



# The Netherlands: update on diversity and inclusion

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## Situation in the Netherlands

Physics community is not diverse enough  
in terms of:

- Gender (about 25% of first-year bachelor students is female)<sup>1</sup>
- Physical capability
- Ethnicity
- Neurodiversity
- ...

# Diversity and Inclusion initiatives of the Netherlands' Physical Society (NNV):

- Minerva Prize for young female or non-binary physicists
- NNV Diversity Award for physics institutes
- Guest lectures for secondary schools by female physicists
- Portraits of 'forgotten' female physicists
- Two endowed Professors of Science Communication
- Diversity sessions
- DEI strategy

nederlandse



natuurkundige vereniging

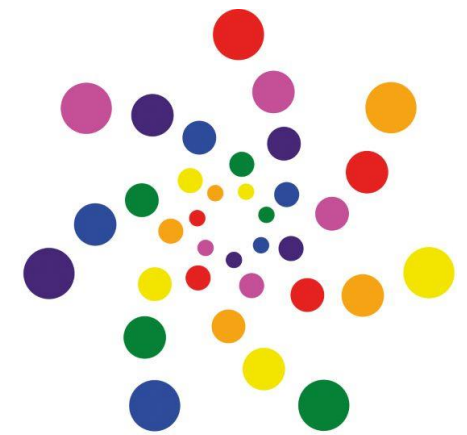
## Minerva Prize (awarded together with Dutch Physics Council):

- For very talented young female or non-binary physicists
- Annual award
- Prize: € 5,000 + a plenary lecture at a large national conference + little statue of an owl



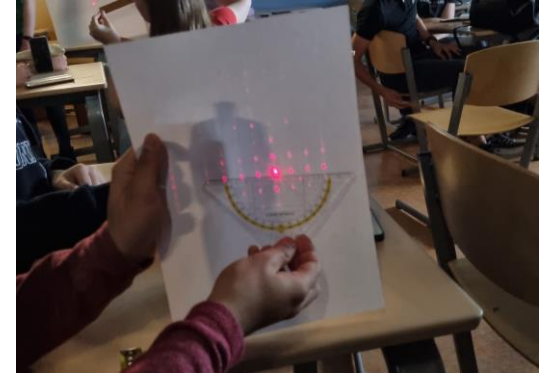
## NNV Diversity Award for physics institutes:

- Biennial award
- Prize: plaque + an article in the national physics journal
- Assessment includes site visits
- Winners are extremely proud
- Winners inspire other institutes



## Guest lectures at secondary schools:

- Lectures by female physicists at schools
- For pupils at secondary schools
- Very enthusiastic reactions from speakers, pupils and teachers
- Youngsters get a good picture of physics research and they also see that physicists can be women too



## Portraits of 'forgotten' female physicists:

- A series of portraits in our journal -> audience of 4,000 physicists
- Double portraits with a contemporary female physicist

## Two endowed Professors of Science Communication:

- Focus on what works in science communication
- How to interest new groups in physics

## Diversity sessions at our national conference:

- Lectures by people from several minority groups: women, people of colour, persons with reduced physical capability, neurodiverse people, ..
- Listening to physicist of underrepresented groups leads to more understanding
- Open discussions, safe place



## DEI strategy:

- Our vision is that in 2040, the diversity of physicists in The Netherlands is a true reflection of our diverse society.
- Our mission is therefore to commit to embracing diversity, to promote equity and to become truly inclusive.

## References

1. Nederlands Tijdschrift voor Natuurkunde (2022-12), p.6-7