SDU's GEP (Gender Equality Plan)
- SDU's model for quality assurance of strategic and practical GE measures

Ole Skøtt

Dean of Faculty of Health Sciences
Chair of SDU Central Gender Equality Committee

8th of March International Women*s Day at DIAS

SDU

Why gender equality?

A strategic focus on gender equality supports SDU in reaching a diverse recruitment of all talents and an inclusive and innovative working environment

www.sdu.dk/en/om_sdu/sdus_profil/gender_equality

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SDU's GEP
– at a glance

Formal, public documents
- SDU's GE-vision statement
- SDU's GE quality assurance model: GEP process and annual cycle
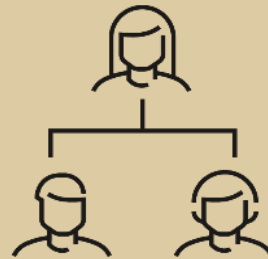- SDU's webinformation

Data collection and monitoring
- SDU's Gender Statistics
- GEP process and annual cycle
- Annual critical friend visits by IGAB and by Central GE Committee

Organization and dedicated GE resources
- SDU's GE-organization – management and GE Committees
- SDU's Gender Equality Team, GET
- SDU's International Gender Advisory Board, IGAB

Training and capacity building – five content areas
- Tailored measures to SDU's Departments and Faculties
- Workshops, presentations, interventions, observation and feedback
- GE consultations to leaders, representatives, staff and students

SDU

Training and capacity building

Work-life balance and working environment
•Inclusive working environment: Interactions, collaboration, meetings
•Workshops on work-life balance for junior researchers

Gender balance in leadership and decision-making
•Policies for gender balance in management
•Unconscious bias awareness raising for leaders, staff and students

Gender equality in recruitment and career progression
•GE in recruitment: from job announcements to promotion criteria
•Workshops, mentoring, consultations for junior staff, managers and supervisors

Integrating the gender dimension into research and teaching
•GE in funding applications: collaboration with pre-award
•GE and unconscious bias awareness raising for teachers and students

Measures against gender-based violence, incl. sexual harassment
•Ethical infrastructure and response mechanisms (under development)
•Workshops, interventions and bystander training

Read more about SDU's GEP and SDU's GE work
at sdu.dk and sdunet.dk

SDU > About SDU > Gender Equality

→ **SDU's GE Vision Statement**

Read SDU's vision for and approach to its equality efforts

→ **SDU's Gender Equality Plan**

Explore the quality assurance model behind SDU's efforts

→ **Gender Equality at SDU**

Learn more about the initiative and local and central equality committees

→ **The SPEAR project**

Explore SDU's EU project on gender equality plans

→ **Resources and inspiration**

Find literature and web resources about equality and diversity

→ **SDU's Gender Equality Team**

Read more about the team

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Characteristics of SDU's GEP

This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 824544

– Has a clear management endorsement – and strategic priority

– Has been developed as part of the SDU-coordinated EU H2020 SPEAR-project

– Has been developed over 4 years in close collaboration with SDU's GE organization, Heads of Department, and users of GET's services. Has been qualified by SDU's collegiate bodies

– Combines strategic initiatives and objectives with systematic adaptation to local contexts – problem solving, challenges, strengths and ambitions

– Takes principles of leadership and responsibility, embedding, involvement, networking and dialogue as points of departure

– Is supported at all organizational levels and through all process steps by GET-SDU

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SDU's GEP is accompanied by a clear and ambitious GE vision statement

SDU > About SDU > Gender Equality > SDU's GE Vision Statement

SDU's GE Vision Statement

—

SDU's visionary GE standpoint substantiates the university's commitment to informed, continuous, conscious and ambitious equality efforts

