

Faculty Board for Humanities and Theology
Working Group

Action plan for gender equality, equal opportunities and diversity 2021-2023 at the joint Faculties of Humanities and Theology

Action plan

Goal	Activities	Time-frame	Person/s responsible for the activity
<p>The HT faculties are to have good knowledge of gender aspects of the allocation of the faculties' research funding.</p> <p><u>Perspective: "Employer".</u></p> <p><u>Focus area: "Recruitment and promotion".</u></p>	<ul style="list-style-type: none">- The research board is to inventory the distribution between men and women in allocation and ranking of funding managed by the board, i.e. research application support, printing grants, nominations to the Wallenberg Academy Fellows, Pro Futura, etc. The period to be inventoried is 2018–2020.- Based on the above inventory, the board is to conduct an analysis. The board is also to discuss the outcome and any proposed measures during its away-day in October 2021.	<p>Autumn semester 2021.</p> <p>Autumn semester 2021.</p>	<p>Pro dean responsible for research issues.</p>
<p>Knowledge of the dynamics in decision-making processes.</p> <p><u>Perspective: "Employer".</u></p> <p><u>Focus area: "Recruitment and promotion".</u></p>	<ul style="list-style-type: none">- The faculties' research board is to analyse the group dynamics in the board itself, regarding gender and positions in the academic hierarchy.	<p>Autumn semester 2021.</p>	<p>Pro dean responsible for research issues.</p>

<p>Knowledge of JLM perspectives in board work (JLM is the Swedish abbreviation for gender equality, equal opportunities and diversity).</p> <p>Perspective: "Employer".</p> <p>Focus area: "Recruitment and promotion".</p>	<ul style="list-style-type: none"> - The research board is to create a procedure with regular follow-up of the board's work on JLM issues through regular reflections on these issues in connection with the processing of applications and nominations. - Increase awareness of bias in the board – the board is to take part in the seminar on bias organised by the faculties. 	2021.	<p>Pro dean responsible for research issues.</p> <p>Included as a goal for 2021–2022 and then to become part of the regular work.</p>
<p>Increase awareness of the guide for students on discrimination, harassment and victimisation.</p> <p>Perspective: "Education provider".</p> <p>Focus area: "Study environment".</p>	<ul style="list-style-type: none"> - Investigate the possibility of publishing the guide on Canvas. - Inform people about the guide through the information screens at both SOL and LUX. - Make the guide more easily accessible on the website. 	2021.	Contact person for JLM issues.
<p>Create a flow chart to clarify management of cases of discrimination, harassment and victimisation at the faculties.</p> <p>Perspective: "Employer" and "education provider".</p> <p>Focus area: "Study environment" and "working conditions".</p>	<ul style="list-style-type: none"> - The contact person for JLM issues is to present a proposal for a flow chart to the working group which decides on the matter. - The flow chart is to be disseminated to the units and managers for information. 	2021.	Contact person for JLM issues.
<p>Establish a systematic working method to follow up on HT students' psychosocial health.</p> <p>Perspective: "Education provider".</p> <p>Focus area: "Study environment".</p>	<ul style="list-style-type: none"> - The study programmes board is to draft a proposal for a systematic working method to follow up on HT students' psychosocial health for a decision in the working group. 	2021.	Pro dean responsible for first and second cycle education issues.

<p>All employed teaching staff are to be offered the opportunity to take part in a seminar series in 2022 on preventing harassment and victimisation.</p> <p>Perspective: "Employer".</p> <p>Focus area: "Training and other professional development".</p>	<ul style="list-style-type: none"> - A working group is to draft a proposal for a seminar series to cover subjects including the Discrimination Act, trigger warnings and transgender identity. - In the management council, the heads of department are urged to facilitate the participation of teaching staff. 	2022.	Vice dean and pro dean responsible for first and second cycle education issues.
<p>Clarification of the expected SFAD work at the various levels of the University (central, faculty and departmental levels). (SFAD is the Swedish abbreviation for systematic preventive work against discrimination).</p> <p>Perspective: "Employer" and "education provider".</p>	<ul style="list-style-type: none"> - The gender equality and equal opportunities council meetings and the support team for SFAD are to monitor developments of how SFAD work is to be structured centrally at the University and at the subordinate levels. - The faculties are to work for clearer central support for the heads of department and departmental management in addressing cases of harassment and victimisation. - Heads of department and division directors are to be offered training on issues of harassment and victimisation. 	2022.	Dean, vice dean and pro dean responsible for first and second cycle education issues.
<p>Implementation of relevant points from the Tellus investigation in the faculties' SFAD work.</p> <p>Perspective: "Employer" and "education provider".</p> <p>Focus area: "Study environment" and "working conditions".</p>	<ul style="list-style-type: none"> - Discussion of the results of the Tellus investigation in the faculties' various boards and reporting of these discussions to the working group and the faculty board. - Discussion and further processing in the working group including any recommendations and decisions on guidelines. 	2022.	Chairs of the various boards and working group.

