AALBORG UNIVERSITET

Aalborg University

Fredrik Bajers Vej 7K
P.O. Box 159
9220 Aalborg

Date: 29-08-2025
Reference number: 2025-021-02355

Committee meeting

A meeting of the Committee on Equality and Diversity is hereby convened

Thursday 11 September 2025, 14.00-16.00

Fredrik Bajers Vej 7k, room 0.25

Agenda:

Points for approval

1. **Approval of agenda (14.00-14.05)**
   Appendix: Agenda for the ULD meeting on 11 September 2025

2. **Approval of minutes (14.05-14.10)**
   Appendix: Minutes of the meeting of the Committee on Equality and Diversity on 25 February 2025

Points to be considered

3. **New inclusion survey at AAU (14.10-14.30)**
   Appendix: Case presentation

4. **Next strategy period at AAU (14.30-15.00)**
   Appendix: Case presentation

   BREAK (15.00-15.10)

5. **Equality reports in Power BI (15.10-15.35)** Appendix:
   Case presentation

Points for orientation

6. **Chair's announcements (15.35 to 15.45)**
7. **Committee announcements (15.45 - 15.55)**
8. **Optionally (15.55-16.00)**

Freely distributed Approved

Aalborg University
9220 Aalborg

Case worker:
Mikael Steensen Kristensen
Phone: 99403888
Email: mskri@adm.aau.dk

Date: 13-03-2025
Case number: 2025-021-02353

Minutes of the meeting of the Committee on Equality and Diversity on 25 February 2025

Participants: Lars Hvilsted Rasmussen (LHR), Linda Ibsen (LI), Trine Schultz (TS), Anne Estrup Olesen (AEO), Mette Mechlenborg (MM), Birgit Feldtmann (BF) and Mikael Steensen Kristensen (MSK – reporter).

Cancellations: Claus Lassen (CL), Louise Møller Haase (LMH)

1. Approval of the agenda

Appendix: Agenda for the ULD meeting on 25 February 2025

The agenda was approved.

2. Approval of minutes

Appendix: Minutes of the meeting of the Committee on Equality and Diversity on 4 November 2024

The minutes were approved.

3. Information from the meeting of the Board of Directors on 19 December 2024

Appendix: Case presentation

Recommendation: It is recommended that the committee be informed about the content of ULD's status to the board from the last board meeting and discuss the board's input to ULD's focus in the coming years.

LHR reproduced what he presented to the board in the annual report on equality and diversity at the board meeting on 19 December 2024. Here, there was a focus on completed activities in 2024, planned activities in the coming years and a status of the composition of both employees and senior management at AAU.

The Board discussed the proposal and the area. There were a number of specific comments on the measurement of the effect on initiated initiatives. The Board expressed a wish that initiatives are continuously measured and evaluated to ensure the best possible implementation. In addition, the Board of Directors had specific comments on the preparation of language principles for parallel language, which has been at first reading by the Executive management and is now being consulted in the organisation prior to a final consideration by the Executive management.

ULD discussed the board's comments, and these will be considered in the future focus of the committee's work.

Follow-up:

The ULD secretariat continues the work of securing more data in the area and for the evaluation of efforts. The committee will receive regular updates on this at the upcoming meetings.

4. Revision of terms of reference

Appendix: Case presentation
Appendix 1: Proposal for change of terms of reference

Recommendation: It is recommended that the committee discuss the content of the existing terms of reference with a view to possible amendments.

LHR recounted the reason why the terms of reference must be revised. This includes the fact that there has been an organisational change in the ULD secretariat and a desire to change to gender-neutral terminology in the terms of reference.

The committee discussed several possible changes to the terms of reference. It was discussed whether the current composition of members should be reconsidered to ensure that the right groups at the university are represented on the committee. It was also discussed whether the areas of responsibility defined in the existing terms of reference are in line with the focus that the committee has right now and will have in the coming years.

It was proposed that the formal changes that were sent out together with the meeting material be approved. In addition, there were some linguistic formulations that also need to be changed. Discussions on the composition and focus area of the committee will be postponed to a later date, when thorough time has been set aside for the topic. One suggestion was that this discussion can be taken when the committee is to prepare an action plan for equality and diversity. The committee agreed with these proposals.

