

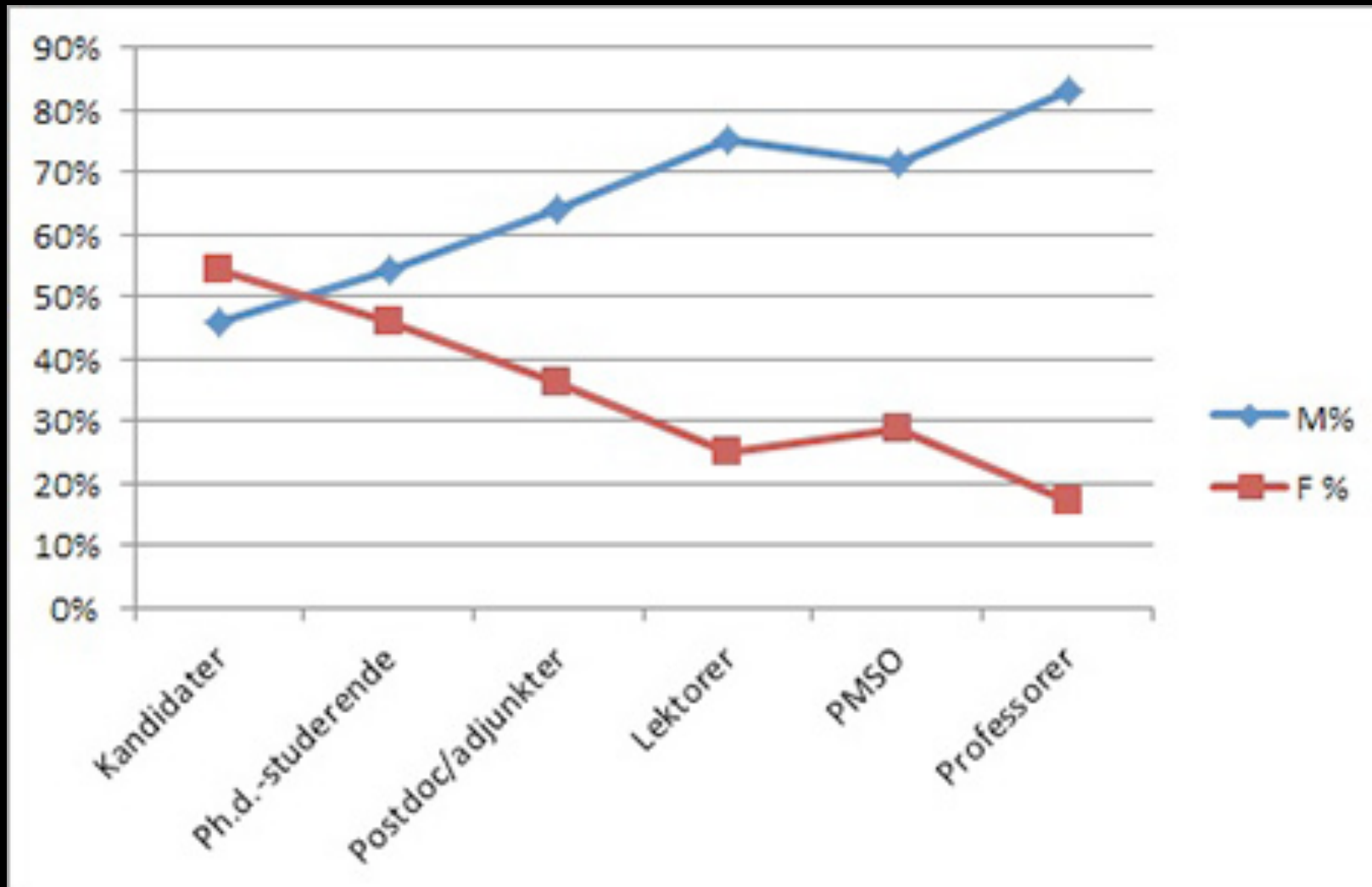
UNIVERSITY OF COPENHAGEN GENDER EQUITY POLICY

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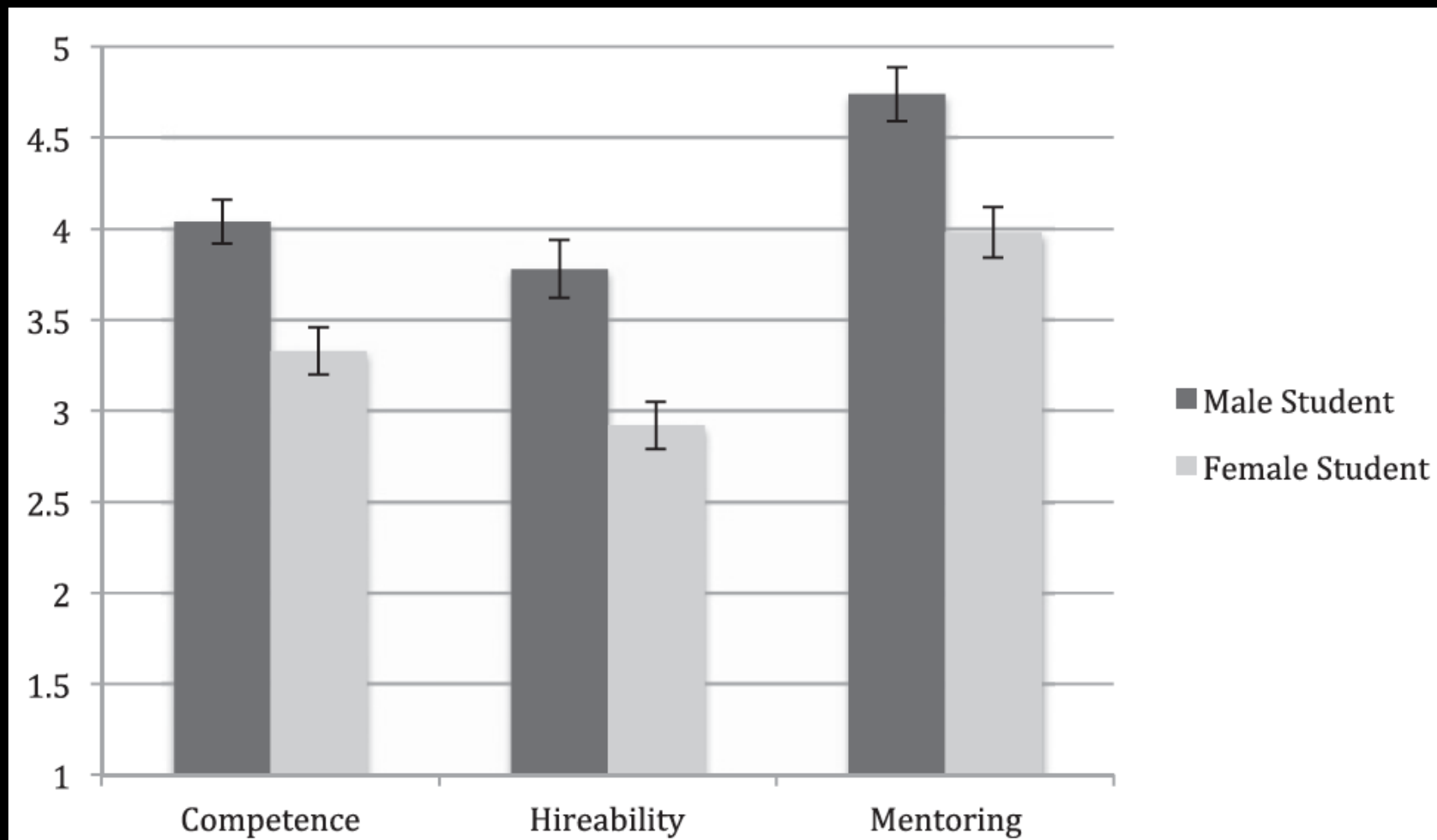
Policy at the University of Copenhagen

- Plan of action 1: 2008 – 2013
- 2015:
- Plan of action 2: 2015 – 2017
- National task force recommendations (Tine Jess)