Initially, the statement confirms that

"SDU is a diverse organization, where inclusive and welcoming conduct is promoted and where there is room and respect for differences. We continuously strive to minimize bias in decision making as well as adverse effects of intersecting diversity parameters such as gender, race and social background. We actively, purposefully and continuously strive to be an organization free of sexism, unwanted sexual attention or other types of harassment."
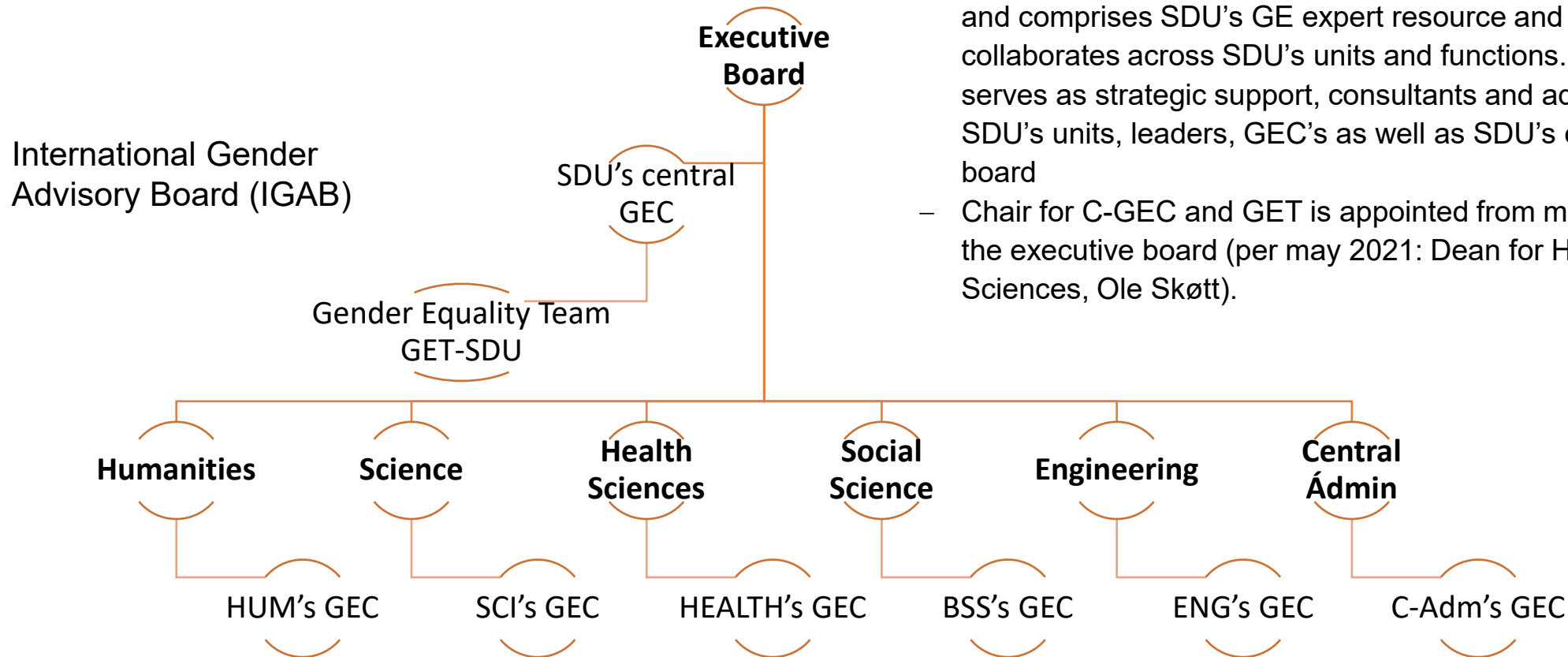
Read SDU's GE Vision Statement

Find more information about the principles behind the equality efforts

SDU'S GE VISION STATEMENT

SDU

SDU's GE organization
(Gender Equality Committee: GEC)

- SDU has a central GEC with members appointed by SDU's vice-chancellor and all faculties represented. C-GEC is steering group for GET
- Faculties and Central Administration each have a local GEC
- Gender Equality Team (GET) is SDU's strategic GE unit, and comprises SDU's GE expert resource and collaborates across SDU's units and functions. GET serves as strategic support, consultants and advisors for SDU's units, leaders, GEC's as well as SDU's executive board
- Chair for C-GEC and GET is appointed from members of the executive board (per may 2021: Dean for Health Sciences, Ole Skøtt).

