

Minutes TEK Committee for Equality and Diversity (LiMU)

Time: Monday, April 17th, 12:30-14:00

Place: Tesla, Odense and Zoom

Attending: Eva Arnspang Christensen, IGT
Vida Engmann, MCI
Dorthe Sølvason, MMMI
Mette Høyberg Qvarfot, FAK ADM
Heidi Maglekær Jensen (Committee secretary)

Absent: Alf Rehn, ITI
Jerome Jouffroy, IME

1. Approval of the agenda

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

3. Welcome to our new member Mette Høyberg Qvarfot / Eva Arnspang Christensen

4. Guide to inclusion / Eva Arnspang Christensen

We have become aware that Donna Hurford has knowledge of the subject and might be able to help. Heidi Maglekær Jensen will send the guide to Donna Hurford for comments or supplements. When the guide is completed, it will be put on the website.

LiMU discussed inviting Dorte Frølund Kromann to the next meeting for a talk about the start of new students and how we can ensure an inclusive study environment. An idea might be to include Donna in training the tutors.

5. Status on GEP from the Departments / All

IGT: There has been a startup meeting and a leadership meeting identifying goals.

MCI: The department has not yet started on the GEP.

MMMI: The department has not yet started on the GEP. The pilot in the robotics section has been postponed due to a lack of resources in GET.

ITI: No representative from ITI present.

IME: No representative from IME present.

FAK ADM: Has not yet started on the GEP.

All departments must have a plan. A critical friend meeting is planned for August. At the critical friend meeting all HoD should present the plan and what has been done so far. All LiMU representatives will remind their HoD. Eva Arnspang Christensen will send Eva Sophia Meyers PowerPoint presentation from IGTs startup meeting to LiMU.

6. Annual report / Eva Arnspang Christensen

It has been decided by CLiU that the annual report this year should only be 1-2 pages including the SWOT-analysis and a short status. However, the template has not been adjusted accordingly.

Deadline for the report is August 22nd, 2023.

LiMU will look at the swot and the points for the report on the meeting in May. LiMU will also look at the analytics tool.

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

It has come to CLiUs attention that the SDU GEP does not live up to the specification and will most likely not pass an audit. The GEP has now been revised and it is believed to be adequate for the requirements. However, it has not been accepted by the executive board yet.

8. New PhD member of LiMU /Eva Arnspang Christensen

There might be a candidate from MMMI but everyone should consider a member. Heidi Maglekær Jensen will ask Peder Thusgaard Ruhoff if ITI has an additional candidate who would like to join LiMU so there are two members from that Department.

9. AOB

A paper from Forskerforum shows that females leave their positions at the university more often than men. Research from Rumania shows the same tendency put in numbers. The Rumanian researcher visited SDU. We will try to get her slides.

One of the reasons is an over focus on publishing and funding.

Should we continue with meetings in the female network? There has not been a lot of attendants. Should we change it to an afternoon meeting with a presenter and a sandwich instead of going to a restaurant next time? We will try once more with an afternoon meeting but if only a few people show up we will discontinue the network. For the next meeting we will ask Elzbieta Pastucha from the Drone Section to do a presentation. The meeting should end at 4 PM at the latest.

Female students do not feel part of a community. FEM does no longer exist because the chair finished her education and thus left SDU. How could we make a better environment for female students? Maybe SIF would like to take over the network. Heidi Maglekær Jensen will contact SIF. TEK Communication will help SIF if they are interested.