

Meeting date: 18 June 2021, 12:00-13:30
Meeting place: Teams
Meeting subject: Tech committee for equality

Attendees: Chiara de Notaris, Maibritt Hjorth, Ole Hertel, Anne Jensen, Brian Vinter, Hanne Vester

Invited Guests: Pia Thystrup (HR department), Maria-Therese Norn (item 2), Inge Liengaard (item 2+3)

Apologies for absence: Hans Chr. Bøgelund Jakobsen

1) Welcome and approval of agenda

The agenda was approved and BV mentioned, that the name of the committee has been changed to Tech Committee for Equality covering both gender equality and diversity.

2) Report “Diversitet i Forskning og Forskningsfinansiering”

Presentation by Theresa Norn, head of analysis, Think tank DEA and senior researcher Center for Forskningsanalyse, BSS, AU. (Theresa Norn’s presentation is attached to the minutes).

After the presentation, the committee discussed resistance. Theresa Norn mentioned that DEA hadn’t met any resistance when presenting the findings, most are interested in having a balanced and nuanced discussion. Theresa Norn also explained that there hasn’t been much research on resistance within institutions, but there has been research describing a chilly and hostile climate as well as problems for women receiving earmarked grants. Forced bias training can make people more negative.

BV mentioned that it is important to take the point of departure in the fact that lack of diversity costs on the bottom line scientifically, economically etc., instead of a “fairness approach”.

Theresa Norn mentioned the Leiden manifesto (<https://www.nature.com/articles/520429a>) and the Declaration on responsible research assessment (<https://sfdora.org/read/>) as initiatives to nuance research evaluation and the use of bibliometric.

CdN mentioned the importance of diverse committees especially when it comes to evaluations, so it is a heterogenic group that evaluates. CdN asked for results on implementation changes, taking new actions, resistance etc, Theresa Norn mentioned that there aren’t many research evaluations of specific initiatives (apart from mentoring programmes) and www.genderportal.eu, which is internet portal for sharing knowledge and inspiring collaborative action on gender and science.



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The committee thanked Theresa Norn for a very good and inspiring presentation.

3) AU action plan for gender equality

Inge Liengaard presented the action plan, the planned support and the upcoming workshops.

Tech has implemented the activities and the departments have worked with implementation of tenure track, clarification of qualification requirements and staffing/recruitment plans.

The central committee has decided to make a resource bank on the central website with all good ideas. It is under preparation and it will be continuous process. A new series of podcasts (with Yvonne Benschop, Mathias Wullum Nielsen, Claartje Vinkenburg and Eea Høg Utoft) will be released on the website as well.

There will be three workshops over the next half year: 1) One workshop for the senior management (perspective: Strategic level). 2) One workshop for “Lederkredsen” (senior management, faculty management and administrative leaders, perspective: operational level, focus on the organizational level and structures). 3) One workshop for each individual faculty for the management and invited extras (tech session in November, perspective: Finding solutions) as well as one for the administration. The workshop for the faculty in November should be linked to the local initiatives. The management is the centerpiece and must develop a common language and translate the work into what makes sense at the local level.

HV mentioned that the administration also has a challenge with gender equality (overweight of women). Inge Liengaard explained that the focus has been on the scientific staff but recently the AU committee has been supplemented with administrative staff members.

AJ asked for the background of the tenure track system and how it is expected to change the balance. Tech has had tenure track for some time now without seeing significant changes on that level. IL explained that tenure track became part of the action plan since another department had had good experiences with changing the balance via the tenure track. It attracted a lot of especially international women. It should be investigated if something else was done at the same time and if there is anything that Tech can do to make tenure track a tool for attaining gender balance.

OH as representative for the management asked for good examples of changing the wording in advertisement. BV mentioned that there should be contact persons of each gender in job advertisements.

MH mentioned our way of presenting the organization with a clear hierarchy can be scaring to some who come here to establish a group and be part of a group. The organization diagrams are evidence of a highly competitive environment, and this might not

attract all women who come here to be part of a team. MH is missing a discussion of how we talk about competition and how the organization deals with competition and how we structure our organization.

BV supported the view that we should look into the group dynamics at the faculty.

There was a support in the committee that we look into the group dynamics and the presentation of hierarchies.

In the Tech workshop 3 the faculty could try to identify what the faculty finds the most important.

4) Update from AU committee for Diversity and Equality

Anne and Ole reported back from the AU committee, mentioning the development at HE, where they work targeted with recruitment plans and talent programmes. The committee has also discussed the content of staff development interviews and that gender equality and diversity should be an item in these interviews both in regards to the work people conduct but also in the career plans. It was decided to have the “update” as a fixed item on the agenda in order to hear more from the discussions and to see presentations etc.

The committee should also make sure to bring items to the faculty management through Brian, Ole and Hanne.

5) Mandate with remarks (Brian Vinter follow up from discussions in the Faculty Management)

The management approved the mandate but changed the name of to “Committee for equality”.

6) AOB plus items for next meeting (14 September) (13:25-13:30)

6.1

AJ mentioned that ENVS will have a seminar on gender and diversity after the summer holidays. The committee should discuss if this should be something all departments should have. BV mentioned that it could be as part of a work shop on recruitment strategy: “How do we make sure that our recruitment has the highest possible quality including diversity?”

6.2

The committee discussed an observation that women tend to accept salary offers at a lower level than men do. Men tend to negotiate more, but candidates with equal quali-

fications should have equal salary. The committee discussed if there are ways the Faculty could be more transparent in regards to salary, but salaries can't be displayed publicly by the institution.

Follow up after the meeting:

- What could be the most important thing to discuss at the workshop 3, like how do we implement the action plan (after the summer)
- Mandate and minutes on the website
- Follow up on Maibritt's comment about hierarchy structure >< groups
- Follow up on Theresa's presentation (next meeting)
- OH/HV/BV discuss a recruitment workshop at the departments
- Discuss if someone should reach out to the unions and encourage them to contact members going for professorships and helping them with the negotiation