

Minutes TEK DEI (Committee for Diversity, Equality and Inclusion)

Time: 10th of June 2025, at 13.00 - 14.30

Place: Tesla, Odense and Teams option (see meeting invitation in Outlook for Teamslink)

Attending:

- Eva Arnspang Christensen, IGT
- Adam Alami, MMMI
- Katarzyna Janik, MCI
- Lea Lukas, Faculty Administration
- Marie Lützen, IME,
- Ruhollah Jamali, MMMI,
- Vida Engmann, MCI
- Iben Birk Jensen (Committee secretary)

Absent:

- Vlad Stefan Lichtenthal, Faculty Administration
- Mias Sommer Schjønberg, IGT
- Elzbieta Pastucha, MMMI
- Jerome Jouffroy, IME
- Hsuan-yu Wang, MCI
- Alf Rehn, ITI

1. Approval of the agenda

Minutes:

Approved.

2. The website for TEK DEI

Background: At the meeting in February, the TEK DEI website was briefly discussed. It was agreed that the committee should review the website and consider whether it needs to be updated or improved.

Proposal: it is proposed that TEK DEI discuss what should be done with the website.

Website: [link to Danish website](#) & [link to English website](#)

Note: The Danish version is outdated.

Minutes:

TEK DEI's website was discussed. The focus will be on the English version of the website.

What TEK DEI should correct on the website:

- The name, its TEK DEI not LiMU
- Have the correct names of the members

What should be added to the website:

- Take inspiration from Aarhus University; they have the members' contact information.
 - o [Main site](#)
 - o [Techs site](#)
 - o [Milano](#)
- Add research, ideas, initiatives and inspiration, links to SDU gender statistics, TEK DEIS action plan, etc.
- Action plan for SDU and TEK
- Links to TEK Innovation
- A link to where staff and students can go if offense happen

Take inspiration from the DTU side. Pictures are added to the meeting folder.

Iben will correct the website.

3. Findings from “Datarapport til kommunikation”

Background: At the last meeting, it was agreed that the committee members should read the material and share their findings. The purpose of this exercise was to identify any patterns in the enrollment of students at TEK that might be of interest and relevant to the work in TEK DEI.

Material: [Datarapport til Kommunikation - Nov 2024.xlsx](#)

Minutes:

On this point of the agenda the members of TEK DEI went over the number of applicants from previous years.

TEK has an alright development. TEK is getting more female students, the development is fluctuating depending on the subject.

It could be interesting to see the development of male and female applicants divided into departments over the past 5 years. Ruhollah Jamali will make some graphs on this.

4. Lack of female students, a Danish problem?

Background: The newspaper Fyns Amts Avis had an article addressing this issue, see the attached document. They included two tables showing female and male-dominated fields. It can be seen that Electronics, Mechanical/Machine, and Robotics are problematic areas at other universities too. However, the article mentions that this is a Danish problem... But why?

Proposal: It is proposed that TEK DEI discuss the matter.

Material: [FAA 20250520.pdf](#)

Minutes:

During this point the members of TEK DEI discussed the paper and the overall problem of a lack of female students in STEM.

General points:

- It's also a problem in Sweden, but not a problem in other parts of Europe, like Italy and Greece
- It is an old problem
- The cultural norms are strong in the engineering field, and they are hard to change
- A long-term action plan needs to be planned
- Strong stereotypes from childhood and the schools can also be the cause

During this point on the agenda, Lea Lukas also went through a presentation from “høring flere kvinder i STEM”.

There were multiple interesting points and take aways from the presentation, which can be found here: [Hoering Flere kvinder i STEM 09april2025.pptx](#)

A couple take away points were:

- DTU changed the name of a subject, and more girls applied
- Girls fear that their roles will be set in stone, and men in STEM will see them as a unicorn – not in a good way.
- Female role models are needed
- Boys tend to push the women aside in STEM
- Girls have the interest in STEM but loses the interest because of cultural norms
- Should the universities be hold accountable for the lack of female students?

5. Goals and activities for TEK DEI

Background: At the last TEK DEI meeting, the committee decided that the members should read the ‘forretningsorden’ to ensure a shared understanding of the expectations and scope of the committee's work.

Proposal: It is proposed that the committee discuss the goals and activities that they want to achieve with TEK DEI.

Material: [Forretningsorden for Ligestillingsudvalget på Det Tekniske Fakultet.docxev](#)

Minutes:

TEK DEI should make an idea document on SP and write down, what TEK DEI should work with:

Ideas:

1. IGT and living lab as inspiration for other departments.
2. Create a community/network for female students in engineering at TEK
 - a. Take inspiration for community building from IDA and Laura's presentation at the hearing in Christiansborg.
 - b. Invite female researchers to talk
 - c. TEK will arrange the first few meetings with relevant content, and the students can take over
 - d. Taskforce on this: Lea Lukas & Marie Lützen
3. Reach out to "kvinder i fysik" and collab with them. Take inspiration from their organization.
4. Take inspiration from the "high fives girls" and their activities as well
 - a. Reach out to female students before they enter university, and create a "technical mothers"-program
5. Update the website
 - a. A website where all staff can get informed
 - b. Links to relevant organizations
 - c. "Food for thought"

If you have read anything that could be relevant, send it and TEK DEI will build the homepage.

6. Status on TEK DEI taskforces

Background: at the last meeting TEK DEI decided to make two taskforces. **The first taskforce**, Mias Sommer Schjønberg and Katarzyna Janik, would start working on a guide on who to contact and where to go if they want to complain about diversity issues - both for TEK students and TEK employees. **The second taskforce**, Lea Lukas, would examine initiatives at other universities regarding diversity, equity, and inclusion.

Minutes:

Taskforce 1: Katarzyna has been working on the project, and the information will be ready for Sønderborg soon.

They are working on this at SDU level, and if they stop their work – then TEK DEI will continue their own work on the matter.

Taskforce 2: Aarhus Homepage is great and the plan for Gender equality for Milano, which you can just go through – both are nice in regard to inspiration.

7. AOB

Minutes:

Nothing.