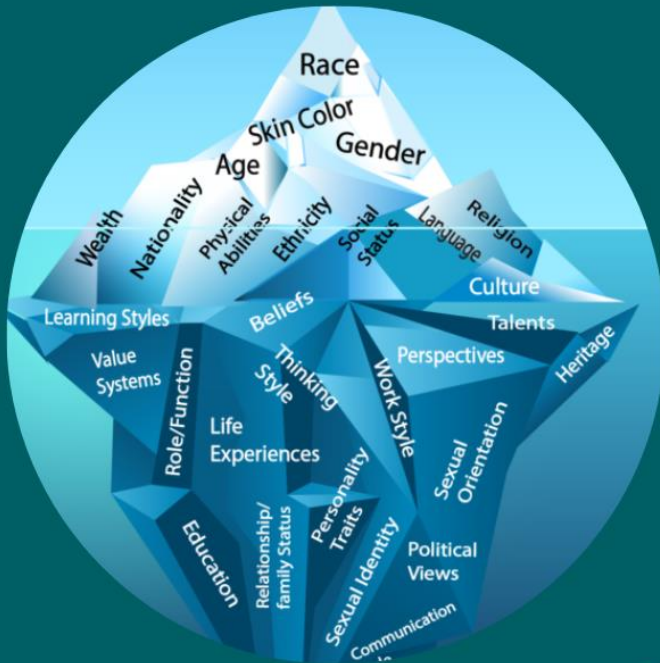




**GROENE
METROPOOL
REGIO** ARNHEM
NIJMEGEN



DIVERSITY & INCLUSION POLICY PLAN



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This Diversity and Inclusion Policy Plan (including gender equality) was adopted by the Executive Board of the Green Metropolitan Region Arnhem-Nijmegen on October 19, 2022.

1. Background

The Green Metropolitan Region Arnhem-Nijmegen is pre-eminently a networking organisation. Established in early 2021, our organisation consists of a compact regional office of about 18 employees (including task managers) and a flexible shell of about 28 (part-time) seconded and externally hired employees, namely specialists. [Our people - Green Metropolitan Region Arnhem-Nijmegen](#)

A large proportion of our (permanent) staff and spearhead coordinators come from (or are still employed by) member municipalities. This is important from our networking perspective and the way we work together. It also means that we partly depend on the diversity within the organisations of these network partners: the more diverse those organisations are, the more likely it is that seconded staff will have a more diverse background.

In staffing our (small) organisation, the composition of our staff in terms of diversity has partly succeeded: in terms of age and male-female ratio, it is reasonably well balanced. In other respects, we have a long way to go. We aim to have a more diverse workforce.

We also strive for an inclusive way of collaborating where there is room to deploy talents, experiences, and knowledge from a different (cultural) background or identity.

This is part of our way of working and not a separate 'project'. In terms of working inclusively, a good foundation has been laid in our (small) organisation. The same applies to inclusive communication. Continued development and focus on both issues remains imperative.

2. Vision and ambition

Our **vision** is that diversity and inclusion in our organisation and in regional cooperation is necessary to achieve good results. We view it as a great asset that our society consists of people from diverse cultural backgrounds, with gender diversity, different ages, different physical and mental abilities, knowledge, and experience, etc. It is a fundamental societal right for people to have equal opportunities to participate in society as well as in the labour market. We would like to see that reflected in our workplace and in our regional network.

This does not happen automatically. We believe it is imperative that we as an organisation and region take action to achieve a more diverse and more colourful workplace. A workplace that reflects the working population of the (regional) community.

Furthermore, it is of paramount importance that all employees in our organisation and elsewhere in the region can achieve their potential. This requires us to have respect for one another and provide space for everyone, so that you may and can be who you are. This also requires us to nurture a safe (working) environment, with equality as a starting point. Gender equality is a part of that as well.

Our **ambition** is as follows: "The Green Metropolitan Region Arnhem-Nijmegen is a region in which everyone feels seen, heard, valued and safe. A region where everyone is equal and treated that way. And where everyone has the same opportunities."

3. Diversity & Inclusion

Steps as an integral part of our work

		Regular policy	Additional efforts
1	Attracting new employees	Inclusive recruitment and selection: equal opportunities regardless of origin, gender, age, or religion. See also annex 1. Training: Selection without prejudice Information College voor de Rechten van de Mens (Human Rights Board - humanrights.nl)	Selection without prejudice training In 2023 and 2025.

