

Referat

Emne:	Møde i SUND Ligestillingsråd
Dato og tidspunkt:	27. maj 2019
Sted:	WP 19, AKF
Deltagere:	Katrine Bindsbøl Holm Johansen, Bjarne Laursen, Marianne Nygaard (MN), Ulrike Muscha Steckelings (UMS), Thomas Homburg (TH), Rikke Leth-Larsen (RLL), Mette Elmoose (ME)
Afbud fra:	Birthe Marie Rasmussen, Karen Søgaard, Jørgen Povlsen, Charlotte Myhre Jensen (CMJ), Martin Lindberg-Larsen (MLL – Sup), Uffe Holmskov (MLL),
Referent:	Mette Elmoose

11. juni 2019

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Dagsorden:

1. Godkendelse af dagsorden

Runde og velkomst til nye medlemmer:

We work on onenote. Everybody can add material to onenote (please add your initials and date to material).

The minutes-draft will be made available in OneNote – and viewed as approved if no comments or corrections have been made within the set timeframe.

Please check in OneNote. Expected time for the minutes draft is within 2 weeks.

2. Orientering fra møde i det centrale ligestillingsudvalg (LiU) (RLL)

At LiU focus was Status from GET and the annual report. The minutes are now available and have been uploaded to OneNote.

Annual report: It was discussed in LiU to work more within a SWOT template for the next annual report.

3. Årsrapport: Ligestillingsarbejdet på SDU (ME, bilag 1)

KBHJ have commented on the Guidelines for sexual harassment. If possible we will add this to the annual report.

Numbers and SDU statistics:

The link and a guide guide to SDU-statistics can be found in the template for the annual report – attached in one note.

With regard to the numbers reported. We will focus on how temporary positions and combined positions are defined, and registered in the database. We will try and look into how table 4 looks when differentiating on Gender. (we have not specified who look into this and when).

4. Karriereveje, kort opdatering (MN, bilag 2, bilag 3)

MN presented the latest material. It was approved given some minor corrections including and updtte on the tenure track.

MN will get input from Vibeke Vindahl Hermann vyh@sdu.dk og Liv Baisner on the tenure track, and if necessary update this in the model. The updated material is sent to TH who will help get the translation and update on the webpage.

5. Senior politik (JP, bilag 4)

As JP could not participate today, this was postponed to the next meeting.

6. Erfaringer med vodcast – god praksis til understøttelse på de tidlige karrieretrin / godt arbejdsmiljø (TH, UMS/UH)

UH will do the vodcast. TH and UMS will help guide. TH will fix the technical stuff. The content should focus on something in line with:

1. Why did you do something different?
2. How did you do it? – What is it?
3. What the response was?
4. Insights from the proces

We will aim to have vodcasts made on three different faculty initiatives that focus on career development. Afterwards we will decide which topics to continue with.

7. Initiativ til at udbrede kendskab til ligestillingsarbejdet og bevidsthed omkring unconscious bias (ME & RLL)

RLL & ME had just had a meeting with Eva Sophia Meyers from GET. They were happy to help develop a concept for increasing awareness of the equality and diversity work, and unconscious bias on the Faculty

of health. This is in line with the own current focus on moving from ad hoc initiatives to more structured concepts for their work. They asked for more input on what we wanted to achieve with the initiative.

The following was mentioned in our discussion:

- Increase awareness of unconscious bias – awareness of blind spots
- Also in relation to how you do your research
- Make employees aware that there is still issues around GE
- Change leaking pipeline MN
- Career paths, and do we have equal opportunities when the numbers say something else: Work toward higher degree of equal opportunities
- More overall knowledge for employees – issues and initiatives at SDU
- Awareness of unconscious bias
- Share what are the issues – from more perspectives
- Better Work environment
- Attract and keep talent: what are we missing out on. How do we get a more diverse work-force
- To get awareness of what unconscious bias means in terms of research and work life balance in academia – what are we missing out?

This might be summed up as a dual goal to:

1. Share knowledge and increase awareness of GE and diversity issues.
2. Get more information in what is considered important GE and diversity issues at the departments of the Faculty.

Achieving these goals are seen as essential for directing the efforts in the council and at the departments and thus moving towards the goals of:

- Creating equal opportunities
- Mending the leaking pipeline
- Improve work environment
- Attract and keep talent

Other comments from the council was:

There was a consensus that it was important with a concept that could have a core dissemination on equality and diversity issues but at the same time be flexible in the adaption to the different departments.

It was viewed as important to have knowledgeable leads for the workshops to ensure sufficient level of knowledge on GE issues. This could be GET members?

Mosaic could be one of the packages

Continued process:

A yellow section has been added to OneNote. The notes from this meeting had been added to the section. All comments and suggestions can be added here. Remember to add initials and comments

GET will based on the meeting and this input on our purpose with the initiative make a suggestion.

8. Eventuelt

KBHJ – is in the current position untill august.

Dates: A date for symposium with GET was cancelled this spring. Currently a symposium is planned for 31.10-1.11 2019 where a meeting between the GET advisory board, LiU and the local council are planned for 1.11.2019 more information will follow.

Med venlig hilsen

Mette Elmose Andersen

Lektor