

## Minutes of Meeting Equality and Wellbeing Committee meeting Jan 17th 2023

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Participants: Elizabeth Le Roux, Marie Djernæs, Mads Kristian Reinholdt Jensen, Anne-Mette Siem, Tina Šantl-Temkiv & Franziska Eller

Invited: Franziska Petra Eller, Anne-Mette Siem, Clemence Krystel Marie Rose, Elena Annis Pearce, Elizabeth Le Roux, Ilias Foskolos, Jesper Jensen Bjerg, Laura Stidsholt, Mads Kristian Reinholdt Jensen, Marie Djernæs, Nils Risgaard-Petersen, Tina Šantl-Temkiv, Pil Birkefeldt Møller Pedersen.

### AGENDA:

1. Updates from sections
2. Update from faculty's Equality committee
3. Discussion of EWC input to strategy
4. Other

### MINUTES:

#### 1. Updates from sections

- Aquatic biology: The postdocs have started to be more organised, e.g. They initiated monday meetings where they meet together with the PhD students.
- Genetics and Ecology, Ecoinformatics and Biodiversity, Microbiology: There were no new initiatives. The sections are expanding with new postdocs and Phd students so maybe this could motivate new activities in future. The general feeling is that it would be good to have more interactions but staff on temporary contracts is already overwhelmed.

#### 2. Update from faculty's Equality committee

As a part of Circle U. National Conference, Aarhus: Diversity in the Making (<https://www.circle-u.eu/events/2023/national-conference-aarhus.html>), there will be Parallel panel sessions organised by the different faculties. One of the focal points of NAT will be an inclusive workplace culture for international staff.

During the "Nat halvdags-seminar om Nat Arbejdspladskultur" on Nov 28th. 2022 Hans Brix, Anne Blach, Anne-Mette Siem, and Franziska Eller discussed workplace culture amongst Postdocs and associate Professors. A summary of the workshop will be given by the faculty secretariat in February, and Biology will follow up on this, probably with a working group.

#### 3. Discussion of EWC input to strategy

We will take over the following (Ansvarlig):

- a. "Undersøge ligestilling på instituttet med henblik på at identificere de(n) mest presserende udfordring(er) samt udarbejde en handleplan, der adresserer de identificerede udfordringer".

We will do this through activities similar to the ones that are already ongoing or planned.

- b. "Aktiv indsats for at undgå alle former for diskriminering og krænkende adfærd"

*In connection with this, members of the committee will be among the contact persons stated on the (soon to be initiated) Code of Conduct.*

We will support the following (Understøttelse):

- c. "Rekruttere unge forskere med stort akademisk potentiale i tenure-track adjunkture, herunder sikrekønsbalance, internationalisering og diversitet"  
*We discussed that we would read and comment on the announcements before they are made public. We also consider to make a list of possible sites where positions could be broadly advertised to reach a wider and more diverse audience/applicants.*
- d. "Afholde et årligt arrangement om karriereplanlægning for ph.d.-studerende og postdocs"
- e. "Styrke graden af psykologisk tryghed på instituttet via afholdelse af dedikerede workshops og italesættelse på instituttet"
- f. "Afholde årligt eksternt internatophold for alle medarbejdere for at styrke socialt sammenhold"

As a part of this initiative, we could organize workshops, seminars and activities on the topic of equality and wellbeing that would complement the more social activities. Some examples would include an equality walk, unconscious bias tests or workshops organized by institutes working with equality (GenderLab, etc).

#### 4. Other

We would like to present the Junior Research Association and their activities at the different section meetings. We will ask Jonathan von Oppen to prepare a slide and we will use it to share the information at the individual meetings. We also discussed doing a longer presentation at the Department meetings, but these may not be the best information channel as postdocs are rarely joining the meetings. We discussed the idea of instead organizing an informal gathering in Biologihuset to spread the news on JRA and potentially initiate more regular meetings between postdocs cross-sections. The preferred date is the **2nd of march** at 15 following the Circle U parallel panel session. An alternative date could be the 23<sup>rd</sup> of February. We will invite María Josefa Verdugo Avello or Jonathan von Oppen to present the JRA at the meetings and will choose the date depending on their availability.