**Annual reporting on SDU's
local gender equality status and initiatives**

Faculty of Humanities 2022

This template provides the structure for your committee's annual reporting on gender equality initiatives and status at your Faculty and Departments.

For your annual reporting on representation and recruitment, you can find some relevant data in the SDU Gender Statistics database. See appendix A on how to access the database and find data relevant to this report.

If you have any comments or suggestions to this template and its appendix, please contact GET.

Reporting structure and content

A. Follow-up on activities and plans from last year

In 2022 The faculty of Humanities has undergone large scale organizational changes, going from having 4 departments to 2 departments. During those changes the HUM gender committee has in collaboration with our Dean Simon Møberg Torp been able to use resources from GET in order to gender mainstream the vacancies to attract all talented applicants for the positions a Head of Department.

Following the local organizational changes in 2022, there has been an adjustment process at SDU, which has further delayed establishing a new HUM gender equality committee.

By May 2023 a new chair for the HUM gender equality committee has been appointed, and the appointments of new members are taking place this Summer. The new committee will be constituted in August 2023.

B. Strategic analyses of the faculty's opportunities and challenges

The SWOT-matrix

• Strong representation of women at Ph.D and junior lecturer/postdoc levels, suggesting thriving interest in research career among female graduates and postgraduates • Gender balance in managerial positions (50/50 among Heads of Department at the Faculty) • Collaboration with GET • Success of bottom-up initiatives, e.g. establishment of feminist network • Focus on inclusivity in general • New, revitalized HUM gender equality committee **S**trengths and success stories S	• Leaking gender pipeline between junior and senior research positions • Areas of research where one gender is strongly represented - both among applicants for positions and staff • Limited resources to carry out qualitative research at the Faculty of Humanities to identify and explain problems and challenges and to follow up on initiatives and insights • GET data collection and information sharing remains in closed circuit Weaknesses W
O **O**pportunities • Working with inclusive culture and issues of intersectionality • Collaboration and knowledge sharing with other faculties to address challenges across SDU • Increased focus on Interdisciplinary projects with technical, medical and natural sciences opens up options for researchers from Humanities to take part, including those areas that attract female researchers.	T **T**hreats • Significant financial challenges which negatively affect capacity building: recruitment of staff, career progression, sustainability of research milieus • Low priority given to equality and diversity matters in the context of other challenges facing the Humanities generally. • The external funding and scope of Interdisciplinary projects is often given to areas that traditionally have more male researchers.

• "The times they are a'changin" and messages of equality, inclusion and tolerance are welcomed by younger generations of students and faculty members, encouraging more active involvement • Including an awareness of gender dimensions and bias in the curriculum.	

E. Action plan – short and long term

Short term plans 2023

- Explore new and relevant data in the committee to identify areas, that might be of relevance to discuss and to identify relevant actions.
- Discuss the SWOT matrix with the Faculty Management Team and the new committee and implement changes to it, if any.
- The terms of reference will be discussed by the Faculty Management Team and updated
- Initiate and start implementing the longstanding wish in the committee for more inclusive meetings at the faculty. This process will be led by Faculty Management and the committee and assisted by GET during the Fall 2023.
- Initiate informal knowledge sharing with the Gender Equality committee at the Faculty of Health during the Fall 2023.

Given the organizational and processual changes, it is premature at this time to develop long term plans. The committee, however, aims to continue to

- address the challenge of engagement with gender and diversity issues and how to encourage greater interest in these issues within the Faculty. We will continue to support and collaborate with bottom-up initiatives, such as the feminist network previously mentioned,
- increase the visibility of the committee's work and activities relating to gender and inclusivity.
- further develop knowledge sharing with the Gender Equality committees from other faculties, in particular to identify common problems that could benefit from cross-Faculty discussions and solutions. Knowledge sharing concerning the implementation of GEPs will also be beneficial.
- explore possible focus areas that could be of interest to pursue at faculty level.