

AAU Gender Equality Plan

- summary

AAU'S GENDER EQUALITY PLAN

Structural barriers make it more difficult for women and other minority groups to reach the top in academia. We want to do something about that at AAU. For although we have already been focused on creating equal opportunities and room for diversity, we are far from achieving our goal. Therefore, we will strengthen our efforts to promote gender equality and diversity at AAU during the 2022-2026 strategy period.

The AAU Strategic Action Plan for Gender Equality and Diversity provides the framework for the organisation's work to promote gender equality and diversity towards 2026. The plan covers all staff and students at AAU, which is why activities are coordinated and merged between the responsible councils and committees at AAU.

The action plan is the University's Gender Equality Plan (GEP) and compatible with EU requirements in relation to Horizon Europe. The plan has been discussed with the university's management, the five Academic Councils, the University's Main Joint Consultation Committee (HSU) and the Joint Collaboration and Working Environment Committee (FSA).

In AAU's Gender Equality Plan, we see gender equality as more than ensuring equal gender distribution. For us, gender equality is also about increasing diversity and creating inclusion. With diversity, we want to ensure a broad representation in management and among employees. With inclusion, we want to create a culture where everyone is familiar with the challenges of achieving gender equality and diversity, and where everyone is treated equally and recognised for their skills and potential. In particular, the plan aims to increase opportunities to recruit and retain talent.

EDUCATION OF MANAGERS AND EMPLOYEES

We are aware that gender equality does not come about on its own. It only emerges if we change our habits, behaviour and culture. Therefore, competence development is a key element of the AAU Gender Equality Plan. We must learn to be aware of our unconscious biases and learn to use tools to reduce them. We must be more aware of stereotypes in language and images, and we need to learn how to manage diverse teams.

DEDICATED RESOURCES

We have allocated specific resources for the implementation of the plan. This will ensure that from 2022-2026, competence development of managers and staff can be carried out across three themes; unconscious bias, inclusive language and communication, as well as inclusive leadership.

It also adds an additional FTE for the AAU Gender Equality and Diversity Secretariat, meaning the university has two full-time staff positions working to implement the AAU Gender Equality Plan. Furthermore, resources have been allocated to enable actions to be taken at faculty and department level to ensure support, ownership and local anchoring of the plan.

DATA COLLECTION AND MONITORING

We are collecting and monitoring gender-disaggregated data for staff and students by main areas, job categories, applicants and admissions. Moreover, we are collecting data in connection with recruitment and appointment processes.

To better track the gender distribution of our staff and students, we are developing a Data Dashboard, which makes it possible and easy for everyone at AAU to get an overview of the gender distribution in the organisation. We are also preparing an annual report on key figures for consideration by the university's management.

On behalf of the AAU Board and Management



Lene Espersen
Chair of the Board, Aalborg University



Per Michael Johansen
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