

Meeting date: 29/08/2023

Meeting place: 1540-32

Meeting subject: Equality and Wellbeing Committee meeting

Attendees: Franziska Eller, Mads Kristian Reinholdt Jensen, Jesper Jensen Bjerg, Tina Santl-Temkiv, Elizabeth Le Roux, Pil Birkefeldt Møller Pedersen, Elena Pearce

Minute taker: Elena Pearce

Minutes:

News from the Faculty Equality and Diversity committee:

- Restart packages have been renamed to Parental-leave packages
- Conversations with people going on leave will begin in Oct/Nov
- Pool of money needed for “gap-fillers” or substitutes when individuals go on parental leave. This does not apply to teaching, only for substitute lab staff/technicians. This must come from external providers as the faculty will not pay.
- This will be aimed at tenure-track and up, but we discussed that **PhDs and post docs likely need it most.**
- No timeline for this yet
- Help for coming back from parental leave: we are not sure what stage this is at

Action points:

- What happens to the refunds given for parental leave? Do the departments get this? Can we raise this?
- HR rep could be useful to have during leave conversations
- Parental network: for the whole faculty, **should be in English and inclusive to everyone**

Action points:

- Homepage needs setting up

Danish language

- There has been a tendency for department level meetings and some committee meetings to be held in Danish.
- English as the working language has been discussed and agreed on repeatedly, but this is not being upheld.
- Committees are important for those on tenure track to attend to show that they are playing an active role at the university.

- The issue of Danes teaching the Danish bachelor courses and internationals teaching the masters courses, which creates a partition in teaching.
- Engineering and AIAS pay for Danish learning support
- **However, we discussed that the financial support is not necessarily the problem, but time is.**
- **Learning Danish should be scheduled into the Tenure Track plans if the university requires it.**
- Social activities focused on learning Danish could also be useful
- **There may be differences in contracts and “matching the expectations” forms between individuals.**

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Action points

- Can we talk to union representatives about the differences between individuals contracts/ “matching the expectations” forms? Requirements seem to vary between individuals, but this needs to be investigated.
- Tenure-track group lunch meeting (also for newly-appointed Assoc. Profs.)

— Career-funding application / workshop for PhDs and Postdocs

Action points

- Ask for a list of previous participants from the secretariat
- Updates to be given after Friday

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No one can attend.

Action points

- Franziska to ask for slides/ resources

Gender bias

- Skewed again in biology due to latest appointments.
- Data is not readily available, so it's difficult to assess where the issues are
- Challenged gender equality still faces some denial/opposition in the university

— *Action points*

- Can we find out if it's because women (on tenure-track) are less likely to apply for the professor roles?
- find out what support is helping women to succeed
- gain access to the data
- formalise help for post-docs (of all genders) to get to tenure track