

# Action Plan for Diversity, Equity & Inclusion Activities - 2025

Listed below are the actions set for ITU in 2025 – some actions have a timeframe beyond 2025.

Actions will form the basis for the annual report on diversity, equity and inclusion at ITU among other goals and indicators.

The action plan is approved by Executive Management in May 2025.

## Diversity, Equity and Inclusion Actions 2025

Name of the initiative	Activity	Goal	Responsible	Co-responsible	Timeframe
<b>Best practice in Recruitment</b>	Review of recommendations from former Head of Department regarding the recruitment process (cf. Annual DEI Report 2024), focusing on recruiting more women in the scientific field.	Identify recommendations to be implemented in 2026.	Prorector	Head of HR	Q4/2025
<b>Attraction and retention of researchers</b>	Implementation of tenure track at ITU to strengthen the ability to attract and retain researchers.	ITU tenure track concept, rules, guidelines and process have been created and vetted by all relevant parties, including the University Management and the Cooperation Committee, and the first tenure track position has been advertised.	Prorector	Head of HR	Q4, 2026

<b>Fairness and bias in student evaluations</b>	Improving fairness and counteracting bias in student evaluations.	Analysis of student evaluations to understand to which extend do they reflect student bias.	Head of Education		Q4 2025
<b>Unified Code of Conduct for staff and students at ITU</b>	Preliminary analysis for transitioning from the current state of multiple, separate behavior policies for employees and students to a unified code of conduct applicable to both employees and students at ITU.	A finalized analysis and a suggestion for the next step.	Head of HR (employee)  Head of SAP (students)		Q4 2025
<b>Bias training</b>	Analysis of how different student minority groups are currently integrated at ITU.	A finalized analysis and a suggestion for the next step.	Head of Education		Q4 2025
<b>Employer branding</b>	Videos of scientific and administrative staff for recruitment purposes.  To highlight the diverse talent and vibrant work culture within our organization, we are creating a series of branding videos featuring our employees. These videos will be showcased on our company website to provide an authentic glimpse into daily life at ITU, share personal career journeys, and illustrate the values that define our workplace. By putting a spotlight on our people, we aim to attract like-minded professionals and strengthen our employer brand.	Produce several videos of scientific and administrative staff for branding and recruitment purposes.  The videos will be showcased on ITU's webpage.	Head of COMM	Head of HR	Q4 2025