

Gender Equality Plan

Codarts Rotterdam
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Codarts Rotterdam University of the Arts Gender Equality Plan

The European Commission aims for gender equality in research and innovation with their [Gender Equality Strategy](#). Codarts, together with partners, applied to partake in their [Horizon Europe](#) framework program with three requests. In accordance with the guidelines of this program, Codarts hereby presents its institutional Gender Equality Plan (GEP), publicly available on the [website](#).

The current document contributes to the existing policy context. As the Gender Equality Strategy encourages, Codarts approaches gender equality intersectionally. After all, gender is always linked to other forms of identities; ethnicity, age, sexual orientation, ability, class, etcetera ([Crenshaw, 1991](#)). This resonates with diversity, one of the six concepts that together make up [Codarts' vision](#): to educate students to become 'dedicated and inspiring artists, leaders and facilitators, ready to spread their wings in a dynamic, international context.'

The performing arts offer a powerful platform to lift valuable voices of underrepresented groups. Contributing to diversity and inclusivity, Codarts aims to provide a discrimination free platform for new perspectives and diverse talents. Focussing on gender identity, gender expression, sex, romantic attraction and sexual identity, we aim to enhance gender equality and social equity within our community. This is in line with both the key objectives in the Gender Equality Strategy as well as the [Nationaal Actieplan Voor Meer Diversiteit en Inclusie in het Hoger Onderwijs en Onderzoek](#).

As an application of this national action plan, Vereniging Hogescholen, which Codarts is part of, created a position paper [Samen Werken aan Inclusieve Hogescholen met Oog Voor Diversiteit](#). It presents how universities of applied sciences see it as their task to realise an inclusive education, research and work environment. Codarts acknowledges that it is our responsibility and pedagogical job to contribute to an inclusive society with our education, our practical research and in the natural connection we have with society.

With their position paper, the VH presents six key points, integrated in this GEP. We wish to confirm the requested necessary steps to realise these points. Namely:

1. Codarts applies a broad definition of diversity and strives towards being an inclusive school where everyone feels seen and appreciated;
2. You can find commitment in all layers of the organisation of Codarts. Inclusive leadership acknowledges diversity and creates a safe environment for everyone;
3. Codarts pays, in consultation with the participation council, attention to inclusivity and diversity in the institutional plans and embeds this in the

organisation. Codarts reports on the way this is implemented via their Annual Report;

4. Codarts continuously puts on the agenda the value and the importance of inclusivity and diversity within all layers of the organisation, actively searching for a dialogue with students and employees. Activities around this topic are visible on the website;
5. Codarts applies an inclusive personnel policy, reflecting the (regional) society and student population. In accordance with [Charter Diversity](#), Codarts strives towards 50% women in management and decision-making roles and 20% employees with a migration background;
6. Codarts makes sure that students and employees are able to contact their managers and have access to support systems when they have questions, concerns or dilemmas concerning inclusivity and diversity. These contact points reinforce inclusivity and value diversity. Codarts reports on this in their Annual Report;
7. Codarts offers adequate support for all students, with special attention for students who experience difficulties in feeling at home due to their (group)identity;
8. Regarding diversity and inclusivity, Codarts commits to collaborate (more) with other universities of applied sciences. Specifically, Codarts works towards a fusion with Willem de Kooning Academy and their collaboration on this is close and future-oriented.

In the attached table, we make the realisation of this enumeration more concrete. It presents an overview of the current state of affairs, together with goals.

Furthermore, it builds on former Executive Board Advisor Carola Hageman's 2020 policy note Diversiteit bij Codarts. This policy note mapped Codarts' diversity in full width, including an inventorisation of national law, the (inter)national charters, the developments in the cultural sector and in art schools, the status quo of Codarts (student and teacher population, curricula and research, the activities around diversity) and recommendations.

With this Gender Equality Plan, the Executive Board of Codarts Rotterdam commits to systematically addressing gender equality with appropriate evaluation and feedback processes across the organisation.

