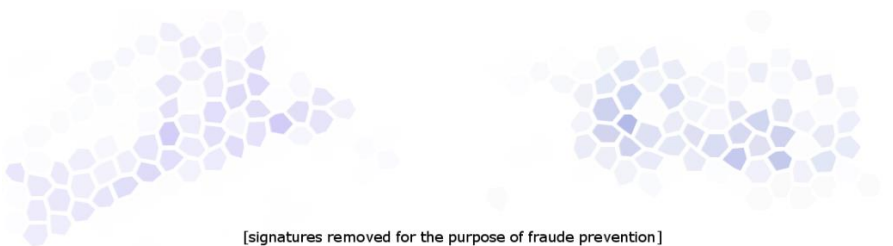
An inclusive culture first and foremost needs to be created and carried within the community of our staff (and other stakeholders). Nevertheless such a culture can be by having proper facilities and procedures in place. Following our shared Integrity Policy 2021, staff and students of DRIFT have access to clear procedures and guidelines, as well as confidential counsellors for support &

guidance and if needed an independent complaints committee. This is on top of support services such as a company doctor, a social worker, a psychologist, etc.

DRIFT is pleased to see that all this has attributed to a safe environment in which its employees also come forward with their own ideas, which the management is happy to discuss to see how such ideas could be incorporated into that which is already in place.

DRIFT will collaborate with other companies within EUR Holding to further align its own policies, facilities and resources with those of EUR. In that regard talks have been initiated with the Diversity & Inclusion Office of the university, to find out how forces could be joined where that is beneficial to all those involved.

With all these continuing efforts we believe we are, and will be able in the future, to further contribute to gender equality in academia.



Derk Loorbach

Statutory/general director

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Business director

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