International Gender Advisory Board (IGAB)

Executive Board

SDU's central GEC

Gender Equality Team GET-SDU

Humanities — Science — Health Sciences — Social Science — Engineering — Central Ádmin

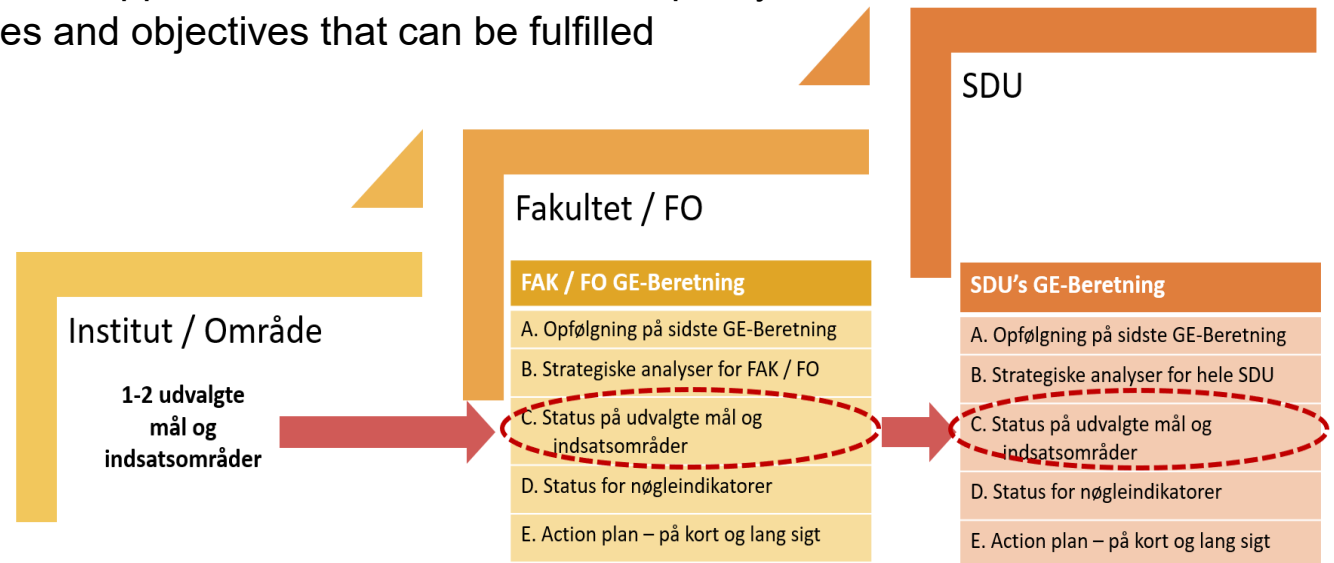HUM's GEC — SCI's GEC — HEALTH's GEC — BSS's GEC — ENG's GEC — C-Adm's GEC

Organizational responsibilities in SDU's GEP

SDU's GEP includes three levels of organizational responsibility
- The overall, strategic SDU level involves the top management and the Central Gender Equality Committee, and their work is gathered in the SDU GE Report.
- The faculties and central administration level involve the Faculty (Administration) Management and the Local Gender Equality Committees. The outcome is a local GE Report which describes efforts at the departmental level and strategically at the Main Area level. These outcomes feed into the SDU's GE Report
- Department and area level involve department heads with support from the Local Gender Equality Committees. Here the result is the implementation of specific GE efforts and activities and objectives that can be fulfilled within the two-year implementation cycle.

The responsibility for SDU's GE work is with the leaders (vice chancellor, deans, heads of departments and director) and is supported by the GE Committees (local and central) and GET

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SDU

Fakultet / FO

FAK / FO GE-Beretning

A. Opfølgning på sidste GE-Beretning

B. Strategiske analyser for FAK / FO

C. Status på udvalgte mål og indsatsområder

D. Status for nøgleindikatorer

E. Action plan – på kort og lang sigt

SDU's GE-Beretning

A. Opfølgning på sidste GE-Beretning

B. Strategiske analyser for hele SDU

C. Status på udvalgte mål og indsatsområder

D. Status for nøgleindikatorer

E. Action plan – på kort og lang sigt

Institut / Område

1-2 udvalgte mål og indsatsområder

Each GE-Report from the Faculties and the Central Administration has the following structure :

• A: Follow-up on activities and plans from last report

• B: Strategic analyses of the faculty's opportunities and challenges

• C: Status for selected focal areas and objectives

• D: Status for key indicators

• E: Action plan – short and long term

Gender equality efforts at SDU - Examples

Efforts/processes at all three organizational levels are designed and implemented so that, from a GE perspective, they can support the units' ongoing strategic focus and task solving.

This work is already taking place and will be further coordinated, systematized and supported in SDU's GEP.

