

Agenda TEK Committee for Equality and Diversity (LiMU)

Time: Tuesday, October 3rd, 2023 at 10:30-12:00

Place: Tesla, Odense and Zoom

Attending: Eva Arnspang Christensen, IGT
Dorthe Sølvason, MMMI
Mette Høyberg Qvarfot, FAK ADM
Alf Rehn, ITI
Jerome Jouffroy, IME
Ruhollah Jamali, MMMI
Heidi Maglekær Jensen (Committee secretary)

Absent: Vida Engmann, MCI

1. Approval of the agenda

Approved

2. Harassment among students / Dorte Frølund Kromann and Eva Arnspang Christensen

Dorte Frølund Kromann told LiMU about the experience she has as a student counsellor.

TEK does not have a lot of cases on harassment. There have been a few cases and they have been handled immediately. Cases are usually due to misunderstandings. The problems typically occur in the evening when the students go out on their own and get drunk. These cases are hard to handle because it does not happen on campus. Initially we talk to the victim and try to identify if it is a case for the police or it should be handled via the harassment button in SPOC.

The mentors are taught to handle conflicts and know their own boundaries. We use role play. Students often copy the behavior of the mentors – so we teach them to behave in a proper manner. SDU common code of conduct is also a big help:

https://mitsdu.dk/en/mit_studie/bachelor/bygningsteknik_bachelor/vejledning-og-support/vejledning/kodeks. It makes it easier to tell people what to do, when it is not their own rules but the SDU rules. It is a common third.

LiMU has noted that misbehavior has increased with the corona shutdown.

Dorte has also noticed this but emphasizes that it almost always is due to bad jokes or misunderstandings. People are very different when it comes to humor, motivation etc. This also means that teachers much be careful about how they say things. LiMU discussed how to avoid these situations.

There is no SDU policy on physical harassment. The procedure is to go via SPOC and then it will be handled by legal, HR and Henning Andersen. It is always taken seriously. It is difficult to have a policy because there are a lot of different scenarios, and you cannot write down everything. You should always go via SPOC – things are never too small. People have different backgrounds and react differently.

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

The wrong minutes have been attached. Instead LiMU will approve the minutes from the May meeting at the next meeting.

4. Meeting with the Dean / Eva Arnspang Christensen

The rule on both genders in committees was discussed with the dean. It works well in some departments but not as well in others. The dean does not want to change the rule. The dean emphasized that everyone needs to expand their network among both genders when at conferences etc.

Ruhollah Jamali asked how many exemptions have been given.
At this point we do not know. But we hope to get the numbers soon.

Alf Rehn asked if the dean is aware of females being overwhelmed by work?
Eva Arnspang Christensen replied that this has been discussed but it is hard to find out if it is really a problem. To some extent it should be possible to solve by not always choosing the internal member as woman.

Jerome Jouffroy pointed out that in some fields there are only 10-15% women. So always having at least one woman in a committee is not representative. Does the rule make sense in these fields? Maybe there should be a discussion about if the rule should vary in different fields so that in some fields there should always be both genders in committees, in others it should be in a percentage of the committees.

There seems to be a need for a mentoring scheme for PhDs, postdocs, and assistant professors. The dean is open to this as an offer for both genders.
It was discussed if it should be a mentor from a different section to avoid bias. On the other hand, it might be difficult to mentor within a different field than your own. Maybe there is also a need for the possibility to ask anonymous questions.

Ruhollah Jamali will look into what they have at other universities. The matter will be discussed further at the next meeting.

The Gender Equality Plan has only been started at one department. The dean emphasized that we should not wait for GET. The dean will inform the head of departments.

Jerome Jouffroy pointed out that we must also remember the diversity aspects such as nationality, culture etc. This will be put on the agenda for the next meeting. Ruhollah Jamali pointed out that there might be a need for a consultancy at SDU as the geopolitics change all the time.

5. Inspirational meeting with SUND / Eva Arnspang Christensen

SUND has 8 focus areas that the head of the departments can pick and choose from. A mentoring arrangement is one. They will send us input on the mentoring arrangement when they are a little further ahead. All the focus areas can be found in this document:

<https://syddanskuni.sharepoint.com/sites/tek/ligestillingsudvalg/Shared%20Documents/Inspirationmateriale/Ligestillingsaktiviteter%20for%20SUND%20SDU%202024.pdf>

6. Recommendations on diversity and report on Diversity in STEM / Eva Arnspang Christensen

The report is a good inspiration.

7. Plan for 2024 / Eva Arnspang Christensen

The point is postponed to the next meeting.

8. Sdu.dk and SDUnet.dk / Heidi Maglekær Jensen

The point is postponed to the next meeting.

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

The central administration has not been very focused on diversity work. They have changed the organization and are now making a fresh start.

10. AOB

Eva Arnspang Christensen suggested that the committee should have two members from each department. This will be discussed at the next meeting. It will make it easier to do tasks in workgroups.

Jerome Jouffroy asked if LiMU has asked for funding from the dean.

Eva Arnspang Christensen replied that we can get funding for specific things but there is not a pool of money for LiMU.