

SPEAK THE SAME LANGUAGE

In social and professional interaction, check if everyone speaks the same language. If not, the group switches to English.

EMBRACE GENERATIONS

Embrace the generations that want to grow a career, working 0.8 fte. Working four days can be compatible with a strong career orientation.

OFFER FLEXIBILITY

Support flexible working hours and a flexible work place.

FAIRLY ALLOCATE ASSIGNMENTS

Fairly allocate assignments that ensure visibility and recognition, especially for women and people with diverse backgrounds.

ENCOURAGE COLLEAGUES TO JOIN TIDE

Encourage colleagues to join TIDE, the Tilburg University Network for Inclusion, Diversity & Equality.

SUPPORT WITH GRANTS

Determine who is or is going to be eligible to apply for grants. Encourage and support them in submitting an application, in cooperation with Grant Support.

STIMULATE STAFF DEVELOPMENT

Stimulate staff development through the training opportunities that are offered at Tilburg University.

INCLUSION Checklist



ROTATE CHAIRMANSHIP

Rotate the chairmanship of meetings, so that all voices are heard.

PROVIDE PUBLICATION ADVICE

Offer advice on where to best submit research publications. Which journals are leading from a progressive career perspective?

ALERT RESEARCHERS TO OPPORTUNITIES

Alert researchers to opportunities to attend and present papers at conferences abroad.

STIMULATE PARENTAL LEAVE

Stimulate the uptake of parental leave by both men and women & welcome the extended partner leave.

COMMUNICATE SUCCESS

Share encouraging stories.

DO NOT ACCEPT ALL-MALE LISTS

Do not accept all-male lists and organize mutual correction. Preferably, half of the candidates & nominees & speakers should be women.

INVITE DIVERSE ROLE MODELS

Invite diverse role models – including men who counter-balance stereotypical images – for official academic events, seminars, colloquia and conferences.

WELCOME NEW IDEAS

Welcome new ideas, a variety of perspectives, and different approaches. Discuss with the team what creating a cross-cultural work environment entails.