			Using the term 'Beschikb@@r' (based on the Dutch word for 'Available') to find candidates.
2	Space for development	<ul style="list-style-type: none"> - Deployment of talents, - Harnessing specific (background) knowledge of employees. - Awareness of unconscious biases - Preventing bullying, discrimination, and unwanted behaviour 	Several training sessions concerning these topics are planned for the autumn of 2022 and 2023. The aim is to make this an integral part of how we work.
3	Inclusive communication in our expressions	<p><i>In line with guidelines of the national government</i></p> <ul style="list-style-type: none"> - Information and communication should be comprehensible to the widest possible group (understandable language, visual explanation, accessible to people with disabilities). - Information and communication should be recognisable to the widest possible group (considering cultural differences and avoiding stereotypical images). - Online and offline channels should reach the widest possible audience. 	<p>Alertness and various communication trainings for all employees.</p> <p>In 2023 we will make the website accessible according to governmental guidelines. https://www.toegankelijkheidsverklaring.nl</p>
4	Agenda-setting in network	<ul style="list-style-type: none"> • For example, in the Human Capital Agenda, which collaborates with The Economic Board, the Province of Gelderland. • Taking on agenda-setting at regional P&O network 'Werken in Gelderland' (Working in Gelderland); they have a large network in the HR field, after all, and know exactly what is going on in the labour market. 	Agenda-setting in meetings concerning the Human Capital Agenda. If required, invite specialist for clarifications and take advantage of opportunities.
5	Diversity Charter	<p>We intend to sign the Diversity and Inclusion Charter of the SER ('Sociaal-Economische Raad' - Social-Economic Council). In doing so, we can show that diversity and inclusion have added value for us and that we participate in a relevant network.</p> <p><i>The SER takes a broad view of diversity, focusing on five dimensions: work capability, cultural diversity, gender, age and LGBTQIA+. Their mission is a labour market where differences are valued and made the most of.</i></p> <p>Diversity Charter SER Diversity at Work</p>	Propose to DB to sign Diversity Charter.

APPENDICES

Appendix 1: Inclusive recruitment and selection

The following points are of interest:

- We will promote our organisation as an inclusive employer.
- We draft our job ads as accessible as possible (understandable, accurate, avoiding jargon and abbreviations and neutral in tone).
- We purposefully choose diverse recruitment channels.
- We are (or are becoming) aware of biases, so that objective selection is possible. (through training among other things).

See, for example: ['Inclusief werven en selecteren - De Normaalste Zaak' \(Inclusive recruitment and selection - The most natural thing\)](#)

When we recruit staff through 'Werken in Gelderland' (Working in Gelderland) and/or the Dynamic Acquisition System (DAS) (of 'Werken in Gelderland'), we explicitly mention that we are striving for more diversity in our organisation. By including the following text, for instance:

The Green Metropolitan Region Arnhem-Nijmegen offers space for everyone to be who you are. We nurture a safe working environment, with equality as a starting point. We are striving for more diversity in the composition of our staff. We believe that difference in experience, background, talents, reinforce each other. We cordially invite everyone to apply with us.

Should we need other external agencies to recruit staff for us, we make it a condition that they recruit 'inclusively'.

'Beschikb@@r' in job ad

By including 'Beschikb@@r' (based on the Dutch word for 'Available') in our job postings, we are more likely to find candidates we would otherwise not reach so easily.

The candidate can also use the term 'Beschikb@@r' in the personal presentation of their LinkedIn profile. We actively search for these suitable candidates via LinkedIn.


Additional option: Jobs Agreement

In the personal presentation, candidates covered by the Jobs Agreement Act can add the term 'Jobs Agreement' as an additional search criterion. As a recruiter or HR consultant, you can use this term as a search criterion, along with fields of expertise, experience, and competences.