Executive Board of Codarts Rotterdam University of the Arts

President of the board,

Wilma Franchimon

Rotterdam, 28th of June 2022

<u>Organisation</u>	Approaches towards Gender Equality	
	Current state of affairs	Goals
Public statement and document	The Gender Equality Plan can be found here .	Codarts will update, distribute and integrate the Gender Equality Plan throughout the organisation.
Objectives	<p>Codarts aims to create an open and diverse learning and working environment. Our Strategic Document 2017-2022 (on which we build on to) includes:</p> <ol style="list-style-type: none"> 1. Having selected students with diverse backgrounds in gender, culture and age; 2. Having consciously formed a varied team in terms of qualification, gender, culture and age; 3. Having ensured inclusive education: strengthened consciousness on diversity in our curriculum, organisation and staff; 4. Having a collaboration with a diversified working field, alumni, stakeholders and partners; 5. Having a strong relationship with several international institutes on scouting, exchange and research. 	<p>Besides, Codarts commits itself to implement the VH's position paper 'Samen Werken aan Inclusieve Hogescholen met Oog Voor Diversiteit' and Diversity and Inclusion Code Developed for the Cultural Sector.</p> <p>Specifically, Codarts' cluster Performance will continue to work on inclusive education with partners like Amnesty International and Student Pride NL. Cluster Education takes steps to translate the topic diversity to educational practices. Cluster Music focuses on securing musical diversity and interdisciplinarity in the individual programs.</p>
Specific allocation of resources/budget and positions	A budget within the Kwaliteitsafspraken is allocated to diversity. This is dedicated to the inclusive usage of language, inclusive curricula, an inclusive work- and learning environment, and activities for students	In the context of the fusion , Codarts is currently discussing further steps with WdKA's Office for Inclusivity.

	concerning diversity and inclusivity.	
Diverse (advice) team (different departments, functions and backgrounds)	In 2021, 43,12% of the total staff of Codarts identified as women (44,72% fte).	Codarts works towards a +- 50% of the staff who identifies as women, plus space for queer/non-binary people in every department.
Data collection, monitoring and evaluation	<p>The data on gender, diversity and social safety of employees are annually shared in the Social Report, which is part of the Annual Report. The Executive Board decides how to act on this.</p> <p>The Quality Assurance Department collects and processes the data on the social safety/diversity/gender equality of employees as well as students, with among other things the NSE, evaluations on education and satisfaction surveys. They report the results to the Executive Board. The different departments evaluate and implement the findings, which are monitored and discussed annually.</p>	

<u>Figures</u>	Approaches towards Gender Equality	
	Current state of affairs	Goals
Gender equality in management and decision- making roles/Gender quota	Women occupy 37,5% of the management and decision-making roles (2022).	In accordance with Charter Diversiteit , signed by the VH on behalf of Codarts, Codarts works towards a +- 50% of the staff in scale 13+ who identify as women.
Creating positions especially for women/ preferential policy	Codarts does not make use of gender quota, as the ratio between men and women is close to 50/50. When contracting new people, contractors do take on an active attitude towards (gender) diversity within teams and departments. Codarts applies gender neutral job applications and uses language in a conscious way in their job correspondence.	
Monitoring career progress	With performance interviews, careers are monitored. Heads of the different departments carry this responsibility and consider different professionalisation options with P&O.	
Creating role models	Codarts, and in specific the Communication department (internal and external), works with inclusive language and representation (for example	To further develop inclusivity, Codarts aims to create, implement, distribute and update a new source list with underrepresented

	on social media), to create an accessible and diverse learning/working environment for both students and staff.	theorists/examples/artists for alternative educational purposes, with for example links like this .
Allocation of positions and tasks	Monitoring takes place through job satisfaction surveys and performance interviews. Besides, we have a female and male confidential counsellor (internal) for employees and students for cases of experienced social unsafety in work or education.	As one of the pointers of the position paper of the VH presents, Codarts strives towards a staff which properly represents the (regional) society and student population.
Nominations for awards, prizes, committees and scholarships	<ul style="list-style-type: none"> - Grada van Beek Donner Bursary (for briljant female master of music students); - Holland Scholarships; - Talent Scholarships (KUO); - Erasmus+ Top Up (monthly bursary for underprivileged students / students with physical/economical pull backs); - Erasmus+ Inclusion Support (for students with a functional impairment). <p>Other:</p> <ul style="list-style-type: none"> - Grote Kamermuziekprijs; - Ritsema van Eck fonds; - Hartman Awards; - Stipendia; - Erasmus Jazz Pride; - VSBFonds; - Kylian Foundation; - Stichting Vrienden van Codarts; - Henry Winkelman Award; - Corrie Hartong Scholarship; - Codarts Innovation Fund; - Talent Investment Grants. 	
Representation in external and internal communication	<p>Codarts works with and updates a (gender neutral) writing pointer and a style guide for the tone of voice (and visuals).</p> <p>Also, Codarts has updated its social media strategy to have a more inclusive holiday and lgtbtq+ calendar.</p> <p>In the context of gender diversity, AFAS (personnel</p>	<p>To further develop inclusive use of language and inclusivity in general, Codarts aims to process, implement and distribute:</p> <ul style="list-style-type: none"> - Toolbox Student Pride NL; - Handreiking Waarden voor een Nieuwe Taal.

