

Minutes TEK Committee for Equality and Diversity (LiMU)

Time: Friday, November 11th, 2022 at 09:00-11:00

Place: Tesla, Odense and Zoom

Attending: Eva Arnspang Christensen, IGT
Katharina Rubahn, FAK ADM
Dorthe Sølvason, MMMI
Jerome Jouffroy, IME
Heidi Maglekær Jensen (Committee secretary)

Absent: Anders Runge Walther, IGT, Alf Rehn, ITI and Vida Engmann, MCI

1. Approval of the agenda

Approved

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

Approved

3. IGAB Master class / Eva Arnspang Christensen

One of the takings from the master class was that maybe we do not need more males on the committee. Instead, we should look for ambassadors and feed them with information. Preferably male professors with impact – someone people will listen to.

Another taking was that continues attention does work little by little.

Head of Departments can see the point of more female students if not for other reasons to get more money. Things are definitely moving in the right direction, but we have the impression that it is not moving fast enough.

We should be careful about feminist washing.

Eva Arnspang Christen visited NAT as a critical friend. NAT have amazing statistics. At biology female rates at all positions are rising.

When we succeed in getting more female students, we will also get more females at all employee levels. The pipeline is not leaking - there is no one in the pipeline. We need to start at student level by getting more female students.

We should focus more on diversity in a general sense and not just gender.

4. Guide to inclusion / Alf Rehn

Postponed

5. TEK Female network first meeting / Eva Arnspang Christensen

There was a kickoff meeting last month. It was a very nice meeting and especially the young researchers were happy. There is a need for women to meet alone and chat. The next meeting will be in January where dean from NAT Marianne Holmer will do the inspirational talk.

6. Onboarding material / Heidi Maglekær Jensen

Events for newcomers, meetings etc. are announced on noticeboards in Sønderborg. This is a good way to inform. It would be difficult to do in Odense. It is not as centralized here. We could consider a newsletter by e-mail. SDUnet will be the starting page of all browsers soon. Hopefully this will increase the information flow.

At IGT new employees have breakfast and lunch with the nearest colleagues on the first day. This works well.

7. Summary from meeting in the Central Committee for Equality (CLiU) / Heidi Maglekær Jensen

SUND has a lot of information about their GEP work on their website. We might find inspiration there.

GET are very challenged at the moment due to lack of resources.

The evaluation of the critical friend visits was positive. The more the faculties and departments take control of the meeting the better they work.

Teaching associate professors count in the statistics but can not advance. This has been forwarded to GET.

There is a challenge with different cultures in the UVM and the VIP group.

In Denmark professors are rare. SDU has a new scheme for promotion to professor on the way.

8. AOB

Katharina Rubahn will not continue in LiMU. She has been happy to be part of LiMU and she learned a lot and it made her more aware of discrimination, but now she has decided to concentrate on sustainability.

Working on a scenario where people can talk about what they would do in a specific situation. Examples from CBS professor. (Book from Eva Sophia Meyers). This story is not a gender issue but an issue of power.

It is surprising that we are so bad in Denmark. We systematically put people in boxes. Problems start in kindergarten. We need to focus there and not only at our level.

Heidi will set up a meeting with Alf and Eva.