Appendix 2: Data and targets

	1-1-2023	1-1-2024	1-1-2026
Culturally diverse	<p>In line with the Statistics Netherlands, we no longer talk about people with a western or non-western migration background. "From now on, where a person was born has greater influence, while where their parents were born has less influence". The main Western/non-Western classification has been replaced by Statistics Netherlands with a classification based on continents and common immigration countries.</p> <p>In the coming years, the GMR intends to work towards attracting staff from common migrant countries, so that the agency becomes a better reflection of the region's workforce.</p> <p><i>Registration at this point is not desirable (and in conflict with privacy).</i></p>		
Distance from the labour market	Not yet	Achieve 1 position	Achieve 1 additional position and/or jobs pool position, work experience position or traineeship.
Gender-diverse	<p><u>Regional department:</u> 11 women 60% 7 men 40%</p> <p><u>Flexible shell:</u> 9 women 35%; 18 men 65%</p>		The aim is and remains to fill male-female positions as equally as possible when vacancies arise.
Female- male in positions	<p>Board and task managers: Women: 1 director, 2 task managers. Men: 3 task managers and 1 strategist/deputy director.</p> <p>Other positions: There are currently 5 process/office support staff: all women. More diversity is desirable there. Communication consultants: 2 women. Public affairs consultants: 2 men.</p>		
Ages	26 – 62 years old Currently, there is a reasonable spread across the various ages.		The aim remains to keep the age structure as spread out as possible, with extra attention to the influx of young people. If possible, there will also be room for trainees in the future.

Appendix 3: Terms and our explanations

Terms	Our explanation
Diversity	<p>Diversity means variety and is about the mix of differences between people. These can be visible differences such as age, gender, skin colour, a physical disability. But also, invisible differences, such as culture, sexual orientation, political beliefs, talents in your work, your taxability, or your personality.</p> <p><i>(Taken from 'SKB Onderzoek en advies' (SKB Research and Consultancy)).</i></p>
Inclusion	<p>Inclusion is when differences between people are allowed to simply exist and are respected. Inclusion therefore says something about how we deal with diversity.</p> <p>Over the years, various definitions of inclusion have come up. Inclusion is the opposite of exclusion. The common thread in all the different definitions is that inclusion is about 'participating' and 'belonging', about 'being welcome' and 'being accepted', no matter who you are. It is also about equal and reciprocal relationships and equal opportunities and possibilities.</p> <p><i>(Taken from 'SKB Onderzoek en advies' (SKB Research and Consultancy)).</i></p>
Inclusive communication	<p>The national government wants to be in touch with all citizens. Everyone should have equal access to government information and services. That's why the national government is committed to inclusive communication.</p> <p>Target inclusive communication: reach everyone</p> <p>Dutch society is a mix of people. They differ, for example, in age, education level or cultural background. The government wants everyone to have equal access to government information and services.</p> <p>Not everyone is language-literate. The government offers a lot of information at language level B1, or in a form other than text, for example in an information video.</p>
Inclusive recruitment and selection	See appendix 1.
<p>Gender Equality</p> 	<p>Sustainable Development Goal 5 (Agenda United Nations 2030): Gender Equality</p> <p>Achieving every Sustainable Development Goal depends on improving the lives of women, girls, men, and boys equally. But achieving gender equality demands urgent action to end harmful practices and violence against women and girls, and overcome the social, political, educational, and health barriers that deny them equal rights and opportunities.</p> <p>Achieving gender equality by 2030 requires us all, regardless of sex and/or gender, to rethink ways we imagine and enact gender every day. It is as much about small actions as equality in law, remuneration and representation,” explains</p>

	<p>UNU-GCM Director Parvati Nair. “Gender is about more than men/women.”</p> <p>Gender equality, also known as sexual equality or equality of the sexes, is the state of equal ease of access to resources and opportunities regardless of gender, including economic participation and decision-making; and the state of valuing different behaviours, aspirations and needs equally, regardless of gender.</p> <p>Gender equality is the goal, while gender neutrality and gender equity are practices and ways of thinking that help in achieving the goal.</p>
Gender identity	<p>Gender identity (or psychological gender) is the gender a person identifies themselves with. Gender refers to the traits, behaviours, and gender roles that a society has defined for each sex.</p>
Cultural background Statistics Netherlands	<p>Statistics Netherlands switched to a different way of describing what was previously called the 'population with a western or non-western migration background' in 2022. From now on, where a person was born has greater influence, while where their parents were born has less influence. The term 'migration background' is no longer used. The main Western/non-Western classification has been replaced by a classification based on continents and common immigration countries.</p>



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