

The Committee for Gender Equality at Health

Summary of the meeting: 09.06.2022

1 Meeting Information

Attendees:

Anne-Mette Hvas, Dean and chairperson - **Anni Mandrup Høeg**, Head of Secretary and representative of the academic staff, Department of Forensic Medicine - **Ask Vest Christiansen**, Associate Professor and representative of the academic staff, Department of Public Health **Felicity Mae Davis**, Associate Professor and representative of the academic staff, Department of Biomedicine - **Frederikke Bach Larsen**, representative of the students at Healths, Medicine - **Ida Vogel**, Clinical Professor and appointed by the dean, Department of Clinical Medicine - **Kristine Raaby Gammelgaard** Post.doc. and appointed by the dean, Department of Biomedicine - **Maria Charlotte Konge Theilgaard**, representative of the students at Healths, Medicine - **Siri Beier Jensen**, Head of Department and member of AU Diversity and Gender Equality Committee, Department of Dentistry and Oral Health - **Simon Fischel**, Communications Officer HE COMM and observer - **Hanne Johansen**, Advicer at Deans office and secretary of the committee

Absent: **Damian Hertoft Goldberg**, Head of PhD Division and representative of the technical/administrative staff - **Ebbe Bødtkjær**, Professor and member of AU Diversity and Gender Equality Committee, Department of Biomedicine - **Henning Andersen**, Clinical Professor and representative of the academic staff, Department of Clinical Medicine;

Guests:

AGENDA

- 1 Meeting Information
- 2 For discussion: Potential members of The Advisory Panel - 15.15-15.30
- 3 For discussion: Presentation of ideas for activities - 15.30-15.50
- 4 For discussion: Fonds and prizes - 15.50-16.00
- 5 For discussion: Qualification of the AU actions - 16.00-16.15
- 6 EVs

1) Meeting Information

It was decided to change item 5 and item 1.

2) For discussion: Qualification of the AU actions

Health Gender Equality Committee decided to recommend the following initiatives to AU Action Plan for Gender Equality, Diversity and Inclusion 2023-25:

Focus area 1 – Recruitment

Health Gender Equality Committee recommends Activity 1.1 with the following remark:

The activity is considered as the most important in relation to making an important strategic move and creating real change. Proactive and not least *professionalized search committees* are important for better gender balances, but also in terms of undiscovered potential / talents that have not been immediately spotted.

It is noted that Activity 2 could be included in activity 1.

Focus area 2 - Career development

Health Gender Equality Committee recommends Activity 2.1 and will work:

The committee notes that an important part of this work is to do an effort regarding the transparency and early guidance according to the recruitment plans of the departments. "Systematic and long-term work with career development" is a natural extension of this.

It is noted that the very explicit focus on Danish-language competencies may signal a specific focus on international employees, but the effort is just as important in terms of retaining Danish employees.

Focus area 3 – Management

Health Gender Equality Committee recommends Activity 3.1 with the following remark:

It is considered to be the most ambitious, and with most potential for changes. It will be important that the standards can be adapted to the various dimensions at faculties / departments / units at AU.

Focus area 4 - Workplace culture

Health Gender Equality Committee supports the focus area itself and believes that the work with workplace culture is extremely important. However, the two proposals do not seem to contain actions that will make a sufficient changes.

3) For discussion: Presentation of ideas for activities

Based on the discussions at the committee's last meeting Ida Vogel presented a summary of ideas for activities regarding gender equality, diversity and inclusion at Health. Attached as Appendix 1.

Health Gender Equality Committee discussed the activities:

Notes on Slide 2 – Workplace culture:

- Role models: It is important to have current stories from persons “in the middle of it”.
- Inviting the voices of the underrepresented gender: It is important to mention, that good meeting leadership includes every ones voices (minorities, the quite ones, international colleagues etc)

Notes on Slide 3-4 - Management:

We are trying to get better statistics, which is not as easy, as we hoped for.

Women’s health as an understudied aspect is a very important issue, but a little hard to put in an action plan like this.

>The committee decided to address it elsewhere.

Notes on Slide 5 - Recruitment:

-The actions in this focus area are closely related to the actions under the focus area for long-term career development. There are two tracks, which are both very important to secure a more diverse recruitment at Health:

1. Better support and communication for people who want to go the straight path through the system.
2. Better support and communication in relation to alternative career paths.

Notes on Slide 6 – Long-term career development:

We already asked for better statistics, which is not as easy, as we hoped for.

4) For discussion: Fonds and prizes

The committee didn’t have time for a discussion, but it is now put on the agenda at our next meeting Sept. 2, 2022

5) For discussion: Potential members of The Advisory Panel

All proposals received were considered as relevant and interesting. They will be contacted for membership of our Advisory Panel. At the next meeting, September 2, the committee will discuss potential further panel members and how to set up the first meeting.

Health Gender Equality Committee meets again Friday 2nd of September.