Examples of efforts/themes that are underway at department and faculty level:

- Collection of data and qualification of the knowledge base for later efforts

- Inclusive and diverse recruitment practices (e.g. advertisement texts and design of selection criteria, assessment and selection practices, design of recruitment strategy, feedback on hiring process)

- Integration of international employees

- Meeting culture and practice (e.g. department meetings or research group meetings, qualification of professional feedback)

- Younger researchers' career development (e.g. mentoring, workshops)

- Cooperation between the secretariat and research groups

- Focus on an inclusive working environment, e.g. based on preventing sexism

GEP at SDU: a two-year cycle

SCI, HEALTH, BSS process (18 departments)

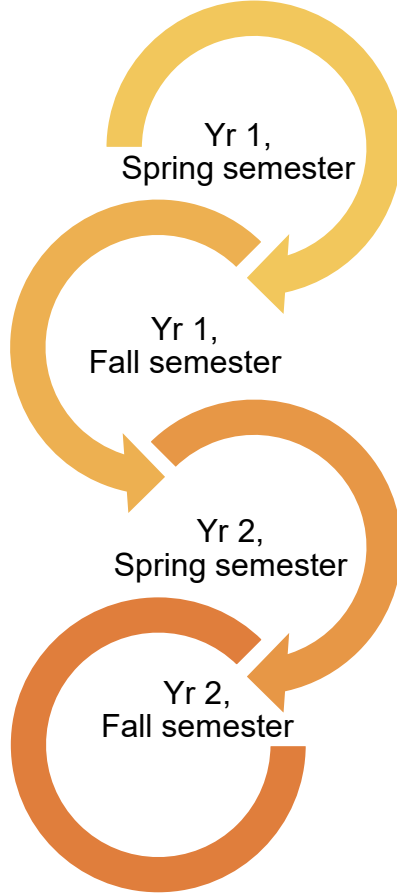Publishing of annual gender data for FAC/C-Adm GE-AP

Deadline for local GE-AP, Yr 1, HUM, ENG, C-ADM

Deadline for local GE-AP, Yr 2, SCI, HEALTH, BSS

GE Review by IGAB
Workshops/master classes by IGAB
National GE Symposium

HUM, ENG, C-ADM process (9 departments, admin. divisions)

Publishing of annual gender data for FAC/C-Adm GE-AP

Deadline for local GE-AP, Yr 1, SCI, HEALTH, BSS

Deadline for local GE-AP, Yr 2, HUM, ENG, C-ADM

GE Review by IGAB
Workshops/master classes by IGAB
National GE Symposium

Yr 1,
Spring semester

Yr 1,
Fall semester

Yr 2,
Spring semester

Yr 2,
Fall semester

Critical Friend visit by C-GEC
HUM, ENG, C-ADM

Deadline for C-GECs processing of SDU's GE-AP

Recommendations/proposal to Executive Board
Annual processing by Executive Board

Critical Friend visit by C-GEC
SCI, HEALTH, BSS

Deadline for C-GECs processing of SDU's GE-AP

Recommendations/proposal to Executive Board
Annual processing by Executive Board

International Gender Advisory Board

Heidi Holt Zachariassen
Senior Advisor
Committee for Gender Balance and Diversity in Research (KIF), Norway

Jeremy Sanders
Emeritus Professor of Chemistry
University of Cambridge, UK

Kuheli Dutt
Assistant Dean for Diversity, Equity, and Inclusion
Massachusetts Institute of Technology (MIT), USA

Lynn Roseberry
Founder and CEO
On the Agenda, Denmark

María Bustelo
Associate Professor of Political Science and Public Administration
Complutense University of Madrid, Spain

