

# Minutes TEK Committee for Equality and Diversity (LiMU)

**Time:** Tuesday December 8th, 2020 at 9:00 – 11:00  
**Place:** Zoom – link in outlook invitation  
**Attending:** Marianne Harbo Frederiksen, ITI (MHF)  
Katharina Rubahn, FAK ADM  
Vida Engmann, MCI  
Dorthe Sølvasen, MMMI  
Anders Runge Walther, IGT  
Henrik Johnsen Vindt, FAK ADM  
Heidi Maglekær Jensen (Committee secretary) (HMJE)  
**Absent:** Fannia Pacheco, IME

Please notice that this and future LiMU meetings will be conducted in English.

**1. Approval of agenda**

Approved

**2. [Approval of minutes from August 18<sup>th</sup>, 2020](#)**

Approved

**3. Composition of the committee // MHF**

Henrik Karring and Kirsten Præstegaard have left the committee. Instead we have two new members Fannia Pacheco from IME and Vida Engmann from MCI. Heidi Maglekær Jensen will be taking over from Kirsten Præstegaard in CLiU.

**4. Main points from the latest CLiU meeting // MHF**

To inspire each other the faculty committees have decided to invite each other to their meeting. At our next meeting in LiMU we have invited The Faculty of Business and Social Sciences. We will also have the other faculties visiting.

MHF showed slides from the meeting about sexism at Danish universities. The conclusion is that there are some problems with sexism at Danish universities and that SDU could do more about it. Sexism goes both ways. Mainly women report it, but there are also men that feel discriminated.

SDU has made guidelines on how to address sexual harassment and discrimination among students and staff.

Appendix 1: [Guidelines for employees](#)

Appendix 2: [Guidelines for students](#)

LiMU would like to know about specific cases in an anonymized version so we can still protect the individuals involved. We do not know what kind of problems exist at TEK and then it is difficult to do something about it. HMJE will talk to Kirsten Præstegaard about a yearly list.

Katharina attended a course with Lynn Roseberry last week. Roseberry said that Denmark overall has more incidents than Europe. It has a lot do with how people react. The same incident can be received differently by different people. It is important to react in the moment - "Bystander ethics".

Is the whistle blower up and running and how do you use it? Heidi will look into it. *The whistle blower is not yet op and running. It is expected to be in place in January 2021. (14-12-2020 HMJE)*

**5. Input from IGAB meeting 29 October 2020 // MHF**

Notes from the meeting are on Share point. The pool of applicants should mirror the recruitment pool. We are only looking at the Danish pool – we should look into the international pool. Katharina recommended a book called Invisible women by Caroline Criado-Perez.

**6. Update on recruitment of more female staff at TEK // HMJE**

A process has been started where a section at TEK will go through the entire process of hiring an assistant professor together with GET in order to attract more qualified applicants especially women.

It was suggested that we try to headhunt specific women that have good CV's and urge them to apply. We should make sure that the right women get the advertisement.

It is important that it is a nonbiased process so we do not bias towards women. It was asked if we can anonymize the applicants? This may be hard because the field is narrow, and you can guess from the publications or CV who the applicant is.

In teaching situations we should also think more about how many of the references that we use are male/female.

It was discussed if we would make a position for a women if it was possible? LiMU was overall against quotas. Arguments against quotas:

- It could mean that women will get the tag that they are only hired because they are women.
- We will get incompetent women and it will backfire.

However if we have two equally qualified candidates it could be ok to choose the woman over the man.

We should think about how we measure progress - what is our timeframe. When do we expect to have 50/50 men/women? What does management mean about this?

We are not necessary hiring the most competent people right now. We are hiring people we know and this is not necessary the best way.

We can invite GET to talk about specific are areas, that we find interesting.

**7. Violent conduct and/or discrimination //HMJE**

Was addressed during item number 1 on the agenda.

**8. Focus areas 2021 // All**

The following topics were suggested:

- What is our recruitment pool – we need more numbers

- It would be interesting to know how we do compared to private companies? – Especially on assistant professor level.
- Recruitment – we need to know what we are up against
- How should we recruit for VIP positions? How do we get qualified applicants? How do we tip the right people (women)?
- Why do we lose women from PhD level to assistant professor level?
- How do we avoid the leaky pipeline – becoming a mom can be an obstacle. There can be conscious and unconscious obstacles. Øremærket barsel could be a way to go.
- Compare SDU to other universities – what is attractive at SDU – how can we brand us? Can we ask new employees why they come here?
- Sexism
- Sexual harassment – do people know about the whistle blower arrangement? We need to work on communication.
- Guidelines for incidents are good. Everybody needs to take a stand and we need to advertise it more. Explain to people what to do when they do something wrong. We see the same problems as in ‘first aid’ that people must overcome a barrier and act.
- Awareness
- What is a problem right now? We need to address what is going on but we do not know what problems we have at TEK.
- Unconscious bias
- The next 2-5 years we should work on unconscious bias and a non-discriminating recruitment process. How can we use quotas in the right way?
- Examples on bias from GET to spread in sections. A 1-2 hour session a year about bias.
- Information to HoU and employees. We need help from GET and therefore it hasn’t been done yet.
- We need patience but we also need to be proactive. SDU Centre for Teaching and Learning (SDU Universitetspædagogik) might be able to help. Can they focus on primary/high school-level? There is already a project going on in TEK Communication regarding this.
- More knowledge (in dept research knowledge) on what can we do - so we can make long term plans 10-15 years.
- Salary gap. Women do not ask for more money – it would be better if the salary is based on achievements and not what you ask for.

We will decide what should be our focus areas for 2021 at the next meeting.

MHF will ask Fannia for her input.

#### 9. **Misc.**

- New student network: Female Engineers’ Movement // MHF  
We have now a network for female students initiated by a student. The network wants to promote female values at TEK. The movement is not only for women. LiMU will be invited to events in the future.

#### 10. **AOB**

HMJE will find dates for the meetings in 2021.