

# The Committee for Gender Equality at Health

Summary of the meeting: 25.04.2022

## 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 - **Damian Hertoft Goldberg**, Head of PhD Division and representative of the technical/administrative staff - **Ebbe Bødtkjer**, Professor and member of AU Diversity and Gender Equality Committee, Department of Biomedicine - **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**, Adviser at Deans office and secretary of the committee

**Absent: Henning Andersen**, Clinical Professor and representative of the academic staff, Department of Clinical Medicine

### Guests:

## 2 Welcome - by Anne-Mette Hvas

AMH welcomed the members of the committee and briefly informed about the background for constituting a gender equality committee at Health. Until now, it has been organizationally placed in the faculty management, but as we now enter a phase that will require more action and initiative, it was decided to establish an independent committee.

The AU Diversity and Gender Equality Committee was constituted in 2019 and will define common AU subjects and action plans: <https://medarbejdere.au.dk/strategi/diversitet>

One of the main reasons that recruitment is one of our first strategic focus areas is the numbers of female researchers, which decreases the further they get in their career. The figures do not show any signs that this pattern is changing for the time being. It requires actions and decisions at AU level, but also at faculty and department level.

We must be more focused and decided on what we want to target and achieve.

## 3 Round of presentation

The members of the committee presented themselves and their background to sit on the committee.

#### **4 Terms of reference for Health Gender Equality Committee**

The committee took note of the briefing

#### **5 The Advisory Panel**

The committee took note of the briefing and was asked to submit proposals for potential members of the panel, which will be discussed at the next meeting June 9, 2022.

#### **6 Annual follow-up to the faculty management team on the gender equality area**

The committee took note of the briefing.

*Following topics were discussed in relation to the work in the Health Gender Equality Committee:*

- Different approaches to the subject of gender equality:  
Knowledge and reason / ideology  
Numbers and statistics / environment and culture
- “Diversity” should be part of our approach as it is important to have a wider approach to equality, as in society in general
- Explicit, implicit, and unconscious biases, for example. in connection with recruitment
- Different approaches to the structural and cultural differences:  
-quotes  
-information and education at all managerial levels  
-how to work from a common standing point for both genders: This is not only a question of justice, but a work to be done for the best of the faculty and the research

*Following topics were discussed in relation to the statistics showing less women in higher research positions:*

- Our approach needs a broader focus: the challenges at the postdoc level start early in their career
- Can detailed data, preferably qualitative data, be obtained from the KVINFO survey?  
Both men's and women's answers could reveal not measurable challenges and invisible quotes
- The private sphere is part of the equality discussions when going abroad: For example, the fact that women take maternity leave while the man continues his career/stays abroad/
- Need for:  
- role models  
- framework that takes family life into account  
- Not gender-based support: Maternity leave is an obstacle. We need a better support for *everyone*, as you lose momentum during long maternity leaves

- Need for “meaningful measures” and nuanced approach  
-Is the aim 50/50 or something else? Possibilities must be the equal, but in the different research areas there are different reasons behind the numbers. We must have a nuanced approach to the numbers - and different actions in the different corners of the faculty.
- Every single person with a formal or informal leadership should have high level of consciousness on this matter
- Same goals, different starting points: When framing and concretizing our actions, we must remember that women do not start at the same level as our male colleagues.

### **7 About our next meeting - 17.05-17.10**

Brief sum up by AMH:

-We meet again June, 9. Henning Andersen from Department of Clinical Health will join us, as well as a representative of the academic staff from Department of Dentistry and Oral Health.

-We will have a focus on young students, PhD students and post docs

-Everybody is asked to submit potential members of the advisory panel, who will challenge the committee a few times a year

**>The following studies and sources were mentioned as interesting background knowledge:**

**KVINFO-rapporten IKM:** <https://health.au.dk/display/artikel/rapport-hver-fjerde-kvinde-har-oplevet-forskelsbehandling-paa-institut-for-klinisk-medicin>

**Talentbarometeret** <https://ufm.dk/publikationer/2020/maend-og-kvinder-pa-de-danske-universiteter-danmarks-talentbarometer-2019>

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