

Minutes TEK Committee for Equality and Diversity (LiMU)

Time: Thursday August 11th, 2022 at 10:00-12:00

Place: Tesla, Odense and Zoom

Attending: Eva Arnspang Christensen, IGT
Katharina Rubahn, FAK ADM
Anders Runge Walther, IGT
Dorthe Sølvason, MMMI
Heidi Maglekær Jensen (Committee secretary)

Absent: Jerome Jouffroy, IME
Alf Rehn, ITI
Vida Engmann, MCI

1. Approval of the agenda

Approved

2. Approval of [Minutes from May 10th, 2022](#)

Approved

3. Update on GETs visit with the Faculty Management and presentation at HoU meeting / Eva Arnspang Christensen and Heidi Maglekær Jensen

GEP is being rolled out. As part of the GEP all Departments must have initiatives within Gender equality.

In the coming month GET will invite alle Departments for meeting to initiate the GEP initiatives. LiMUs role in the meetings is to help in the brainstorm process and the yearly reporting.

The dean is supporting the new rule on females in all evaluation committees. There is some discussion and critique among staff about this.

Katharina mentioned that TEK is part of international networks that could be used. Maybe we should make HoU aware of this. She also mentioned that PhD supervisors should remember that collaboration partners from the PhD process can be used in committees.

Eva mentioned that flexibility is key. Maybe postponing the process a few weeks makes all the difference.

4. Discussion of the new rule about both genders represented in committees / Eva Arnspang Christensen

The new rule forces supervisors and hiring staff to chase for a bigger network. This should be seen as a positive side effect. There is also the (limited) possibility for an exception if it is impossible to meet the rule. However, the dean expressed that he will follow this carefully and not allow too many exceptions.

5. Harassment among students / Eva Arnspang Christensen

There has been noticed unwanted behavior and language among new students. Should this be addressed in the introduction of new students?

Dorthe mentioned that students get a lot of information when they start. It would be fine to stress that we are serious about it but maybe it would be better to wait and do it during the first semester in stead of during the introduction.

Katharina supplemented that it is often because the students are not aware of this. They should be taught about bias awareness, but it is not a part of curriculum.

Eva suggested that GET visit the students with talks on bias awareness perhaps through their social tutors.

Anders commented that if it is the departments responsibility it might be an idea to make it a part of the GEP.

Heidi will ask GET/Maria Dockweiler if GET has anything on the subject.

6. Guide to inclusion / Alf Rehn

Alf was unable to attend today's meeting so the point has been postponed.

7. Summary from meeting in the Central Committee for Equality (LiU) / Eva Arnspang Christensen

At the meeting the Committee went through the annual report from the faculties. There was a discussion about the statistics. NAT has made some nice graphs. Now this is possible for all. Heidi will send the link.

8. AOB

Congratulations to Vida for getting the L'Oreal Price for women:

https://www.linkedin.com/posts/vida-engmann-5111261aa_fwis-loreal-unesco-activity-6947991104587763712-H16T/

Katharine mentioned that a board for social activities has been established in Sønderborg.

Katharina is part of this. They provide help for international staff with different matters such as language, sports etc.

Anders mentioned that there is a Tax scheme for international staff and asked if this should be in the onboarding material.

Heidi will check up on this. The plan is to put the onboarding material on SDUnet so it is available to all staff.

Anders suggested that the material be extended with points on "What is like to live in Odense/Denmark". He also suggested that LiMU had a look at the onboarding in order to improve it further.

Eva mentioned that a lot of time during MUS and supervision is spend talking about living in Denmark so a list of nice to know about Denmark would be very valuable. Points for the list could be such as maternity leave, swimming lessons, bus cards, horse riding etc. – Things not work related. It would also be nice with a network for newcomers – coffee meetings maybe including spouses.

Heidi will find links to what ISO already offers.

Katharina suggested webinars on vacation, pay slip etc. in English for everyone like the one for the administration in September.