

Agenda TEK Committee for Equality and Diversity (LiMU)

Time: Wednesday, April 14th 2021 at 9:00 – 11:00
Place: Zoom – link in outlook invitation
Attending: Eva Arnspang Christensen, ITI (EAC)
Katharina Rubahn, FAK ADM
Vida Engmann, MCI
Dorthe Sølvason, MMMI
Anders Runge Walther, IGT
Alf Rehn, ITI
Heidi Maglekær Jensen (Committee secretary) (HMJE)

Absent: Fannia Pacheco, IME

1. **Approval of the agenda**

Approved

2. **[Approval of minutes from December 18th, 2020](#)**

Approved

3. **Composition of the committee /** Eva Arnspang Christensen

The new members of the committee presented themselves.

4. **LiMU focus areas in 2021 and forward / All**

Katharina Rubahn: Would like to focus on creating awareness, making interventions, arranging talks and events – available for a greater audience.

Blinded applications could also be interesting to try out, so the assessment committee can not see the gender or race of the applicants.

Vida Engmann: Maybe people think that there are no problems, because they are unaware of the unconscious bias. How do we get people to attend if they do not see a problem? Awareness on who to go to when they see or experience bias? We have a whistle blower arrangement, but what about little problems?

Alf Rehn: What is the level of benchmarking? We can make a difference, but we need to know: Where are we really and how good could things be? We need to segment our efforts. We must do what we say.

Sexist language occurs – we have student level issues at TEK.

Recruitment is complex as it is hard for SDU to compete economically.

Diversity is a better word than gender.

Dorthe Sølvason: There are no female professors in robotics. We need to address primary school to change things and we can't do this. Recruitment is difficult. We do not have a lot of problems in

daily life – but maybe we are just not aware. We are all victims of unconscious bias – this is important to address.

Anders Runge Walther: It is a general understanding that women in academia can't have children. Maybe we can compete on this level instead - for instance a reduced amount of hours is possible and there are also other ways. Do HoU encourage this? Would they?
It is hard for men to take part in taking care of the kids as well. The issue is relevant for both men and women. Will it affect my career? Can it affect my financing?

Alf Rehn: We need to think about diversity *and* making every day work. If a teacher is pregnant who will teach? We need to address this conflict. Transparency is part of the solution.
If you have paternity leave/ reduced time – it will effect your career.

Heidi Maglekær Jensen: How do we conduct meetings? Can HoU and other relevant staff get tools to conduct more gender-neutral meetings?
We need to continuously look at recruitment as this is one of the points that we are measured on.

Eva Arnspang Christensen: We have an e-learning course about GDPR. Can we do a similar course on gender equality and biasawareness?
In the evaluation committee for PhD defenses there should always be one woman in evaluation. However, these guidelines are well hidden and it is not enforced. We could suggest this to be a rule and that exception should be approved by the Dean or HoD.

Alf Rehn: One size fits all is not always helpful. We need a discussion and pick our fights – we cannot address all at once. We also need to look at context. It is a different context we work with at TEK compared to for instance SAMF.

Katharina Rubahn: Awareness through introduction for everyone. It is sometimes hard to find women for specific tasks. We must avoid exploiting the women we have.

5. Visit from LiU at SAMF / Eva Arnspang Christensen

It was decided to ask SAMF to make a presentation about: What is their situation? Why is their situation as it is and what are they doing about it? What are their points of attention?

Heidi will make an appointment

If it of value to us, we can continue by inviting other LiUs.

6. Main points from the latest CLiU meeting / Eva Arnspang Christensen

It was discussed who has the responsibility to change things – the LIUs or management. Gender equality should not just be an extra administrative burden.

7. Main points from the workshop “Sexism in Academia” / Katharina Rubahn

They have collected stories from academia about sexism and looked at structural issues in these - not the actual issues. These anonymous cases are a pool of good examples for discussion. There is a webpage and a handbook with examples.

Denmark is behind when it comes to women in STEM.

It was addressed that there is no common definition of sexism and gender equality. Maybe this is a point for discussion.

A part of the problem is that people do not speak up, when they see something that is not right.

When you start to see things you can start to solve them.

We need the men to participate in the discussion as well.

8. **New “performance development review (PDR)” material (In Danish: MUS) /** Heidi Maglekær Jensen

A common conception is that MUS is mainly proforma. A template is a good idea and a way to part with this conception. At IGT they have worked with a template for some time, and it is working.

People need this conversation.

Yearly the Liaison Committee is presented an overview of all MUS at TEK to follow up on whether everyone is offered MUS.

9. **Yearly report /** Eva Arnspang Christensen

Deadline for the yearly report is August 9th. It is not possible to meet before deadline therefore the report will be sent for commenting via e-mail.

10. **AOB**