Follow-up:

The ULD Secretariat incorporates the proposals received into the terms of reference. The terms of reference are then sent to the Executive management for approval.

5. Summary of local action plans from the inclusion survey

Appendix: Case presentation

Recommendation: It is recommended that the committee take note of the briefing. In addition, a discussion is requested on the overall process of local action plans with a focus on how the process can best be summarized and how similar processes can be advantageously planned in the future.

The item was postponed to the next meeting.

6. Discussion on equality and diversity work at AAU

Appendix: Case presentation
Appendix 1: Article from Update Viewpoint

Recommendation: It is recommended that the committee discuss AAU's approach to the work with equality, diversity and inclusion, including how strategies and initiatives from ULD can best be disseminated to the rest of the organisation.

LHR introduced the item and welcomed Malene, Caitlin and Nadieh, who participated in the item. They briefly introduced their experiences of equality and inclusion at AAU as a workplace when you are employed as a young, female and international researcher, as well as how they had organised themselves in a group at their department to create greater focus on the problems they experienced.

A number of examples were presented of how initiatives and strategies that are processed and decided centrally are not always visible in the organisation. It was also pointed out that there was not much knowledge of ULD in the organisation, and that it was difficult to find further information on the website and elsewhere. This can also be a problem in connection with the recruitment of new employees, as equality, diversity and inclusion for some will help to make AAU a more attractive place of employment. In addition, it was emphasised that much of the work in the area lies in the management strand and that employees do not have much influence in the area. A concrete suggestion in relation to this was to involve employees to a greater extent in order to ensure that the problems that take up the most space in everyday life were addressed.

The committee appreciated the presentation from the visiting researchers and also praised them for their dedicated work in the area. The committee took the criticism to heart and expressed that it was good to hear how initiatives and initiatives were received at the departments, as well as how a lack of communication in the area was a problem. The committee will take the points from the discussion into account in the future work as well as in the upcoming process for the preparation of a new action plan for equality and diversity at AAU.

Follow-up:

The ULD secretariat is investigating the possibility of ensuring more visible communication about the committee and its work. In addition, the secretariat ensures that the input from the discussion is included in the upcoming process for the preparation of a new action plan for equality and diversity at AAU.

7. Discussion on free hygiene products on campus

Appendix: Case presentation

Recommendation: It is recommended that the committee discuss whether an experiment should be initiated at AAU where AAU offers free hygiene products to students and staff at selected places on campus.

LHR introduced the item with an account of the background for the treatment of the subject.

The committee discussed arguments for and against the initiative. There was a general consensus that the initiative could provide increased security to some students and staff on AAU's campuses. However, it was pointed out that there is not much knowledge from similar initiatives about how great a need there is for such a solution, as well as what financial costs will be associated with the initiative.

The committee agreed that it would be beneficial to gather more knowledge about how large a need similar initiatives have covered in other organisations, as well as what financial expenses are associated with this. Therefore, the committee will not take a position on whether such an initiative should be recommended to be introduced at AAU.

Follow-up:

The ULD secretariat informs the rectorate of the committee's discussion and recommendation.

8. Chair's announcements

There were no announcements from the chairman.

9. Communications from the Committee

There were no announcements from the committee.

10. Any

There were no comments.

Can be freely distributed
For discussion

Reference number: 2025-021-02355

Case presentation for the meeting of the Committee for Equality and Diversity on 11 September 2025

New inclusion survey at AAU

Recommendation

It is recommended that the committee discuss how a new inclusion survey can best be carried out.

Appendix

No vouchers.

Case presentation

In 2022, Aalborg University conducted an inclusion survey, which formed the basis for a number of initiatives aimed at strengthening an inclusive culture at the university. As part of this work, all departments were required to initiate one initiative for diversity and one initiative for inclusion in 2024. Subsequently, it has been discussed whether a new inclusion survey should be carried out in 2025. The purpose of this will be to follow the development from 2022 to now, as well as to get an overall picture of the effect of the initiatives that have been initiated.

