Geachte

NWO facilitates world-class scientific research. This research has scientific and societal impact. One aspect of this is encouraging an inclusive science culture with an eye for diversity in the broadest sense of the term. In doing so, the Executive Board is following the gender equality objectives of the European Union and the Sustainable Development Goals (SDGs) of the United Nations.

The responsibility and contribution of NWO towards improving diversity and inclusion (D&I) in science is twofold:

- NWO has the responsibility, position and means to exert influence on encouraging diversity and inclusion in the scientific community. By encouraging diversity and inclusion in the primary process of NWO, determining a clear own course and setting criteria for the scientific community, NWO can bring its weight to bear on improving diversity and inclusion in science. We do this with the so-called D&I Granting Policy of NWO.

- In addition, we have the D&I Employer’s Policy in which NWO strives to be an inclusive organisation with a diverse workforce. Facilitating scientific research and increasing scientific and societal impact, in brief, the success of NWO, stands or falls with the deployment, quality, dedication and diversity of our employees. We strive for a working environment in which there is room for differences, everybody can be themselves and everybody feels safe and valued.

The theme diversity and inclusion has been high on the NWO agenda for many years. We adopt a positive approach in which we focus on the added value of diversity and inclusion. We have adopted an integral strategy to achieve our ambitions and carry this out at the cultural, institutional and individual levels. The ultimate aim of this is to realise a sustainable embedding of diversity and inclusion within both the granting policy and the employer’s policy of NWO.

In the Gender Equality Plan (GEP), we describe all of the efforts, measures and actions of NWO. In this plan, the resources, data collection and monitoring, training and capacity and other interventions are described in detail, based on the recommended focus areas that the European Commission requires for a GEP.
Finally, diversity and inclusion are an important aspect of the NWO strategy and an integral aspect of who we are and what we do. We are committed to, and we will continue to invest in, measures to achieve progress in the area of gender equality within both our own organisation as well as in science.

Yours sincerely,

[Signature]

C.E. Visser, MA
Vice President Executive Board