

## Mandate

### Tech committee for equality

#### Purpose

The purpose of the committee is to contribute to developing and maintaining an attractive, open and diverse work environment in order to retain, attract and recruit top talents within all types of positions. The focus is on equality, diversity and internationalisation.

It is the responsibility of the Faculty management to fulfill AU Action Plan for equality, but the Committee for Equality must advise the Faculty Management.

#### Composition

The committee is appointed by the Dean and consists of members of the scientific and the technical administrative staff from different departments and the administration. The Vice Dean for Research and Talent Development chairs the committee.

#### Tasks

The tasks of the committee are:

- To contribute to the execution of AU Action Plan for equality
- To identify, analyze and discuss the equality and diversity problems at the faculty and suggest initiatives to the Faculty Management
- To suggest new initiatives in order to develop a more gender balanced and diverse work environment
- To support initiatives that contribute to developing a more gender balanced and diverse work environment
- To follow up and measure the effects of the implemented initiatives
- To actively involve the Faculty Management and the departments in the tasks
- To arrange events at the faculty that contribute to the understanding and solving of the gender balance and diversity problematics
- To include relevant groups in the discussions (e.g. the Junior Researchers Association)
- To communicate relevant gender and diversity issues

#### Meetings

The committee has 4 meetings a year (two meetings per semester) aligned with the meetings in AU committee for diversity and equality. In addition to this, the committee organises arrangements/events at the faculty possibly in cooperation with other faculties.

#### Website

The committee has a website where members, events, meeting dates, faculty statistics etc. are published.

## Secretariat

The committee is assisted by the Faculty Secretariat