

## Minutes TEK Committee for Equality and Diversity (LiMU)

**Time:** Thursday August 19<sup>th</sup>, 13:00-15:00  
**Place:** Tesla, Odense and M403, Sønderborg  
**Attending:** Eva Arnspang Christensen, ITI  
Katharina Rubahn, FAK ADM  
Vida Engmann, MCI  
Dorthe Sølvason, MMMI  
Heidi Maglekær Jensen (Committee secretary)

**Absent:** Anders Runge Walther, IGT  
Alf Rehn, ITI  
Fannia Pacheco, IME

### 1. Approval of the agenda

Approved

### 2. Approval of [minutes from April 14<sup>th</sup>, 2021](#)

Approved

### 3. Presentation of CODE

After watching the video presentation together LiMU discussed the main points.

It was noted that many (more than expected) have experienced unwanted attention. This leads to questioning: How many know about the whistle blower scheme at SDU? LiMU decided to address all the Heads of Programme approx. 3 weeks into the semester and ask them to promote the whistle blower arrangement among their students. Heidi Maglekær will look in to if general information can be provided in its learning and also during the introduction program for new students.

LiMU suggests that Code ask to present at meetings such as Department meetings to spread the message at TEK.

LiMU has the following questions for Code: What kind of projects do you propose? Scientific project or other kinds? Are you interested in promoting the organization to all TEK students? Have you thought about the students in Sønderborg and how they might attend?

Katharina Rubahn is arranging a play in December for training bias awareness at MCI/Sønderborg. It was suggested that Katharina contact the actor school in Odense. If it is a success, we will look in to making a similar event in Odense.

### 4. Annual report

The Dean has let us know that LiMU are welcome to contact him if we need his support or input.

The annual report was discussed. LiMU would like to follow up on the following points in the future:

- Inviting women directly to apply for vacant positions via direct invitations on LinkedIn, personal network, women's networks, conferences etc.

- A list of relevant forums to advertise positions – for instance Naturejob
- More emphasis on hiring postdocs as this is also a pool of potential new assistant professors. Often hiring postdocs has to be fast, because a project is starting and hiring through networks the easiest way. This is a potential problem, as people tend to hire people like themselves thus men hire men.
- It seems that the shortlisting process has potential for bias. Heidi Maglekær will contact GET to hear if they have any knowledge on the subject and maybe they would like to present for us.
- It should be mandatory to have women in the assessment committees with a possibility to get exception from the dean if needed. LiMU will address this at our next meeting.

**5. Short messages / Heidi Maglekær Jensen**

- a. Seminar on Diversity Management at TEK  
On October 27<sup>th</sup> there is a seminar on Diversity Management at TEK. Everyone has been invited.
- b. Visit from the Gender Equality committee at Faculty of Business and Social Sciences (SAMF)  
SAMF will attend LiMUs December meeting. We will ask SAMF to make a short speak about what have they focused on and what they will focus on in the future. LiMU will do a similarly speak.

**6. AOB**

Nothing