

Agenda TEK Committee for Equality and Diversity (LiMU)

Time: Wednesday May, 31st 2023, 13:00-15:00

Place: Tesla, Odense and Zoom

Attending: Eva Arnsfang Christensen, IGT
Vida Engmann, MCI
Dorthe Sølvasen, MMMI
Jerome Jouffroy, IME
Ruhollah Jamali, MMMI
Heidi Maglekær Jensen (Committee secretary)

Absent: Mette Høyberg Qvarfot, FAK ADM
Alf Rehn, ITI

1. Approval of the agenda

Approved

2. Approval of [Minutes from the meeting April 17th, 2023](#)

Approved

3. New LiMU member / Eva Arnsfang Christensen

LiMU is happy to welcome PhD student Ruhollah Jamali from the Software Section at MMMI to the committee.

4. GEP – critical friend visit / Eva Arnsfang Christensen

The critical friend visits have been postponed for a year due to lack of resources. The visits will be held August 2024. At the visits the HoD will present the plans for their Department. The Dean and the HoD must be informed.

5. Annual report / Eva Arnsfang Christensen

LIMU updated the SWOT analysis for the annual report.

S trengths and success stories	W eaknesses
<ul style="list-style-type: none">➤ LiMU is not only focusing on GE but also on other aspects of diversity➤ Support from upper management➤ A diverse committee➤ Fruitful collaboration with GET➤ Willingness to try out new initiatives➤ Life in academia contains a lot of freedom	<ul style="list-style-type: none">➤ Under representation of men in the Committee especially when compared to the high number of male employees at TEK➤ No head of department or Faculty management present in TEK LiMU➤ Lack of benchmarking

	<ul style="list-style-type: none"> ➤ Not sufficient research based knowledge of what initiatives work and how it should be designed ➤ Unequal focus on GE among department and unit heads
O pportunities <ul style="list-style-type: none"> ➤ GEP - Due to the increased managerial focus and KPIs ➤ Further awareness among management on what the benefits of GE and diversity are – thereby creating a demand for GE and diversity ➤ Further collaboration with and inspiration from other faculty committees ➤ Share of female students increases and thereby eventually the pool of female applicants for positions/employees ➤ Increased focus from funding agencies on GE ➤ Increased funding for GE- and diversity efforts 	T hreats <ul style="list-style-type: none"> ➤ Lack of time and incentive among VIP staff and management as research and teaching demands their main focus ➤ Employees opposing (visibly or not) to GE-focus ➤ Funding for GE- and diversity-related efforts is available if applied for. However, the faculty lacks the resources to apply ➤ A high focus on GE and work-life-balance in industry that might reduce the number of females looking to work at the university

Should LiMU get one more representative from ITI?

A way to create more awareness of LiMU is half year e-mails about our existence, what we are focusing on, the gender dashboard and the annual report.

Is it possible to have additional questions put in APV? We will discuss this at a future meeting.

Should we evaluate the rule about both gender in committees. Is it working as it should? It works at IGT where they have more women but, in some fields, it does not make any sense. The rule also puts a lot of pressure on the few women there are in these fields. The success of the rule depends a lot on the field. Maybe we should use the gender statics tool to compare to the exemptions given. Should we discuss this with HoD. Maybe exceptions are not the way to go. Maybe the goal should be different for different fields based on the number of female students in the field. Statistics should back up on keeping or discarding the rule. We will discuss this further at the next meeting in comparison with the statistics.

SDU could consider having a funding pool for gender equality initiatives that the Faculties/Departments can apply for. This will further the incentive for initiatives.

The gender statistics should be a part of the report.

6. TEK Female Network / Eva Arnspang Christensen

So far, we have not had that many participants for the meeting. We will try having one more meeting. If this works out, we will aim for two meetings a year. However, if we only have a few participants again we will stop the initiative. Vida Engmann will present at the next meeting in August.

7. Update om FEM / Mette Høyberg Qvarfot

Mette Høyberg Qvarfot was unable to attend this meeting. However, she has previously informed by e-mail that SIF will continue the initiative. The previous chair will help SIF with the FEM startup together with Mette Høyberg Qvarfot and TEK Communication.

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

CLiU was updated on 2 EU projects running in the context of GET.

New GE reports were circulated among the members. Especially the Oxford report had some interesting take aways.

Bruno Geertsen presented the gender statistics dashboard.

9. AOB