

## Referat

**Emne:** Møde i SUND Ligestillingsråd  
**Dato og tidspunkt:** **Den 4. marts 2019 kl. 14.00 – 16.00**  
**Sted:** WP19, 2, Lokale AKF  
**Deltagere:** Ulrike Muscha Steckelings (UMS), Jørgen Povlsen (JP), Karen Søgaard (KS), Katrine Bindesbøl Holm Johansen (KBHJ), Tomas Homburg (TH), Rikke Leth-Larsen (RLL), Marianne Nygaard (MN), Mette Elmose (ME).  
**Afbud fra:** Alternate Uffe Holmskov (UH)  
**Referent:** Mette Elmose

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11. juni 2019

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### Dagsorden:

1. *Godkendelse af dagsorden*
2. *Orientering fra LiU v. ME*
3. *Opfølgning (kan glide sammen med punkt 4.a)*
  - a. *Rekruttering til ligestillingsrådet, v. RLL*
  - b. *Karriereveje (se bilag a), v. MN*
  - c. *Vores handleplan i øvrigt (se bilag b), v. RLL*
4. *Forberedelse af årsrapport for rådet, v. RLL & ME (se bilag c)*
  - a. *Status for rådets arbejde*
  - b. *Tal fra SUND*
  - c. *Fokus for 2019*
5. *Eventuelt*

### Bilag

- Karriereveje\_SUND
- Handlingsplan November 2018, fra OneNote
- Template for annual reporting

*Ad 1) Godkendelse af dagsorden*

*Dagsorden godkendt*

*Ad 2) Orientering fra LiU v. ME*

*Referat rundsendt*

*Ad 3) Opfølgning (kan glide sammen med punkt 4.a)*

a. Rekruttering til ligestillingsrådet, v. RLL

We had decided that all institutes should be represented by a member and an alternate. Both will get access to OneNote and will receive emails and information. The member and the alternate are both welcome to participate in the meetings, but each meeting should be attended by at least one of the institute representatives and both should be up to date on what is going on in the council and help raise awareness around issues regarding equality and diversity, as discussed in the council.

Recruitment: is currently in progress. When more options are available we will look for representativeness with regard to the parameters discussed at a previous meetings (i.e. gender, age, position, country of origin, campus site etc.). Recruitment is currently in progress.

**Update on new members since the meeting.** Ole Skøtt (OS) has approved the following new members:

Klinisk Institut: Associate professor Martin Lindberg-Larsen and alternate post doc Charlotte Myhre-Jensen.

Institut for sundhedstjenesteforskning: Alternate ph.d. Fellow, Birthe Marie Rasmussen

b. *Karriereveje (se bilag a), v. MN*

MN presented the updated slides. A brief description of the background for visualizing the career paths will be added (MN). Following discussion of the slides minor adjustments were suggested. (merge path 1 and 2, add the terms of studieadjunkt og studielektor, add professor emeritus (if possible), if possible link to "bekendtgørelsen". The adjusted slides and the background description will be sent around with the minutes for final approval. Afterward the paths will be used at the SDU SUND webpage (TH) and will be recommended to be use in connection to MUS-samtaler and when discussion career planning of employees.

Next steps could be:

- Description of the different positions
- Describe the arrows

a. *Vores handleplan i øvrigt (se bilag b), v. RLL*

RLL went through our work in the last year

a. The work on transparency in leadership is now on the Health webpage.

b. Career path

i. Slides (see 3.b)

ii. Senior politics (or ageism): JP has previously introduced this topic (see ). RLL will ask institute leaders for input on whether institutes currently have any politics in this area or if they have experienced any challenges with regard to seniors or intergenerational conflicts. This topic will be put on our next agenda. All members are

encouraged to read up on JPs presentation and provide their input from the institutes as well.

- iii. Combination positions. It is now encouraged to have MUS-samtale with both leaders at the same time. The issues of combination position is also visualised in the slides on career paths.
- iv. Mentorships have previously been touched upon but never really addressed. We decided to keep this as a topic to address during the next year.
- c. Recruitment (see 3.a.)
- d. To increase the visibility on the webpage of the work on equality and diversity at the Faculty and at SDU. This can help increase awareness of equality and diversity issues at the Faculty and SDU but this is also a profile that could be used more proactively with regard to recruitment. TH is currently working on this but is also expected to be an ongoing process.  
[https://www.sdu.dk/da/om\\_sdu/fakulteterne/sundhedsvidenskab](https://www.sdu.dk/da/om_sdu/fakulteterne/sundhedsvidenskab)
- e. Sexual harassment. We have discussed what the current practice is and it is encouraged that the council members all help increasing awareness at the Institutes of the new material on how to handle unwanted sexual attention.
- f. Unconscious bias: We have discussed this but also want to move forward by increasing the overall awareness of unconscious bias at the Faculty. We discussed different strategies and initiatives. It was decided that RLL + ME will ask OS for support for planning an activity (or activities) to increase faculty awareness.

**Update since the meeting:** RLL has been in contact with OS who supports this initiative. RLL and ME will contact GET to discuss their involvement based on their previous experience with similar initiatives and their overall goal around unconscious bias.

We have come across to articles from CPH challenging the "standard take" on the discussion on gender equality and unconscious bias. Links are:

<https://uniavisen.dk/der-er-ingen-paaviselig-diskrimination-mod-kvinder-paa-universiteterne/>

<https://uniavisen.dk/akademia-er-en-solstraale-historie-ingen-ubevidst-bias-mod-kvinder/>

#### *Ad 4) Forberedelse af årsrapport for rådet, v. RLL & ME (se bilag c)*

RLL and ME will make a draft based on this meetings point 3.c, and 4. and send around to all members for comments. The report is to be handed in before May 1st.

Following up on 3.c we decided that we in 2019 want to focus on:

- a. Senior politics
- b. Faculty-wide awareness of unconscious bias
- c. Continue our work on improving / supporting wellbeing at the early career steps and the steps with temporary positions. We want to continue to collect and share good examples from the institutes of what is currently done. E.g. The last meetings presentation by Lillian and RLL and their material.

We decided to produce 3 vodcasts this year (instead of our news story). TH will help produce these. It is suggested that the experience from IMM on investigating the work environment of the phd students together with human resources could be the first story.

TH, UMS and UH will arrange for a vodcast on this experience.

- d. UMS commented (based on work from CPH) on the role of work-environment and especially work-life balance on employees and whether a focus on sustainability could help attract and keep good and talented employees. .

*Ad 5) Eventuelt*

### **Future meetings:**

May 27: On the agenda so far:

- Senior politics
- Experience with vodcast on good practice (TH, UMS/UH)
- Initiative for increasing faculty wide awareness of unconscious bias
- (APV)

September 23: On the agenda so far

- Mentorship
- Work environment (or maybe December 9th)