

/instituut voor de
Nederlandse taal/

gender equality plan

Leiden, February 2026

The Dutch Language Institute and the context of the gender equality plan

The Dutch Language Institute (INT) is a research institute that studies all aspects of the Dutch language, including vocabulary, grammar, and language variation. The institute is committed to diversity and inclusion and shares the European Commission's goals of achieving gender equality in academia.

The INT considers it important to commit to diversity and inclusion within the organization. For its research projects, the INT can apply for various European grants. With this document, the INT implements the gender equality plan as a requirement for participation in European funds.

The gender equality plan must meet four characteristics, which are explained below.

Diversity and inclusion

At the INT, we believe it is important that everyone feels welcome and fully included. It is crucial to actively promote this vision and create an inclusive work culture at all levels of the organization. The institute believes that diversity and inclusion should be part of corporate social responsibility.

The themes of diversity and inclusion are described within the INT as follows:

Diversity: Diversity refers to the variety of people within a community, in this case, an organization. It is important to recognize that differences can exist between people and to respect these differences, such as differences in age, sex, gender, ethnicity, religion, and abilities.

Inclusion: When we talk about inclusion, we are referring to a situation in which everyone has equal rights and responsibilities, and can fully participate in society, regardless of personal characteristics such as age, sex, gender, background, ethnicity, or abilities. An organization must have a corporate culture that ensures everyone feels they belong and are fully accepted.

The INT is committed to the themes of diversity and inclusion in accordance with the 2025-2026 policy plan).

Gender equality plan

A key issue when it comes to diversity and inclusion is gender equality. The terms *gender* and *sex* are often used interchangeably, but they are different. *Sex* can be understood as "biological sex," while *gender* is more about the sex you feel you belong to. Gender can be seen as an identity, and within that, the focus is primarily on social and cultural characteristics, rather than biological ones. An inclusive organization must have a gender equality plan outlining the steps an organization can take to promote equal treatment and representation of people of different genders as much as possible. The gender equality plan must ensure that people of different genders within an organization are treated equally.

Within the gender equality plan, four characteristics are important.

1. Public document

The gender equality plan is a public document that can also be found on the website and is actively disseminated internally within the organization. The organization is also actively involved in developments in the broader area of diversity and inclusion as a result of the policy plan.

2. Resources

The board of directors and the employees council determine the course of action. They draw attention to and advise on diversity and inclusion, ensuring that policy is implemented. The director of INT acts as ambassador, further confirming the importance the organization attaches to these themes.

3. Data collection and monitoring

The INT monitors the gender ratio among employees in the HR system. These figures will be reported as part of the gender equality plan.

INT employees can also share their experiences with diversity and inclusion, whether invited or uninvited, and offer suggestions for how the organization could address these issues further. A periodic employee satisfaction survey is conducted.

4. Training and education

INT staff can participate in Leiden University's training program on implicit bias for staff and PhD candidates, as well as training for active bystanders and on the notions of inclusion and exclusion. In the area of training and education, training sessions on bias-free selection will be organized in 2026 for all staff members who regularly conduct job interviews.

Policy plan 2025-2026

The gender equality plan within the INT focuses on four pillars:

1. Vision , policy and monitoring
2. Organization-wide awareness
3. Recruitment and selection
4. Practical possibilities

1. Vision, policy and monitoring

The institute's vision on diversity and inclusion must be clearly articulated and reflected, for example, on our website and formulated in our core values. The INT aims to continue implementing diversity and inclusion policy structurally. Therefore, after two years, following the implementation of the current policy plan, we will assess what further steps are needed for our organization.

In addition, we strive to incorporate diversity and inclusion into our HR policy documents and regulations, among other things.

2. Organization-wide awareness

Diversity and inclusion, and therefore gender equality, affect the entire organization. Therefore, in 2025, we will launch a (at least) year-long awareness plan in which we will engage the organization in the themes of diversity and inclusion, make employees aware of their own influence on an inclusive organizational culture, and work together to become even more inclusive. These themes will be addressed in regular meetings, in performance reviews, and in informal meetings.

3. Recruitment and selection

In recruitment and selection, we are mindful of unconscious bias. We also prioritize diversity in our job postings and advertisements. For example, we will add (m/f/x) (or (f/x/m)) after job titles, or we will opt for neutral job titles. We will also ensure that language that primarily refers to or appeals to men is avoided. The INT will also try to bring vacancies to the attention of a broader, more diverse audience through other channels.

4. Gender equality in figures

The INT aims to have a good gender balance in its workforce by the end of 2025. The institute will monitor this balance both organization-wide and at the management level, and, where applicants are equally qualified, will give preference wherever possible to candidates who support this gender balance.

SIGNATURE

A handwritten signature in black ink, appearing to be 'Sjef Barbiers', written over a horizontal line.

Sjef Barbiers

Scientific Director/CEO

Leiden, February 2026