

Meeting date: 22 February 2021

Meeting place: Teams

Meeting subject: Tech committee for gender equality and diversity.

Attendees:

Chiara de Notaris (CN), Post doc, Dept of Agroecology, president of Junior Researcher Association; Hans Christian Bøgelund Jakobsen (HC), Head of workshops and labs, Dept. of Electrical and Computer Engineering; Anne Jensen; Senior researcher (AJ), Dept. of Environmental Science, chair of Tech Academic Council; Maibritt Hjorth (MH), Associate Professor, director of studies ENG, Dept. of Biological and Chemical Engineering; Hanne Vester Rasmussen (HVR), Vice head of Nat Tech administration; Ole Hertel (OH), Head of Department, Dept. of Bioscience; Brian Vinter (BV), Vice Dean; Ida Marie Gerdes (IMG) (minutes)

Agenda

- 1) Approval of agenda
- 2) Round of Introduction
- 3) Composition of committee
- 4) Gender equality conference
- 5) Topics for future meetings
- 6) AOB

1. Approval of agenda

Agenda approved

2. Round of Introduction

All members introduced themselves. HVR had to leave the meeting hereafter

3. Composition of committee

BV explained the composition of the committee and why the different members have been selected for the committee and that it is important that post-docs and workshop staff is represented as well as tenured scientific staff.

BV suggested that the mandate of the committee should be on the agenda of the next meeting.

BV also mentioned that the reason why gender balance is important is that we are wasting talent. Many women leave us after the PhD even though we have a very balanced PhD school both when it comes to gender but also when it comes to nationality. BV stressed that even though the board has taken diversity out of the action plan, BV finds it difficult to handle gender equality without handling diversity. We have to address gender equality but other perspectives can be addressed as well.

CN asked how we make sure that the work of this committee has an effect?



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BV commented that AJ is also part of the academic council and OH and BV are part of the faculty management. The committee must discuss how it has an effect and how we get the message out and through which channels.

IMG mention that tech must also have two representatives for the *AU committee for gender equality*, which is another channel for influence.

CN mentioned that in the action plan there are several elements that should have started at the department level in 2020.

HC suggested that we can make local road shows and choose ambassadors at the different departments. We're not on the right track with the action plan at the moment.

AJ commented that it is not an easy task since it requires a change of culture and that the action plan is not very concrete and suggested that the committee should discuss how we make this change of culture in one the next meetings.

BV mentioned that the faculty has KPIs on (female) hirings but in the near future where we have to hire more staff within the engineering the percentage of women being hired will go down.

OH mentioned that as Head of department he also looks into the local balance when hiring into groups.

MH mentioned that 50 percent of the engineering departments are lacking female students so the problem with the balance starts at that level in some departments.

AJ commented that many women choose not to follow a career in academia because there are too few role models. Anne suggested this as a topic for a future meeting.

BV added that the entire society needs more engineers and if we're only recruiting from half the pool we are going to lose out. As NBI where there are many visible women/role models the female students are attracted to the groups with female lighthouses but the intake on the rest of the NBI has not changed.

4. Gender equality conference

Format: On AU session and afterwards a joint Nat-Tech session. In the Nat-Tech session Chiara will give a presentation from the perspective of the junior researchers and Kristine, Nat Dean for education, will give a presentation on how they work with gender equality in Sweden. Pia Thystrup from HR and

Jens Hjorth, one of the main speakers from the AU part of the conference will join our session as well.

The idea is to find out what are real challenges and what are presumed challenges like the two year rule.

It was commented that earlier on the two year principle was upheld in different ways at the different departments. In Academic Council there have been gender balance discussions as well and one study showed that people who have been away during their junior years did better at higher academic levels later on in their career – so it is a good career advice.

CN mentioned that it would be a good idea to be very clear on the advantage of going abroad (broader network, independence, funding). An important thing to address is funding and to see if there is a tendency that men get more funding and if they do so, why is it so? It must be addressed at all levels.

BV commented that we must improve and formalise the way we advice our young researchers both male and females. Amongst other thing transfer projects from senior researchers to junior researchers.

CN commented that the way we handle funding is very top down and that has a negative effect on the working environment.

OH mentioned that it is important to plan and discuss funding activities when having MUS and also to train the young researchers how to interpret the feedback they get from journals and funding agencies.

BV mentioned that perhaps we should offer more training in writing applications.

5. Topics for future meetings

Mandate for the committee

Strategy/action plan – discussion the topics one by one – finding the burning platforms

Conclusions and perspectives from the 8th March discussions

Process for identifying the challenges

Role models

Identify why women leave academia for industry

6. AOB

Ole Hertel and Anne Jensen were chosen for the AU committee for gender equality.