

Terms of reference: The Committee for Gender Equality at Health

Health's ambition is to be a faculty where everyone – both students and employees – experience being part of a work- and study environment with gender equality.

The focus of the Committee for Gender Equality at Health is gender equality for students and employees within the faculty's overall activities as a supplier of education and research. The establishment of the Committee for Gender Equality at Health further intensifies the faculty's commitment to the work of ensuring a better gender balance.

At the same time, gender equality is highlighted as an initiative that comprises the entire organisation, and therefore includes the development of Health as both a place of study and work with a clear focus on gender equality.

The Committee for Gender Equality at Health is established by the faculty management team at Health and also reports to them.

Purpose

The purpose of the Committee for Gender Equality at Health is to promote initiatives across Health that contribute to gender equality. This applies to both students, academic staff, technical and administrative staff and management. The term gender equality refers to all employees and students having equal opportunities and rights regardless of gender.

The Committee for Gender Equality at Health will contribute to making Health a leading faculty in the field of gender equality and will achieve this via a long-term cultural and organisational development initiative based on local context, specific initiatives, anchoring and follow-up on initiatives embedded in structures and processes, as well as stakeholder involvement.

The activities of the Committee for Gender Equality at Health support AU's gender equality policy.

Tasks

The Committee for Gender Equality at Health has the following tasks:

1. Draw up action plans to promote gender equality at Health.
2. Propose schemes, tools and instruments for ensuring gender equality and contributing to the realisation of these.
3. Seek to ensure local anchoring and action on ongoing activities and initiatives.
4. Monitor and evaluate initiatives for gender equality at Health.
5. Disseminate and share good practice across the faculty.
6. Include other forums at AU in the committee's activities and initiatives, e.g. student associations, the faculty's liaison committee and academic council, where relevant. The committee may also provide these forums with input concerning gender equality.
7. Ensure there is awareness of gender equality issues at Health, as well as awareness of the committee's work, the initiatives launched and the themes addressed by the committee, as well as the results achieved. This awareness applies to both staff and students at Health, at AU and among the general public.
8. Provide recommendations and input to AU's Committee for Diversity and Equality and support and contribute to the implementation of activities and initiatives initiated by AU's Committee for Diversity and Equality, including AU's action plan for gender equality.
9. Contribute to consultations etc. when the committee's assessment is requested.
10. Include relevant expertise from the faculty, other faculties and externally.

Relation to the faculty management team

The committee assists the faculty management team in matters concerning gender equality. The committee's chair keeps the faculty management informed of the committee's activities.

On behalf of the committee, the chair of the committee makes recommendations to the faculty management team regarding initiatives that require involvement from other units, management support or funding.

Composition of the committee

The committee comprises ten members:

- The dean is automatically both a member and the committee chair. This will ensure legitimacy for the committee's decisions and alignment with the faculty's and the university's other activities.
- Two members are appointed by the dean from among the employees at Health. This will ensure the involvement of those who are passionate about the area and also broad representation.
- Five members are appointed by the departments, with the department heads appointing one representative from among the academic staff. This will ensure departmental anchoring and support for the implementation and progress of the activities initiated by the committee.
- One member of the technical/administrative staff is appointed by the administrative centre manager. This will ensure that the views of the technical/administrative staff are heard in addition to the purely supportive aspects.
- A student representative from Health's student forum is appointed by and from among its members. This will ensure the inclusion of perspectives in relation to the educational- and study environment.
- A representative from HE Communication participates as observer.

Each member is appointed for a three-year term. Alternates/deputies are not appointed. If a member resigns during the period, a replacement may be appointed. Members may be reappointed.

The members are expected to be proponents of a gender equality agenda in the contexts in which they take part at the faculty and the university, and to help ensure focus on the area in general.

Meetings and administrative support

The committee meets at least four times a year, as a starting point twice in the spring and twice in the autumn. One to two additional meetings are also held with the advisory panel. The chair may also convene extraordinary meetings, and similarly, written processes should be expected via email.

Administrative support for the committee is provided by the Dean's Office.

Should the committee, as part of its work, request specific data reports, analyses, etc., the scope and timescale of these will be discussed with the relevant units. Any expenses are to be specified and then approved by the faculty management team before the work begins.