AU GENDER EQUALITY PLAN (GEP)
OUTLINE DOCUMENT
Introduction

The AU Gender Equality Plan (GEP) is constituted by two documents:

- AU Action Plan for Gender Equality 2020-22
- AU Gender Equality Plan: Outline document

The AU Action Plan for Gender Equality 2020-22 takes its point of departure in the Strategy 2025 of Aarhus University, which states that the university will intensify its efforts to promote diversity and prevent discrimination. The Action Plan was developed by the AU Committee for Diversity and Gender Equality and describes four focus areas (recruitment, career development, leadership and workplace culture), objectives and 12 concrete actions. A draft was sent in consultation throughout the organization in 2020, and the Action Plan was approved by university senior management in Autumn 2020.


According to General Annexes, a Gender Equality Plan (GEP) must consist of four minimum process-related requirements:

- **Publication**: a formal document published on the institution’s website and signed by the top management
- **Dedicated resources**: commitment of resources and expertise in gender equality to implement the plan
- **Data collection and monitoring**: sex/gender disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators
- **Training**: awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers

**Publication**

The two documents, which constitute the AU Gender Equality Plan are approved by the university senior management team and signed by rector. They are available on www.medarbejdere.au.dk/guep.

**Dedicated resources**

The organizational set-up to support the implementation of the GEP and more generally the university’s work on gender equality covers central, faculty and department levels:
To support the committees administrative resources have been dedicated at both central and faculty level, At the central level resources from Rectors Office and the HR Unit support the implementation of the GEP.

**Data-collection and monitoring**

AU makes an annual follow-up on data reports on sex/gender disaggregated data on personnel for the following categories/groups:

- Scientific staff
- Recruited scientific staff
- Qualified applicants for academic positions
- Assessment committees and hiring committees
- Management
- Recruited management
- PhD assessment committee
- PhD students on stays abroad

- Every 3 years, a workplace survey is conducted, which includes a special run on significant differences in men’s and women’s satisfaction across areas and job categories

The reports are made on department, faculty and central university level in consecutive order and they are discussed and commented on at all management levels. The process takes place in February-May.
Also, reports on gender equality and staff are available in Power BI, so that management at all levels always have access to updated data.

Key statistics and indicators on gender equality are presented on the university’s homepage.

Concerning students, data on students and studies can be calculated by gender. This includes application, admission, study progression, dropout, grades, completion, study time, unemployment, employment. There is an annual follow-up on student data, where gender is included as part of analyzes of e.g. dropout or well-being. Data-packages, which describe selected indicators and supplementary key figures are used in educational evaluations where study boards use the key figures in their ongoing quality assurance. Afterwards, data is discussed at all management levels in consecutive order. The process takes place in April-February.

AU also contributes with sex/gender disaggregated data to various national reports on Gender Equality:

- Annual report according to the “Gender Equality Act §11 on equal representation in Boards in governmental organizations” in the Danish Law on Gender Equality
- Gender equality statement according to “Gender Equality Act §5” in the Danish Law on Gender Equality
- "Talent Barometer", published by the Ministry of Higher Education and Science
Training

Aarhus University has a number of training and awareness raising activities concerning gender equality and unconscious bias for staff and decision-makers:

- Workshops for management: As part of the Action Plan gender equality, unconscious bias and leadership are addressed in a series of workshops for university management (p. 9).

- Gender equality and diversity are included as part of the generic courses on leadership training and development offered by AU HR.

- Gender equality and diversity are part of the awareness training for assessment committees and employment committees.

- Every second year Aarhus University hosts a conference on gender equality and diversity. The conference is mandatory for management, staff are strongly encouraged to participate and students are more than welcome as well. The conference is also open to guests. The most recent conference took place on 8 March 2021 and focused on the Action Plan and the implementation hereof (see key note talks).

- Aarhus University has produced a podcast-series on Gender Equality. The first season focused on role models: young, successful female researchers at the university. The second season is organized around the four focus areas of the Action Plan (see podcasts on recruitment, career development, leadership and workplace culture).

In addition to the minimum process-related requirements, the General Annexes suggest, that five content-wise, recommended areas are covered and addressed via concrete measures and targets:

- work-life balance and organisational culture
- gender balance in leadership and decision-making
- gender equality in recruitment and career progression
- integration of the gender dimension into research and teaching content
- measures against gender-based violence, including sexual harassment

The first three areas mentioned to a large extent overlap with the focus areas in the Action Plan: Recruitment, career development, leadership and workplace culture (see Action Plan for further reading).

As regards integration of the gender dimension into research content, the central Research Support Office as well as research advisors at the departments support researchers on how to integrate the gender-dimension - if relevant - into research projects and research questions when applying for grants.
Aarhus University has in place a set-up both for preventing gender-based violence including sexual harassment and for handling complaints.

The guidelines and tools concerning students are available [here](#).
The guidelines and tools concerning staff are available [here](#).

Lastly it deserves mentioning that Aarhus University is a member of Circle U. One of the ambitions of this alliance is to integrate gender balance in Circle U. activities. Aarhus University supports this by conducting a descriptive study that will serve as a first step to understanding the current situation of women in R&I at the member universities. The overall aim of the project is to provide a solid foundation for the drafting of a Circle U. Gender Equality Plan.