

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

**Time:** Thursday December 9<sup>th</sup>, 2021  
**Place:** Tesla, Odense and Zoom  
**Attending:** Eva Arnspang Christensen, ITI  
Katharina Rubahn, FAK ADM  
Vida Engmann, MCI  
Dorthe Sølvason, MMMI  
Anders Runge Walther, IGT  
Heidi Maglekær Jensen (Committee secretary)

**Absent:** Alf Rehn, ITI and Fannia Pacheco, IME

### 1. Approval of the agenda

Approved

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

Approved

### 3. Women's Network at NAT / Vida Engmann

At NAT they have a women's network. The network was started up with a dinner together where they got to know each other. The committee agreed that it is a good idea and that we should present the idea for the dean. PhD students should be included to avoid the leaky pipeline and to keep them motivated.

Heidi will set up a meeting with the dean and Eva, where this idea and the ideas discussed under item 4 can be presented to him.

### 4. Plan for LiMU 2021-2024 / Eva Arnspang Christensen

Discussion of the points from appendix 1:

*Both genders represented in all assessment committees for advertised positions. Any exceptions to the rule must be approved by the dean.*

This point will be addressed at the meeting with the dean.

TEK should avoid appointing for positions without advertising. However, this might not be possible. Could we instead put focus on these appointments and be aware of also headhunting women?

*Unconscious bias in the recruitment process:*

In the beginning of 2020, a process was initiated where the hiring process should be scrutinized from start til end. It was planned to be initiated in the Robotics section. However due to cutbacks in HR the work never really got started. We will contact HR to try and restart the process.

*Equal pay:*

Head of sections are not aware of the gap. It needs to be brought to their attention. Salary negotiations are once a year for assistant professors and up but the salary negotiation when you land a new position is just as important. We do not have clear criteria's for getting a salary increase. This makes the salary negotiation very individual and dependent on the individual and their ability to negotiate.

Birgitte Lilholt Sørensen, union representative for IDA, and the dean are already focusing on this subject. LiMU would like to contribute to this. In the women's network we could learn how to negotiate from each other.

*Both genders represented in PhD assessment committees. Any exceptions to the rule must be approved by the dean.*

This will be addressed at the meeting with the dean.

*Data and benchmarking:*

Heidi will contact GET to request data from other universities in DK and Northern Europe similar to TEK (DTU etc.) to make it clear how we are performing.

Also, numbers on our gender balance in staff and requirements compared to the recruitment pool could be interesting.

*Unconscious bias – speaks for different employee groups:*

This could be a topic for later. However, work is already being done towards this. TEK Communication arranges "brown bag meetings" for teaching staff on unconscious bias and Katharina Rubahn is working on arranging a play for staff in Sønderborg. However, it is hard to find examples for the play as it is important that we do not create problems that aren't there. We can contact Eva Sophia Meyers as she might be able to help and also facilitate the event. Contacting Lynn Roseberry from CBS might also be a possibility.

LiMUs work is not very visible. Should we invite ourselves to HoU and/or department meetings? Heidi will do a short presentation for department meetings and then she and the department representatives in LiMU will present at department meetings.

HUM mentioned a software for recognizing female/male voices in meetings that could be interesting to try out. Katharina will ask Oliver Nieburg about this. We should also involve Oliver in the design of the project, so we are sure to get a valid result. Does LiMU have the time for a project like this or should we lean on results from HUM.

In Horizon Europe projects it is mandatory to fill in what the institution does towards gender equality. Can we help the researchers fill in this part by making a standard test with links, plans and special initiatives? This should be done together with TEK Innovation.

5. **Summary from meeting in the Central Committee for Equality (LiU) / Eva Arnspang Christensen**  
The reports from the faculties were presented. NAT had a very visual presentation that will be rolled out to the rest of us for the next annual report. GEP has been piloted at SUND. This will be rolled out to the rest of the faculties.
6. **Summary from the Master Class with SDUs International Advisory Board / Eva Arnspang Christensen**

It was some very interesting talks with break out rooms. Nice to meet people that you otherwise would not meet. It is recommended to participate next year's master class.

One of the takes from the meeting was that we need middle aged men (with daughters) on board the gender equality battle.

**7. Summary from the meeting with HUM Committee for Equality / Eva Arnspang Christensen**

It has been decided that the faculty committees should visit each other. Eva and Heidi have visited HUM. We discussed some of the focus points LiMU has been working on. They were especially interested in recruitment and MUS. One of the takes from the meeting was that HUM has a large committee and they are very specific on who are members (VIP/TAP, positions, departments etc.). Maybe LiMU should consider doing the same. We will discuss this at the next meeting.

**8. AOB**

Should we put APV on the agenda for the next meeting? It is possible to see differences between male and female. Heidi will prepare a short presentation for next meeting.

GET has a game that was used in connection to summer school. Heidi contact GET and ask if we can have it.