<p>Development of learning support in the digital learning environments.</p> <p>Perspective: "Education provider".</p> <p>Focus area: "Forms of teaching and organisation of education".</p>	<ul style="list-style-type: none"> - Study programmes board to initiate the discussion on appointing an inquiry to inventory needs and propose initiatives. 	2022.	Pro dean responsible for first and second cycle education issues.
<p>Establishment of a systematic follow-up of doctoral students' psychosocial wellbeing (including any questions on sexual harassment and other forms of victimisation).</p> <p>Perspective: "Employer".</p> <p>Focus area: "Working conditions".</p>	<ul style="list-style-type: none"> - The research programmes board is to start development work on a systematic working method to follow up on the psychosocial health of doctoral students, including the frequency of follow-up, the most suitable investigative tools, etc. - In parallel with the above, the research programmes board is to follow the faculties' development work on the psychosocial survey. 	2022–2023.	Pro dean responsible for third cycle studies issues.
<p>Highlight the effect of the Covid-19 pandemic.</p> <p>Perspective: "Employer".</p> <p>Focus area: "Working conditions" and "Opportunities to combine gainful employment with parenthood".</p>	<ul style="list-style-type: none"> - The research programmes board is to investigate how the faculties' doctoral students have been affected by the pandemic. Reports from e.g. LDK, SFS-DK & SULF can be used in the work but also statistics on absence due to illness. 	2022–2023.	Pro dean responsible for third cycle studies issues.
<p>Make information available on research studies and how to apply before each round of applications, as a standard procedure.</p> <p>Perspective: "Education provider".</p> <p>Focus area: "Admission and recruitment procedures".</p>	<ul style="list-style-type: none"> - Information on research studies and how to apply is to be made available online in both English and Swedish. The English version is also to include information about the Swedish social security system and forms of employment. 	2023.	Pro dean responsible for third cycle studies issues.

	<ul style="list-style-type: none"> - The departments are to be reminded of the importance of organising regular information meetings about research studies and how to apply, to encourage potential doctoral students to apply. 		
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Useful links

Legal texts

Equality Ombudsman

<https://www.do.se/choose-language/english>

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Lund University web page and picture on systematic preventive work against discrimination

<https://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equal-opportunities/preventive-work-against-discrimination>

https://www.hr-webben.lu.se/sites/hr-webben.lu.se/files/sfad-cirkeln_eng.jpg

Lund University web page on victimisation

<https://www.staff.lu.se/employment/work-environment-and-health/victimisation-and-harassment#Victimisation>

Lund University web page on gender equality and equal opportunities

<https://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equal-opportunities>

Lund University's plan for equal opportunities

<https://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equal-opportunities#Equal%20Opportunities%20Plan%20for%20Lund%20University>

Lund University's strategic plan

https://www.staff.lu.se/sites/staff.lu.se/files/strategic_plan_2017-2026_2.pdf

Regulations for quality assurance and quality enhancement of education at Lund University

<https://www.staff.lu.se/sites/staff.lu.se/files/2021-10/regulations-quality-assurance-quality-enhancement-of-education-lund-university.pdf>

List of students' rights

<https://www.lunduniversity.lu.se/sites/www.lunduniversity.lu.se/files/2021-03/List-of-student-rights.pdf>

The joint Faculties of Humanities and Theology

The HT faculties' web page on gender equality and equal opportunities

<https://www.ht.lu.se/en/the-faculties/work-environment-and-equal-opportunities/diversity-equal-opportunities-and-gender-equality/>

Regulations for third-cycle education at the joint Faculties of Humanities and Theology Regulations for doctoral education at Lund University

<https://www.ht.lu.se/en/education/phd-studies/regulations/>