

Agenda TEK Committee for Equality and Diversity (LiMU)

Time: Tuesday, May 10th, 2022 at 13:00-15:00

Place: Tesla, Odense and Zoom

Attending: Eva Arnspang Christensen, ITI
Katharina Rubahn, FAK ADM
Vida Engmann, MCI
Anders Runge Walther, IGT
Jerome Jouffroy, IME
Alf Rehn, ITI
Dorthe Sølvason, MMMI
Heidi Maglekær Jensen (Committee secretary)

Absent:

Guests: Maria Dockweiler and Maria Mortensen, GET

1. Approval of the agenda

Approved

2. Approval of [Minutes from March 11th, 2022](#)

Approved

3. GEP / Maria Dockweiler and Maria Mortensen, GET (13:00-13:45)

Slides are available on Sharepoint:

https://syddanskuni.sharepoint.com/sites/tek/ligestillingsudvalg/Shared%20Documents/LiMU%20meetings/2022-05-10/LiMU_GEP_launch_10052022_mmatrix.pdf

The GEP is a new framework aiming to use GET resources more adequately. Before GET only visited when reached out to. With GEP GET hope to reach the entire SDU.

LiMU work at Faculty level. GET work at SDU level. With GEP there is now also a department level.

HoU and HoD knows what is relevant to them and thus decides the focus areas. GET can help with the process. LiMU and HoD share the responsibility for identifying and working on the focus areas. The process will start with a brainstorm at department level in September with two LiMU members and the HoD. Before the meetings at department level the management group will be introduced to GEP. Focus areas do not need to be separate initiatives but could be linked to other initiatives for instance APV. It is encouraged that HoD make up a working group with relevant employees. The work environment representative could be among the relevant members of the group.

GEP focuses not only on gender but inclusion/diversity all together.

The focus areas at department level will be part of the annual report. The annual report will only be shared inhouse. An abstract will be available for funding agencies if needed.

Apart from [the focus areas already decided in LiMU for 2022/23](#) the following topics could be relevant at department level:

ITI: Initiatives related to ongoing research
MCI: A diversity meeting is in the pipeline. Other relevant topics could be difficulties with coming to Denmark.
IME: Spouse programs – attracting talent/onboarding
MMMI: Recruitment process in the Robotics section
FAK: Initiative from TEK Innovation/Sebastian Mohr.

4. Yearly report on local GE initiatives / Eva Arnspang (13:45-14:15)

Comment directly in [the document](#) or send comments to Heidi Maglekær by 24th of May. The final deadline is 7th June.

The graphs only show for which positions there were qualified women but not how many qualified women there are. Are these numbers available and if not if it could they possibly be implemented in the Gender Statistics Dashboard?

Only looking at the numbers will not show the deeply rooted problem that unqualified men will apply but unqualified women will not. We need to find the unqualified women. There have been examples where only 50% of the men applying were qualified but a 100% of the women were qualified.

5. How do we obtain more knowledge about LGBT+ students, language etc. / Eva Arnspang Christensen (14:15-14:30)

How can we ensure that we use non offensive language?

The basics are not complicated. Use pronouns that include all groups, avoid dead naming, use neutral language, and enter in dialog. The deeper knowledge is more complicated – but a simple basic guide for TEK should be sufficient.

Alf Rehn will reach out to his network and look in to making a simple guide. It is important to remember that the trans gender community is also diverse. Perhaps we can invite CODE to comment on the guide.

6. Gender neutral language / Heidi Maglekær Jensen (14:30-14:40)

How do we ensure gender neutral language on the web, in job announcements etc.? Use words like: the candidate, the researcher, the host, the student etc. then using pronouns can be avoided. In Danish we should be careful just substituting formand for forkvinde as this might send a wrong signal. In Danish it is harder to be gender neutral especially for non-Danish-speakers.

As TEK Communication is going through pictures on web etc. the texts should also be addressed. We should avoid dictating as this could be seen as yet another feminist thing.

7. Summary from meeting in the Central Committee for Equality (LiU) / Eva Arnspang Christensen (14:40-14:55)

The meeting was spend looking at the new Gender Statistics Dashboard:

https://kvaser.analytics.sdu.dk/gender_statistics/

8. AOB (14:55-15:00)

So far Department meetings at IGT, MMMI and MCI has been visited by LiMU. IME will wait until the new HoD has settled in.

We have had issues with students not behaving nicely to each other. Corona might have had an impact on this. Should we contact those who introduce new students and ask that gender harassment be part of the introduction? We will put this on the agenda for the next meeting.