

Terms of Reference

Tech Diversity, Equity and Inclusion Committee (Tech DEI Committee)

Context

We prioritise working with DEI to ensure that all employees and students, regardless of their background, have a fair access to resources, opportunities, and support, enabling them to thrive and contribute fully to establish world leading and competitive teams delivering on our core activities (research, innovation, teaching, supervision and policy advice) in the Faculty. DEI practices create more efficient and cohesive teams and enrich the quality of our core activities and our working culture.

DEI is achieved when staff members are valued, respected, accepted and encouraged to fully participate in the organization. Employees in inclusive environments feel appreciated for their unique characteristics and are therefore comfortable sharing their ideas and other aspects of their true authentic selves.

Diversity is defined from a broad perspective with both visible and invisible dimensions (age, ethnicity, gender identity, national origin, physical, cognitive and social attributes etc).

Purpose

The purpose of the committee is to contribute to developing and maintaining an attractive, open, diverse and inclusive work environment, with equal opportunities, where the individual has a feeling of cultural and environmental belonging.

The DEI committee will focus on identifying and addressing barriers within our organisational systems and practices to attract and retain top talents within all positions in the Faculty.

The DEI Committee should discuss and advise the Faculty Leadership on procedures, practices and initiatives that will support the goal to achieve diversity, equity and inclusion across the Faculty.

It is the responsibility of the Faculty Leadership to deliver on the AU Action Plan for equality.

Composition

The committee consists of one member from each department/centre. The member must be from the local committee where the department's/Centre's diversity, equity and inclusion is anchored.

The Vice Dean for Talent Development & Internationalization chairs the committee. A vice-chair will be selected from the committee members.

The committee membership also includes an employee from Nat Tech administrative center, as well as the Chair of the Faculty Academic Council.

The members are appointed for a period of 2 years and can be reappointed once.

The appointment period starts 1. August.

Tasks

The tasks of the committee are:

- To contribute to the execution of AU Action Plan for equality
- To identify, analyze and discuss DEI at the faculty and suggest initiatives to the Faculty Leadership
- To share knowledge on best practices from the diversity work at the departments/centres
- To suggest new initiatives in order to develop a DEI working environment
- To support the implementation of initiatives that contribute to establishing and securing a DEI working environment
- To follow up and measure the effects of the implemented initiatives
- To actively involve the Faculty Leadership and the departments in the tasks
- To arrange events at the faculty that contribute to the overall understanding and implementation of DEI
- To include relevant participants in the discussions (e.g. the Junior Researchers Association, external and visiting experts)
- To communicate and champion DEI across the Faculty

Meetings

The committee has at a minimum 4 agenda-based meetings a year (two meetings per semester) aligned with the meetings in AU committee for diversity and equality. Item specific ad hoc meetings may be held, if a specific issue or consultation process should be discussed.

The committee may be involved in organizing arrangements/events at the Faculty level.

Website

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

Secretariat

The committee is assisted by the Faculty Secretariat.