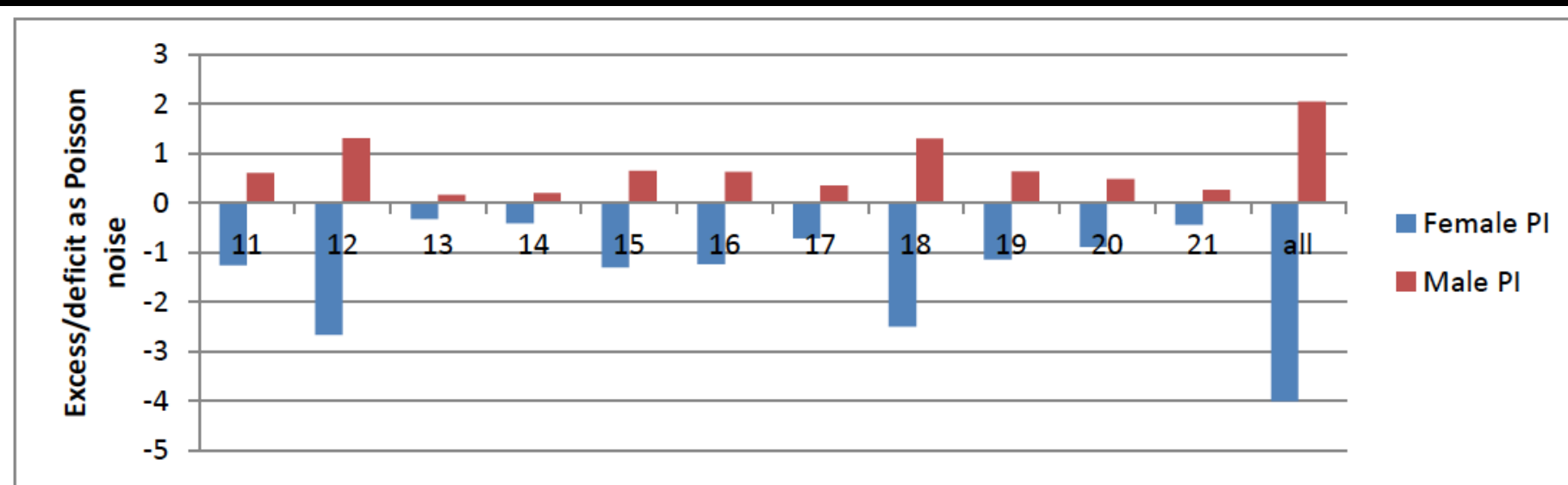
Faculty of Science



Unconscious bias & stereotypes



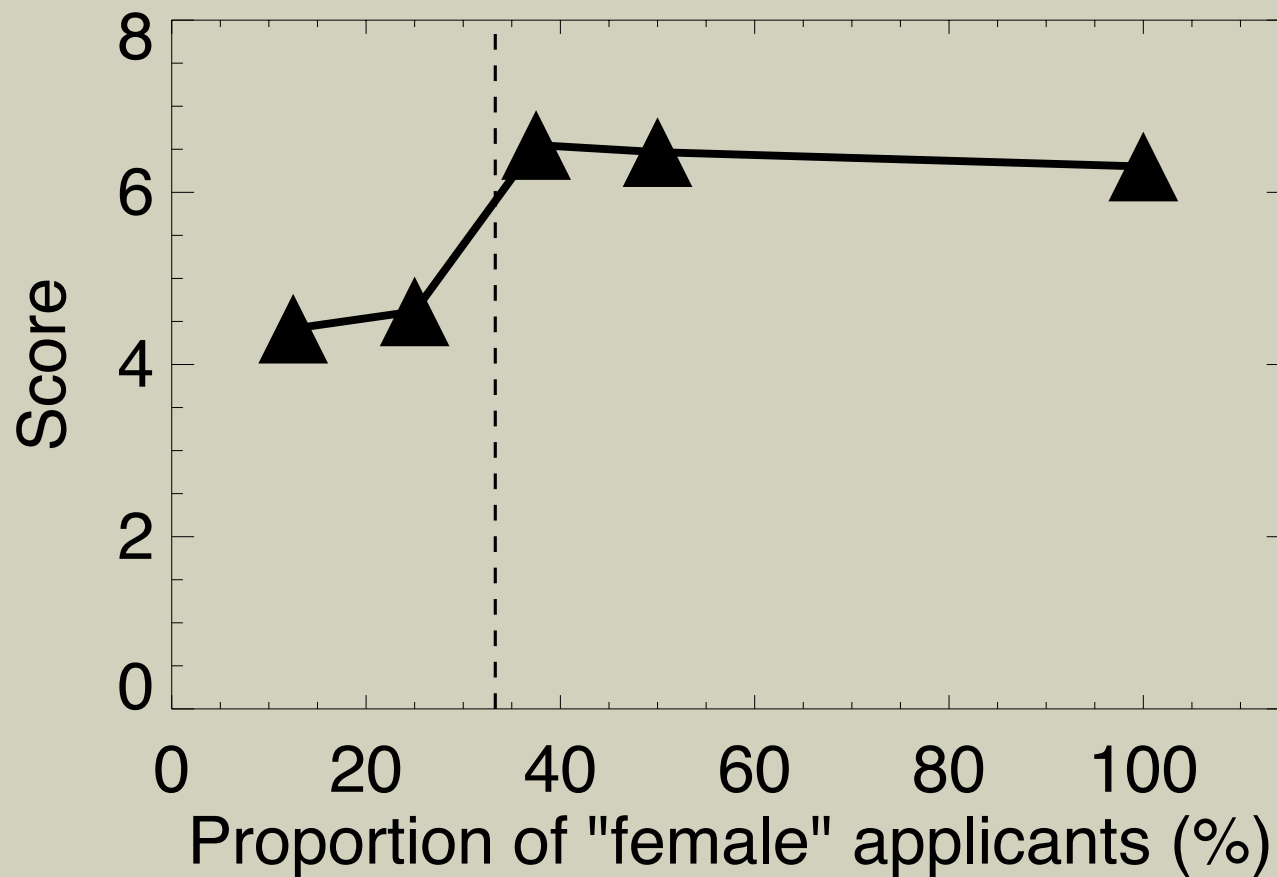
Hubble Space Telescope



Cycle 21: 96 % of TAC members felt that a discussion of unconscious bias prior to the Panel meeting had no impact on their assessment of proposals.

Of course, the point about unconscious bias is that one does not recognize its presence.

Score depends on context!



Fraction of women who succeed increase with number of female applicants

Stereotypes, unconscious bias, and lack of competition is a powerful cocktail!

Compare DFF, ERC grading schemes


Heilman (*Organizational Behaviour and Human Performance* 1980)

Summary of background (my own take)

- We're hiring men (little competition)
- Unconscious biases exist (and affect women hireability)
- Women CVs affected by an accumulation of little biases throughout career
- Lack of competition is a killer for gender equity
- The best current performers may not represent the best future talent

Situation at the Faculty of Science

- Increased awareness and almost unanimous acceptance that there is a problem (this is a major step ahead compared to just a few years ago)
- Leaders determined to 'do something'
- Frequent debates and meetings
- Independent department Science Advisory Boards unanimous in pointing to the problem
- Diversity a topic at recent section leader seminar
- Plan of action in place
- Some departments going beyond that



Faculty of Science plan of action:
careers, gender, and quality 2015 – 2017

RECRUITING (HIRING)

Leadership level

- Increased fraction of women among deans, vice deans, directors, and heads of department

	Baseline 2014			Måltal 2017
	M	K	K%	K%