Mathias Wullum Nielsen
Associate Professor at the Department of Sociology
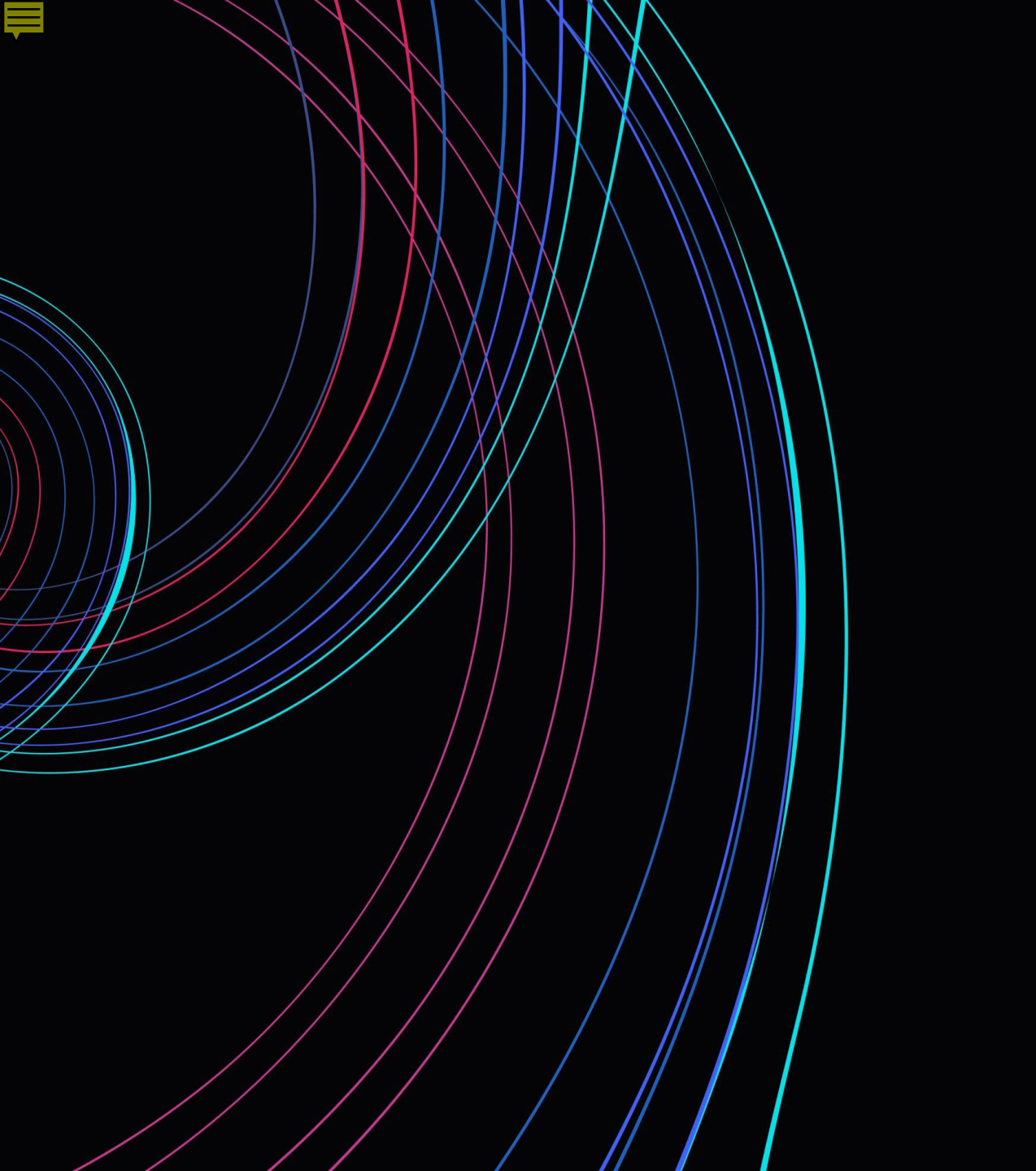University of Copenhagen, Denmark

Tomas Brage
Professor of Physics
Lund University, Sweden

Yvonne Benschop
Professor of Organizational Behavior
Radboud University, the Netherlands

Horizon Europe and GEPs

SDU

Background

Gender inequalities in R&I persist (see e.g. She Figures 2018 and ERA Progress Report 2018)

It's a political priority for the European Commission as per the EU's Gender Equality Strategy 2020-2025 that presents new measures including the possibility to **require a gender equality plan** from applicants, initiatives to **increase the number of women-led technology start-ups (EIC)** and increased **funding for gender and intersectional research**

Gender Equality is also a **renewed ERA (European Research Area) policy priority** as per the Council Conclusions on the New ERA (1 Dec. 2020)

As per Horizon Europe's Strategic Plan 2021-2024, a specific strategic issue is **GENDER EQUALITY AND INCLUSIVENESS:**

- Gender equality is a **cross-cutting priority** in Horizon Europe and concerns all programme parts,

- Activities will aim at **eliminating gender inequality and intersecting socio-economic inequalities** – including those based on disability, ethnicity, and LGBTIQ – throughout research and innovation systems, including by **addressing unconscious bias and systemic structural barriers**,

