Description of local initiative on gender equality 2022

Department of Agroecology, Faculty of Technical Sciences

1. Challenge

Short description of the challenge we would like to address

1. We have a challenge to attract and retain female employees
2. The young scientists (before Tenure Track) find it hard to know which demands they have to fulfil to be qualified for a permanent position
3. Visibility of new academic staff in the department and externally

2. Goal/outcome

What do we want to achieve?
What will be the indicators, that we have achieved our goal

1. Getting more female applicants for our permanent scientific positions
2. We would like the young scientists to have a clear view on what they can expect from the department and what they should be able to do themselves to be qualified for a permanent position
3. We would like to increase our visibility on recruitment – internally and externally, and show that we also engage female staff

3. Activities

Which activities do we want to initiate to reach goal/outcome

1. Establish active search committees, which i.a. has a special focus on encouraging female applicants
   Work with department website to make it appealing to all genders and reflecting an inclusive workplace
2. We will be working on a form with alignment of expectations on postdoc and assistant professor level
3. Make a template for relevant information that should be shown on the Internet

4. Involvement

Whom do we want to involve?
When and how is the management of the department/unit involved?

1. The scientific staff in the department will be involved in the search committees work
   Update of the department website will be done by our communication advisor, but scientists will be consulted on the content
2. Department management, Section managers and project leaders
3. Department management, Communication partner and secretaries

5. Time schedule

When do we start? When do we follow up? How often do we want to focus on the initiative? When do we expect that the goal is achieved?

The initiatives will be followed up on an ongoing basis, but specifically around:

1. The department will follow AU's Standards for the recruitment of permanent scientific staff. Furthermore the Tech faculty recommendations on number of qualified candidates and gender will be implemented
   A thorough update on the website will be made during the spring/summer 2022.
2. Work on the form will start in summer 2022 and the forms will be introduced to our scientific staff at a meeting in November 2022
3. In summer 2022 we expect to start up with a form for introducing permanent staff at our external website, and it will be an ongoing process