	<p>administration software) has four options to register gender: M, V, X (= not M/V) and O (not specified).</p> <p>Codarts makes use of a flag policy, including an inclusivity flag for Pride Rotterdam, Coming Out Day, Paarse Vrijdag and optional other events.</p> <p>Moreover, with marketing and during the selection procedures, the different departments actively try to improve the gender diversity amongst students.</p>	<p>Furthermore, we will draw inspiration from like minded documents like:</p> <ul style="list-style-type: none"> - Woorden Doen Ertoe (Tropenmuseum); - Regenboog Taaltips (Gemeente Amsterdam).
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Mentoring and sponsorship programs	<p>With Student Life (winner Dutch Higher Education Premium), Codarts offers a program to support students with a dedicated team of professionals. Student Life advocates a 'Team around the Artist' approach with leading health practitioners, teachers, study coaches, embedded scientists and support staff. Concretely, with two mental coaches, a student counsellor, OpenUp (online psychological help), and study career counsellors, Codarts offers mentoring programmes.</p> <p>Besides, the introduction week (for new students) includes training in life skills, social skills, personal skills, communication skills, self care and awareness of intercultural differences/similarities.</p>
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<u>Institutions</u>	Approaches towards Gender Equality
Recruitment and selection	<p>Codarts applies gender neutral language in their job vacancies. The job description includes 'Codarts strives towards a diverse workforce. In case of equal suitability, preference will be given to the candidate who increases the diversity in our organisation.'</p> <p>Although the introduction of the VOG is not mandatory for employees of higher professional education, Codarts considers it of the utmost importance that students and employees can work together respectfully at all times with their own ideas, behaviour and talent. In addition, Codarts considers it important to emphasise that it sets limits for unrespectful behaviour, regardless of the relationship. Codarts monitors this. That is why we have chosen to make it</p>

	<p>mandatory for employees to provide us a VOG.</p> <p>Codarts collaborates with Zestor to work on practices of (unconscious) inequality in recruitment and selection. With nudging (applying small changes to the process of systematically validating candidates), Zestor offers coaching and seminars.</p>
<p>Work-life balance/Organisational policy (dual-career policy)</p>	<p>Employees have access to Studycube, an online training platform with different modules on workload, stress reduction, wellbeing and more. This is distributed emphatically and personal learning routes/training were made.</p> <p>The Quality Assurance Department frequently researches the (personal) work situations of the employees. Besides, the Prevention Employee regularly brings out advice and information on workplace, work posture and ergonomic resources. Steering committee Arbo monitors the working conditions, and steering committee Workload is responsible for policies regarding workload (and its implementations).</p> <p>The Sustainable Employability is intended to give employees the opportunity to make agreements that help them to continue to do their work well, healthily and with pleasure, as well as to have a well-balanced work-life style.</p>
<p>Preventing an individualistic and competitive culture ('chilly climate') and microaggressions</p>	<p>Student Life focuses on the well-being of students with a high-quality support programme. Part of this are:</p> <ul style="list-style-type: none"> - Student Counselling (counsellor and student psychologist); - Study Coaching (SLB); - International Office; - Student Dean (can inform about the possibilities, services and regulations at Codarts). <p>Codarts stands for a safe working and learning environment. We do this with:</p> <ul style="list-style-type: none"> - the other Dutch institutes for higher education in the arts. Together with them, Codarts commits to this statement about social safety; - our Code of Conduct (specification of how we treat each other at Codarts); - two internal confidential advisors (contact persons for experiences with undesirable behaviour or violations of integrity). They hold an independent position, have an obligation to maintain confidentiality, help students and employees make right choices and provide them with guidance. They can refer to assistance both inside and outside the institute or advise about and

