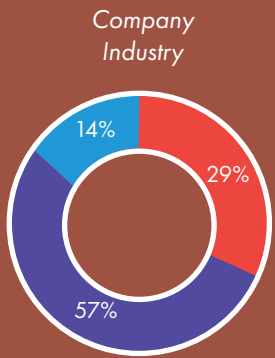
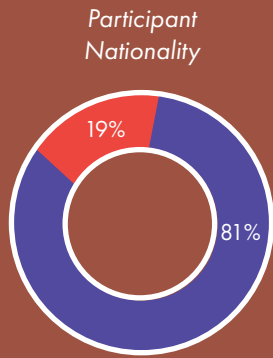


# DIVERSITY INCLUSION TWENTE FACT SHEET

## Survey Demographics



Manufacturing  
Engineering  
Software

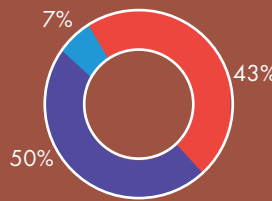


Dutch  
EU citizen

## Participant Gender



## Company size

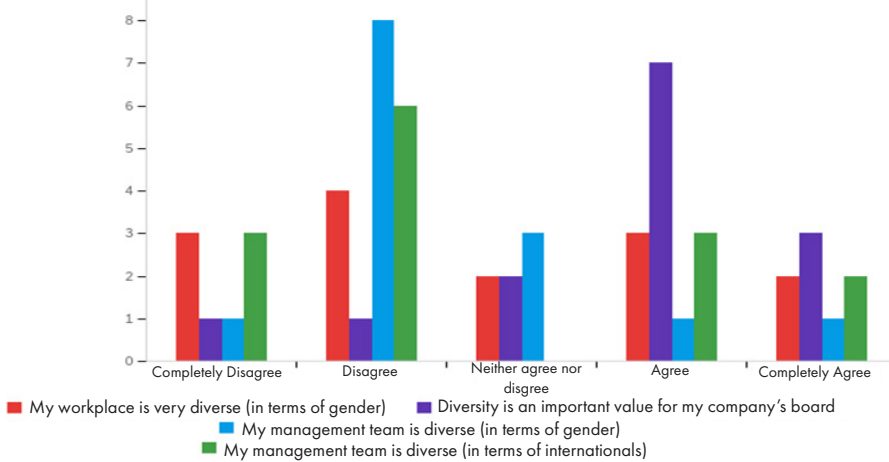


small (2-50)  
medium (50-200)  
large (200+)

The most common positions of the people who took part in the study are **manager, HR officer and CEO**

\* Note that internationalization is represented only by the EU-citizens

## Participant feelings about diversity

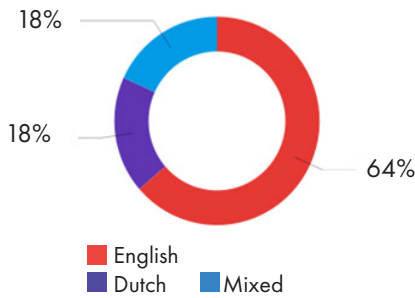


My management team is diverse (in terms of gender), the most common answer was "disagree"

It is also the case for the international aspect of the management team, which registered again "disagree" as the most common answer

A considerable number of participants claim that they disagree with the statement 'My workplace is very diverse (in terms of gender)

## Company Language



English  
Dutch  
Mixed

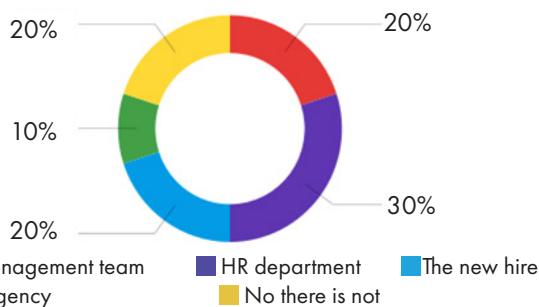
**63%**

English spoken. Companies support the importance of internationalization and even if the companies are situated in the Netherlands.



No company surveyed had a diversity officer. (within the company structure any employee with expertise in diversity)

## Responsible for integrating the international new hire



**38%**

International employees representation in manufacturing, engineering and software in Twente



**24%**

The average female representation in manufacturing, engineering and software in Twente.

**76%**

The average male representation in manufacturing, engineering and software in Twente.