

# SDU's GE vision statement

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SDU is a diverse organization, where inclusive and welcoming conduct is promoted and where there is room and respect for differences. We continuously strive to minimize bias in decision making. We actively, purposefully and continuously strive to be an organization free of sexism, unwanted sexual attention, and all other types of harassment and discrimination.

Resting firmly on the principles of free, independent and critical research, SDU's strategic Gender Equality (GE) focus contributes to SDU's overall strategic goals so that "SDU is recognized for a motivating university framework for talented people and outstanding environments characterized by excellence, complementarity and diversity" and can thus "create value for and together with society; develop talents that encourage unique, innovative solutions; and contribute to breaking down barriers and shaping a sustainable future."

SDU's strategic GE-focus includes all diversity parameters through an explicit attention to gender equality and inclusion and is based upon research-based interventions and strategies. GE at SDU applies to all aspects of SDU's endeavors: through its close coupling to specific challenges and considerations, SDU's GE efforts support its study- and working environments as well as the execution of the university's primary tasks. SDU continuously works to offer structures and terms that promote equality and inclusion in our study- and working environments and in our research and teaching – and to continuously convey these aspects in our endeavor to attract talented students and employees. SDU's GE efforts ensure that SDU meets external requirements – nationally as well as internationally.

SDU acknowledges that striving for increased gender equality is an endeavour that involves the entire organization and requires necessary structural changes. That is why SDU's GE efforts are research-based and thus informed, consistent and conscious efforts with an ambitious, persistent and long-term perspective:

- Informed equality work rests on extensive, relevant GE data and knowledge from SDU as well as collaboration with national and international experts. This includes continual qualification through updated GE research
- Consistent equality work is achieved through continuous supporting of SDU's primary tasks and functions and through the ongoing and systematic follow-up on GE-initiatives across organizational levels provided by the quality assurance framework of SDU's Gender Equality Plan (GEP) and process plan.
- Conscious equality work is achieved through targeted dissemination, explicit leadership for GE and systematic application and development of methods that promote equality and ensure access

to the entire talent pool. This also includes ensuring visible and continuous development of processes, procedures and practices.

- An ambitious, persistent, long-term focus on GE is achieved through dedicated internal expert resources that support the organization's GE efforts; through structural embedding of GE in work cycles and procedures; through systematic follow-up on data and efforts; and through targeted communication practices that further GE and inclusion and contributes to visibility and transparency.

### **SDU's strategic GE-focus: Approach and principles**

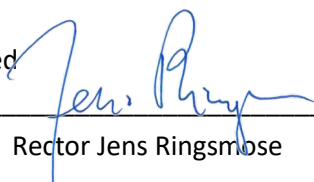
SDU's strategic GE-focus covers the entire organization and aims for long-term, sustainable development of SDU as a university and as a study- and workplace – based on an explicit focus on equality. The GE-perspective serves as the starting point for attention to other diversity parameters such as age, gender identity, ability, socio-economic and educational background, nationality, ethnicity, religion and sexual orientation categories. SDU's strategic GE-initiative is a long-term cultural and organizational development change effort which takes as its point of departure:

- local, situated contexts and specific problems and tasks as crucial reference points
- embedding of initiatives, measures and solutions in processes, procedures, and practices
- prioritizing dialogue and involvement of stakeholders

The following general principles apply to SDU's strategic GE initiative:

- Several parallel and mutually complementary initiatives are simultaneously advanced and coordinated across the organization
- Analyses based on high quality data combined with local experiences and expertise form the basis for focused and tailored action, initiatives, and interventions
- GE-perspectives integrated in organizational structures, systems and procedures ensure long-term, sustainable implementation
- Systematic follow-up through SDU's Gender Equality Plan (GEP) and ongoing dissemination of initiatives, solutions and impact take place at all organizational levels
- Responsibility and progress are ensured through engaging management in formulating and implementing measures in and across academic and administrative units
- leaders are responsible and accountable for their GE-efforts
- Focus on possible actions and what works combined with local anchoring of initiatives and local commitment to improving issues form the basis of mutual learning and capacity building across the organization
- SDU's Gender Equality Team (GET) serves as strategic and operative expert-resource to the rest of the organization, providing faculties, departments, units and cross-sectional functions with professional, research-based support based on locally defined needs and requirements

Conceded



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Rector Jens Ringsmose