

## Specific actions

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### 1. Specify and embed clear commitment from the top of the university

Action	Timing
Publish an integrated diversity policy	Summer 2015
Organise an event or activity focusing on gender	Annual
Assess the current gender balance with regard to speakers at workshops and conferences and provide feedback to the Board of Services to the University and the Community	Annual

### 2. Realise a structurally embedded range of gender-diversity training for managers

Action	Timing
Put gender on the agenda at meetings of the Board of Governors and the Council of Deans	Every two years
Incorporate a diversity and gender component into each existing 'leadership' training course	From the start of collaboration with the new partner
Include basic diversity training, including a gender component, in the central training catalogue	2015

### 3. Develop a gender policy for the recruitment and promotion of Tenured Academic Personnel

Action	Timing
Conduct quantitative monitoring of recruitment, promotion and exit: - Develop methodology for monitoring gender figures: - Compile an inventory of relevant indicators - Discuss what is possible with HR Department - Include this in standard BI reporting system	2014–2015
- Discuss results of quantitative monitoring with the Steering Committee and submit them to the university's Board of Governors	Every two years
Action	Timing
Conduct qualitative monitoring of recruitment, promotion and exit:	

<ul style="list-style-type: none"> <li>- Compile an inventory of existing practices within the faculties concerning career guidance (target and performance reviews) for Assistant Academic Personnel and non-statutory academic personnel</li> <li>- Construct an active career policy for Assistant Academic Personnel and non-statutory academic personnel</li> </ul>	<p>✓</p> <p>Start of 2014</p>
Conduct the staff survey	End of 2014 Processing 2015
Organise interactive group sessions for PhD students	Annual May-June
Organise mentoring programme	Start of autumn 2014
Facilitate opportunities for young lecturers to exchange experiences	Autumn 2014 (during the orientation session for new Tenured Academic Personnel)
Develop a draft for international experience	
Establish an International Staff Office	January 2014
Develop a gender test within the protocol for selection committees	2014
Develop draft concerning research calculus	✓
Screen standard job vacancy templates for gender neutrality	ongoing
Formulate transparent career policy for Tenured Academic Personnel: <ul style="list-style-type: none"> <li>- Implement a cycle of evaluation for the newly introduced Tenured Academic Personnel career policy</li> </ul>	June 2014
Adjust policy memorandum on family-friendly meetings	ASAP
Follow up on the possibilities for pre-school childcare (0-3 years)	
Draft a proposal concerning the funds for replacing Tenured Academic Personnel during maternity leave	2014

**4. Formulate a policy for achieving at least 1/3 representation of each gender on boards, councils and committees (to be specified)**

Action	Timing
Adapt in-faculty regulations to the gender decree	ASAP
Develop a system for justifying why a commission, council or component is currently unable to comply with gender-equality measures	ASAP