Direktion	4	2	33	≥ 33
IL	11	1	8	≥ 15

- Departments should consider gender balance when appointing vice heads, heads of division, etc.

Faculty

- Departments must discuss gender balance annually and set targets for the next reporting period.
- Departments are encouraged to aim at an annual increase of 5 % among applicants of the underrepresented sex

Search efforts (new)

- Departments must establish search committees for faculty and leadership positions, including in connection with 'callings'
- Departments must discuss annually if they can announce positions in areas where there are qualified women
- Departments should conduct systematic scouting (both sexes)

Broad job advertisements

- Job ads should be broader and announced more widely. This must result in an increase of the number of applicants of both sexes
- There must be applicants of both sexes for each position (i.e., at least one...)
- Balanced gender representation in assessment and hiring committees



CAREERS

Maternity + paternity leave

- Departments must offer a meeting with scientists and PhD students regarding planning of their periods of leave
- Departments must establish a system to fund the optimal return of employees at the end of their leave

Transparent career paths

- Departments must clarify criteria for hiring into tenure track and permanent positions
- Various mentoring and career development recommendations...

OTHER INITIATIVES

- Visibility of female scientists
 - The faculty of science must nominate qualified candidates of both sexes for prizes, committees, leadership functions, etc.
 - Profiling female faculty internally and to the outside world
- Increasing the awareness of unconscious biases
 - Various concrete initiatives