	<p>guide in filling a complaint with the Complaints Committee for Undesirable Behaviour at Codarts;</p> <ul style="list-style-type: none"> - three external confidential advisors, who can support the internal advisors (Centrum Vertrouwenspersoon Plus); - complaints procedures for teaching and examination regulation, decisions by the exam board or examiners, and complaints about undesirable behaviour; - a protocol for reporting domestic violence and child abuse and a whistleblower policy. <p>These safety measures are distributed in the Study Guide, on mycodarts.com and on posters in the restrooms.</p>
Gender bias training	<p>Via Study Tube, staff members can follow different training programs, for example 'Cultural Diversity, Dialogue and Development'.</p> <p>Besides, the different departments organise gatherings around this theme in collaboration with Student Pride NL.</p>
Support networks/Diversity networks/Student associations	<p>Codarts collaborates/partners up on a regional, national and international level with:</p> <ul style="list-style-type: none"> - Amnesty International (Manifesto 'Let's Talk About YES') - Gezond010 - ELIA - KUO - AEC - VH - EAIE <p>Besides, Codarts' Yellow House is a student collective that focuses on social interactions, aiming to make students feel at home.</p> <p>Furthermore, Codarts partners up with Student Pride NL, which is a foundation that is committed to the healthy, safe study environment, focussing on sexual orientation and gender.</p>
Assessment of the physical environment	<p>There are both gender neutral toilets as well as toilets for people with a disability. Elevators make sure Codarts Kruisplein is accessible for people in wheelchairs. During the current preparations for our new campus (Cultuur&Campus), accessibility is high on the priority list. This is in line with the Position Paper Samen Werken aan Inclusieve Hogescholen met Oog Voor Diversiteit by the VH, which states: universities of applied sciences should be aware of equality of all students, with an eye on equality of opportunity. They underline their responsibility for an inclusive organisation in</p>

	<p>which everyone is able to study and flourish, especially when the starting position is not equal for everyone.</p>
<p>Measures to combat gender-related violence and sexual harassment</p>	<p>Codarts co-signed the Amnesty International manifesto 'Let's Talk About YES' and therefore agrees to make sure:</p> <ul style="list-style-type: none"> - all students can take part in workshops that have proven to be effective in pushing back sexual violence; - all students are kept informed of our help and reporting facilities, of our Rules of Conduct, and of laws with regard to sexual violence; - employees who are frequently in contact with students will be trained to adequately deal with issues involving sexual violence; - our reporting and complaints procedure is available to everyone in our educational community; - everyone who has a role in the complaint procedure will receive adequate training; - we involve students in the further development and implementation of this pledge. <p>This is shared online as well as physically in the restrooms.</p> <p>Besides, Codarts declared their commitment to fight sexual street harassment to the municipality of Rotterdam. Together with other educational institutions, Codarts focuses on preventing street harassment and changing the social attitude towards street harassment in Rotterdam with campaigns, guest lectures, workshops, and other continuous approaches.</p>

<u>Knowledge</u>	Approaches towards Gender Equality
<p>Integration of diversity dimensions in research</p>	<p>Lector Janine Stubbe has integrated her research at Codarts by founding Student Life, which provides Codarts with a high-quality support program for the well-being of students.</p> <p>Codarts is also part of RASL (together with Erasmus University College and Willem de Kooning Academy). This Rotterdam Arts and Sciences Lab is an intense collaboration between the three institutes to, firstly, advance the exchange of knowledge on education and research and secondly, to offer students the possibility to develop their skills in accordance with the changing artistic professional practices and societal issues. This progressive partnership focuses on interdisciplinary and transformative education, in which equality of knowledges (for example embodied knowledge, experts by experience, non-scientific knowledge, etcetera) is one of the focal points.</p>

<p>Integration of diversity dimensions in education</p>	<p>Additional education of the staff is realised in for example the Urban Education Traject in collaboration with the Transformative School.</p> <p>Besides, our lecturers and support staff regularly participate in international exchanges and study trips, in which they broaden their horizons and gain insights and perspectives for program innovation, research and didactics.</p>
<p>Curriculum check</p>	<p>A budget within the Kwaliteitsafspraken is allocated to diversity. This is partly dedicated to improving the inclusivity in curricula. Department heads take initiative in this.</p>