

Dear members of the European Commission, dear reader,

Date	Tilburg University values a culture of openness and inclusion. We unite people of many nationalities and with a variety of backgrounds. We embrace the valuable diversity of perspectives this brings and put this to use in research & innovation and in future-oriented education where we prepare students for a super-diverse society.
February 2022	
Subject	
Gender and Diversity policy	
Reference	Tilburg University has been implementing gender policies since 2007. For this purpose, among others, two roadmaps were developed and implemented. As of 2018, in addition to gender equality, diversity and inclusion are more explicitly included in the initiatives we have been developing. During the strategic period of 2022–2027, the focus is on the continuation of the policy mentioned within a rolling strategy. To this end, Tilburg University has developed and adopted a Gender and Diversity policy for the period 2022–2025.
811.22.005	

We link the central values *Connected, Curious, Courageous, and Caring* to the D&I values *Equality, Equity, Dignity, and Diversity*. Together, these two sets of values lead to *Inclusion*: the premise that everyone can participate fully in our university community and that everyone's talents are seen, recognized, and utilized.

Gender Equality, Diversity, and Inclusion (hereafter D&I) is embedded in the programs for i) Talent Development – with a keen eye for diversity; ii) Recognition & Rewards – the diversification of talents and career paths; and iii) Connected Leading – connecting and inclusive leadership. There is an explicit focus on social safety, a prerequisite for a well-functioning organization. Tilburg University is working on a culture in which equality, fairness, and trust are central; where we help each other and hold each other accountable for living up to our standards and values about integrity and treating each other with respect.

Reference
811.22.005

The European Commission makes plans for gender equality and D&I a condition for participation in Horizon Europe, the framework program for research and innovation. This condition is part of the European Commission's plans to promote gender equality. By 2022, every higher education institution must have a gender equality and D&I plan to be eligible for funding from Horizon Europe. Our Gender & Diversity policy outlines how we meet the required criteria and recommended actions.

Yours sincerely,

On behalf of the Executive Board,

A handwritten signature in blue ink, appearing to read 'W. van de Donk', is positioned below the text 'On behalf of the Executive Board,'.

Prof. Dr. Wim van de Donk,
Rector Magnificus and President