In previous discussions, questions have been raised as to whether the questionnaire should be sent out as an independent survey or included in the university's staff well-being barometer. However, it can be noted that the questionnaire for the current well-being survey has been determined, which is why inclusion questions cannot be included in it. If the inclusion questions are to be integrated into the well-being barometer, this can be done at the earliest in connection with the next staff well-being survey in the autumn of 2027.

At the Executive management meeting on 29 October, the Executive management will discuss whether a new inclusion survey should be carried out. It is recommended that the Committee take the preliminary discussions on how the process for the inclusion survey can take place, and whether there are points of attention in this connection.

Financing

☐ The entities/cost centres that are to finance a new activity are informed and agree that they must finance the activity in question.

☐ The financing of the suspended activity is proposed from a common pool, which will have to be increased.

☐ The financing of the suspended activity entails a significant drain on resources on the personnel side.

☒ A decision has not yet been made on the financing.

☐ The recommendation does not entail any new funding needs.

The inclusion survey in 2022 was conducted by the consulting company Connecting Cultures at a cost of DKK 186,250. No offer has been obtained for what it will cost with a new inclusion survey.

Case worker(s)

Kirstine Kjær Mathisen, kkmat@adm.aau.dk, 10605, HR Well-being and Development

August 31, 2025

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For discussion

Reference number: 2025-021-02355

Case presentation for the meeting of the Committee for Equality and Diversity on 11 September 2025

Next strategy period at AAU

Recommendation

It is recommended that the Committee for Equality and Diversity discuss how the committee's values can be incorporated into AAU's future central strategy, as well as how the process for preparing a new strategic action plan for ULD should be organised.

Appendix

No vouchers.

Case presentation

In the previous strategy periods, the work on equality, diversity and inclusion has not been part of AAU's central strategy. Instead, ULD has prepared an independent strategic action plan, which has run parallel to AAU's overall strategy.

AAU's current strategy *'Knowledge for the World'* covers the period 2022-2026. At the beginning of 2025, work was initiated to develop a new strategy for the next strategy period. The work is expected to be completed in April 2026.ULD's strategic action plan traditionally follows AAU's central strategy period.

At the committee meeting on 4 November 2024, ULD discussed the advantages and disadvantages of incorporating the work on equality, diversity and inclusion into AAU's central strategy, rather than maintaining a separate strategic action plan, as is the case today. At the meeting, it was decided that the committee still wants to prepare a separate action plan with a focus on specific initiatives and initiatives. At the same time, the committee recommends that ULD's values should be tried to be incorporated into AAU's central strategy, where relevant.

It is recommended that the committee discuss how the values of diversity and inclusion can be incorporated into AAU's future central strategy. The committee is also asked to discuss how the process for preparing a new strategic action plan for ULD should be organised.

Case worker(s)

Kirstine Kjær Mathisen, kkmat@adm.aau.dk, 10605, HR Well-being and Development

August 31, 2025

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Case presentation for the meeting of the Committee for Equality and Diversity on 11 September 2025

Equality report in Power BI

Recommendation

It is recommended that the committee be informed about the equality reports in Power BI and discuss the need for reporting on other parameters, and that the committee discusses future use of the reports at AAU.

Appendix

None.

Case presentation

AAU has prepared two equality reports in Power BI, which are currently under development and testing, but which are expected to be ready to be implemented and published soon.

There is an equality report for students and one for the number of employees at AAU.

The report for the students shows the distribution of gender, age and citizenship, and you can sort by faculties or all the way down to education level. The report for the number of employees at AAU shows the distribution of gender, age and citizenship as well as postal code, and you can sort by faculties, departments and years. It will also be possible to sort by the following job categories: Professor, Associate Professor, Assistant Professor, Researcher, Post Doc, PhD, Vip, Others, Managing Director, AC-TAP and TAP-Other.

The purpose of the reports is that data will always be updated rather than the more static version, where the numbers have been drawn for annual reporting. Trine Graff, who is a Power BI consultant, participates in the meeting and shows the reports and demonstrates the functions of Power BI.

It is recommended that the committee discuss whether it would be appropriate to report on other parameters in the future, such as career or salary development between men and women. In addition, the committee can discuss how the reports in the new format can be used at AAU in the future.

Case worker(s)

Kirstine Kjær Mathisen, kkmat@adm.aau.dk, 10605, HR Well-being and Development

August 31, 2025

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