

Minutes TEK Committee for Equality and Diversity (LiMU)

Time: Tuesday, June 6th, 2024 at 13:30-15:00

Place: Tesla, Odense and Zoom option

Attending: Eva Arnspang Christensen, IGT
Dorthe Sølvason, MMMI
Jerome Jouffroy, IME
Ruhollah Jamali, MMMI
Vlad Stefan Lichtenthal, Faculty Administration
Maja Stade (Committee secretary)

Guests: Susanne P. Arnsted

Absent: Alf Rehn, ITI, Vida Engmann, MCI

1. Approval of the agenda

The agenda was approved.

2. Approval of minutes from [2024-03-18](#)

The minutes were approved

3. VIVE report on sexism – discussion/All

Presentations by Eva Arnspang and Susanne P. Arnsted followed by discussion.

[Main results VIVE Report \(Only in Danish\).pdf](#)

[VIVE report \(only Danish\).pdf](#)

Eva presented the highlights of the VIVE report. Susanne gave a short presentation based on the the latest APV (2021) at SDU.

LiMU was asked to comment and discuss concrete actions at TEK to improve our work environment.

A SDUUP course on bias-aware interaction between student and teacher exists. There are ideas within GET to make a SDU gender bias course for all staff and this might be mandatory. More info to follow.

It was suggested that a mandatory course could be an annual event and that staff thereby would be reminded of how to act towards students and colleagues.

TEK LiMU agreed on the idea of an online course which could also entail information about who to contact in case one experiences sexism.

We do not have any numbers on the actual cases at SDU or TEK. This is most likely due to the need for confidentiality in cases involving sexism. This makes it difficult to assess the actual situation at TEK. The scientific environment is often a stressful environment. This can lead to conduct that is not acceptable including sexism.

4. Focus areas 2024-2025 -discussion/ Eva Arnsfang

Attachment: [Focus areas LiMU 2024_2025.docx](#)

At IGT the 'Living Lab' is providing the opportunity to test a mentoring scheme.

The recruitment initiative at SDU Robotics was paused due to lack of resources at GET. GET should be back with more resources now, and the initiative can continue.

Gender diversity in recruitment in general is something the departments struggle a bit with, especially when recruiting above PhD. -level. Focus should still be on advertisements that are more gender neutral.

The Dean has approved the expansion of LiMU to one more member per department.

5. Status on GEP from the Departments / All

LiMU agreed that we create an overview of the activities and initiatives going on at the departments.

6. TEK DEI - status/ Eva Arnsfang

TEK LiMU will become TEK DEI (Diversity, Equity & inclusion). We will change the name in our rules of procedure.

7. News from the Central Committee for Equality (LiU) / Eva Arnsfang Christensen

Eva gave a short briefing on some of the items on the last meeting's agenda.

8. AOB