- **The integration of the gender dimension will be a requirement by default in research and innovation content across the whole programme**, unless its non-relevance is duly justified
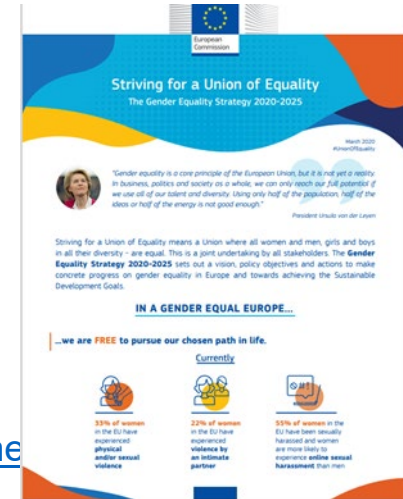
The three new criteria

Aligned with the three objectives under the **new ERA's priority 4** on **BROAD INCLUSIVENESS AND ACCESS TO EXCELLENCE**:

Gender Equality Plan (GEP):
Eligibility Criterion

➤ Gender equality in scientific careers at all levels

Integration of the gender dimension:
Award Criteria

➤ Integration of the Gender Dimension in Research content

Gender balance:
Ranking Criteria

➤ Gender representation in decision-making bodies and positions
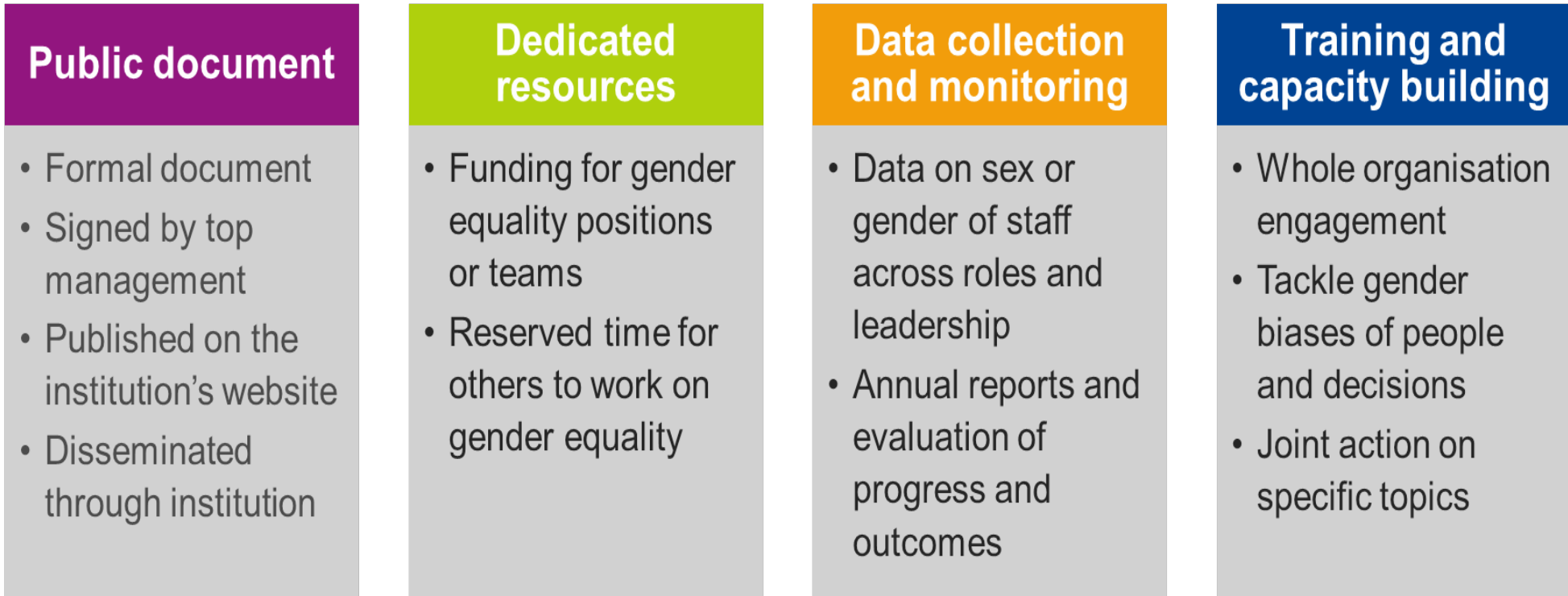
NB!
When a Grant Agreement is signed, it commits beneficiaries to taking measures to promote gender equality in implementations and actions, and, where applicable,
in line with their GEP

