

## Mandate for Gender Equality Team, GET-SDU

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*Equal equals better – better equality for better science*

### PURPOSE

GET-SDU is the Gender Equality Team at the University of Southern Denmark (SDU). GET-SDU's purpose is to ensure that SDU is a **diverse** employer with **an innovative and creative** research environment and an **inclusive** working environment. GET-SDU thus contributes to SDU's overall strategic goals of creating value for society, enabling talents and encourage the exceptional, breaking boundaries and shaping the future

### ORGANIZATION

GET-SDU is organizationally situated in the HR Development Unit and works strategically with gender equality at SDU. The team is tasked with exploring, developing and supporting the implementation of gender equality initiatives across the entire SDU. The work is carried out in close cooperation with the various faculties, organs and units, including the central and the local gender equality boards. The work is rooted in evidence-based research and shared experiences with other Danish and Nordic universities.

### FOCUS

The work on gender and equality challenges in the university sector is a strategic development area with increasing national and international focus, including from the European Union. GET-SDU's work is focused both on those who work at SDU (representation) and on work processes at SDU (organization). The focus is initially primarily aimed at the scientific staff, including the underrepresentation of women. Representation matters for an inclusive working environment, and a diversity of talents simultaneously increases the possibilities for broader and deeper research. At the same time it is imperative to implement equality initiatives in daily and strategic work processes at the university in order to reach a strong organizational integration of inclusive practices with equal working conditions and opportunities.

### TASK

GET-SDU works with systemic changes at SDU in order to create equal opportunities and ensure inclusive working conditions for all employees. Research on equality in the university sector confirms that *informed*, *consistent* and *conscious* work with equality leads to better research environments and better research results.

- *Informed* equality work is achieved through by establishing a gender datawarehouse with relevant equality data from SDU. The datawarehouse is integrated as an integral part of SDU's overall leadership information systems
- *Consistent* equality work is achieved through developing ambitious and clear Gender Equality Plans. These clarify and systematize considerations on gender equality aspects in all areas of SDU's activities, and the plans are followed up with systematic and continuous monitoring.
- *Conscious* equality work is achieved through systematic 'unconscious bias' training of employees who as a function of their position influence others' careers and working environments. The training targets unconscious and favorizing dispositions that influence decision making processes, in combination with positive changes in processes and procedures that ensure informed decisions.