



Dedicated to innovation in aerospace

DECLARATION OF INTENT

GENDER EQUALITY PLAN 2021

INTRODUCTION

The Netherlands Aerospace Centre (NLR) recognises the importance of the European Union's message about "aiming for gender equality in research". At NLR, this is not just a goal within research: to us, gender equality is part of the overall way we approach diversity, inclusivity and equality. This document tells you how we are putting that into practice.

LEARNING ORGANISATION

We are a learning organisation. That means that we are capable of keeping on responding to the changing environment, with learning and developing as a natural part of the process. Our staff are continuously learning and developing, no matter what their function or phase of life, and the success of NLR is closely linked to that.

Openness, dialogue and giving people responsibility as low down the organisational structure as possible are all aspects that fit well with the culture of a learning organisation. We will be building up from that culture over the 2022–2025 strategy period, aiming to be a diverse, equal and inclusive organisation. An organisation where all the staff feel safe, feel that they are included and feel that they are equal and are being given equal opportunities.

VISIBILITY OF WOMEN

Our workforce currently consists of 14% women, of whom 49% are in non-supporting roles. That means that the working population at NLR is not representative of society. Based on the idea that diverse teams are stronger than uniform ones and because we want to be aligned with the developments in society, we are looking to raise the proportion of women within NLR.

We have set ourselves the target of a workforce that is at least 30% female by 2030 (including the management roles). We will achieve that by ensuring that every employee in a leadership role who is recruiting new staff is able to talk to at least 30% female candidates. Where necessary, we will use recruitment and selection agencies to search explicitly for talented women.

We are aware that other actions beyond that will be needed if we are to achieve that target by 2030. We are therefore also investing in promoting NLR as a good place for the future. In our development classes, we prepare talented individuals from within our own organisation for the future, for instance in leading roles. On top of that, we organise various lectures and events for students in secondary and higher education. In the context of equality between men and women, we will be making sure that the female technical and management staff in particular who work for us are more visible. This could for instance include a seminar held every year on International Women's Day and sessions about awareness and women in STEM for all employees.

The idea is to reach and inspire young, talented women as early as possible in their careers.

Focusing on the up-and-coming generation and the talent we already have in house, as well as attracting new and talented women, has convinced us that we will be able to achieve the target set for 2030.

MONITORING AND COLLECTING DATA

We believe that openness is very valuable – it's part of our corporate culture. An annual report is produced about this to make sure that the results of our efforts to promote diversity, inclusivity and equality can be seen.

We use it to give a clear picture of e.g. the ratio of men to women, age profiles, joiners and leavers and changes of role, pay equality, gender breakdown in leadership roles and perceptions of safety. This lets us show what is going well, whether we are on course to meet the target for 2030 and lets us make clear where further adjustments are needed. It will of course be produced entirely in line with all privacy regulations.

The Medewerker Monitor (staff monitoring survey) will be held regularly too. This is an online questionnaire that lets staff say what they think of NLR as an employer. What is going well and what could be done better or differently? And how? This questionnaire asks e.g. about safety, working conditions, undesirable behaviour and trust. From the next Medewerker Monitor onwards, questions will be added about diversity, inclusion and equality. This will let us start gathering data relating to those subjects.



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CAREER

NLR aims for equal career opportunities. We are doing this by explicitly paying attention to diversity, inclusion and equality in our HR policy and career development. Key aspects here are raising awareness and reducing unconscious bias. To that end, we will offer training about this subject to the organisation.

During recruitment and selection, we will also make sure that there is diversity (e.g. in gender) within the team that is responsible for the process. We work together with educational institutions and training courses to proactively scout for diverse and talented individuals and – when necessary – actively recruit candidates targeting the diversity of the people available (including gender diversity).

Career guidance promotes equal opportunities and is easily accessible to all NLR staff. We have NLR coaches and mentors, for example, and the development classes that were mentioned earlier. Here too, we aim to make sure that everyone is able to choose a male or female coach or mentor.

In keeping with our corporate culture, NLR believes that a healthy work-life balance is very important. This equilibrium makes sure that everyone has enough energy for their work and can combine work and home life. For example, NLR offers the options of part-time work, flexible working hours, flexible working from home and parental leave. Additionally, employees can turn to various 'desks' such as the company social worker, NLR coaches and the confidential counsellor if there is an imbalance.

GENDER IN RESEARCH

NLR wants to achieve the greatest possible diversity in the composition of its project teams and research teams, not only in terms of backgrounds and outlooks and knowledge but also in terms of gender. We are convinced that teams with a diverse makeup produce better research results with as little bias as possible. This also lets us safeguard the gender dimension in our research.

Moreover, we promote gender dialogue in the research world by sharing information about it through e.g. podcasts, interviews and our own intranet.

ORGANISATION

Everyone at NLR knows that we want to be a diverse, equal and inclusive organisation and we all do our bit. That's how we can achieve the objectives that have been set, together.

The management team supports these goals and is taking responsibility by providing the resources and expertise to ensure gender equality and to implement this plan. A Diversity and Inclusion office has also been appointed. They are responsible for implementing various NLR-wide activities as dictated by our planning and goals for diversity, inclusivity and equality. This will help increase diversity within NLR (including gender diversity) and a culture where everyone feels welcome and safe, with the right work-life balance. This officer will be given their own budget.

NLR also has a core team for Diversity, Equality and Inclusion (DEI). The core team's composition reflects diversity through a mix of nationalities, genders, ages, job functions and backgrounds. This makeup of the core team and the activities ensures a strong connection with those it represents, i.e. all NLR employees, the Works Council and the management. The officer will write the "Annual Diversity, Inclusivity and Equality Plan" together with the core team. This Gender Equality Plan will be integrated into the general annual plan.

In addition to monthly meetings of the DEI core team, regular meetings are held where any employee who feels the need can provide input to the discussion on diversity, inclusion and equality within NLR. These sessions let us create additional involvement and support within the organisation.

SIGNATURE

By signing the NLR Gender Equality Plan, the management team has made a commitment to giving diversity, inclusion and equality (and gender equality in particular) a prominent place in NLR's processes, culture and vision for the future.

Amsterdam, 18 November 2021

M.A.G. Peters
Managing Director