GEPs:
Co-created building blocks with 4 <u>mandatory</u> process-related elements

Public document
- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution

Dedicated resources
- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality

Data collection and monitoring
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes

Training and capacity building
- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics

GEPs:
Co-created building blocks with 5 <u>recommended</u> areas to be addressed

| Work-life balance and organisational culture | Gender balance in leadership and decision-making | Gender equality in recruitment and career progression | Integrating the gender dimension into research and teaching content | Measures against gender-based violence, including sexual harassment |

Essential factors for gender equality in R&I
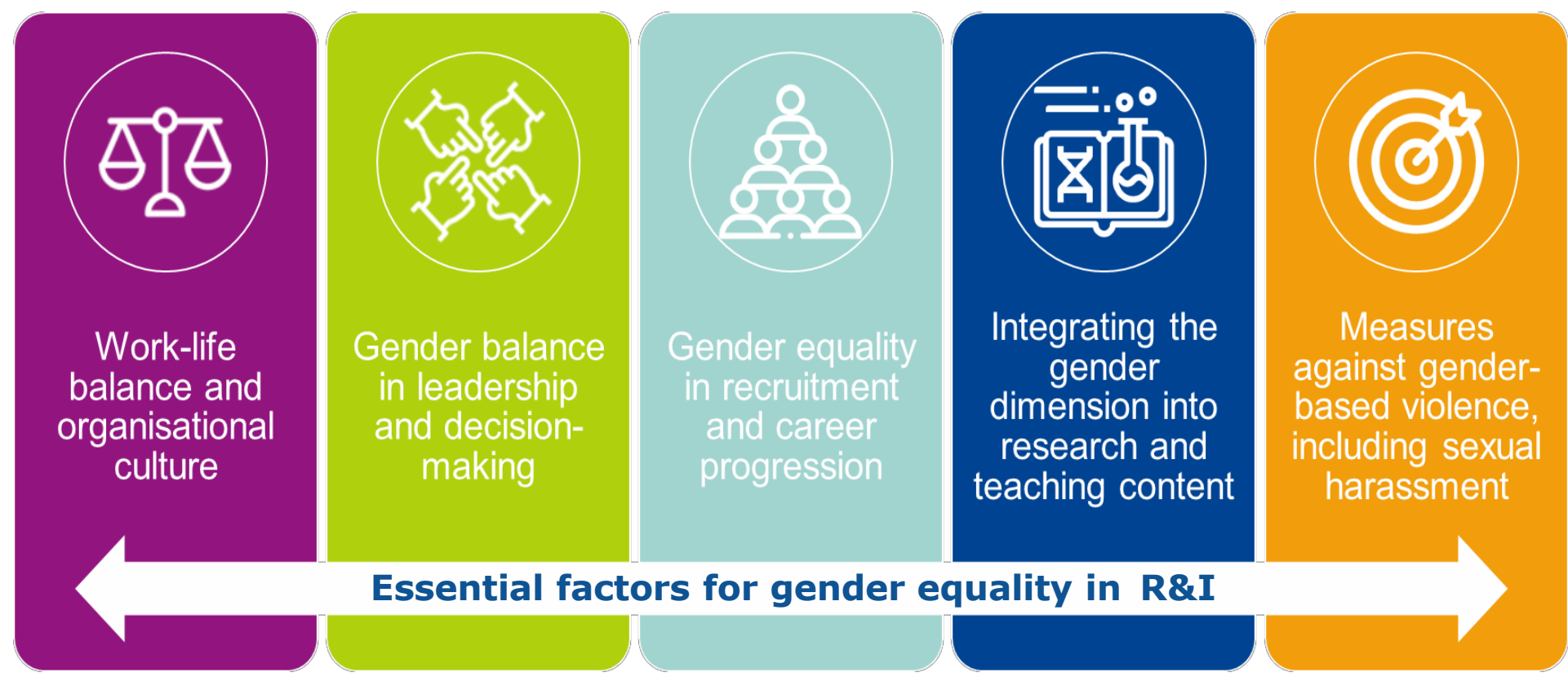
Thank you for your attention

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