

Globe Diversity Programme Curriculum Vitae

KUNet website

Public website

Appointments

2021 - Pres Diversity Programme

Programme with evaluations every three years. Core tasks: Action plan development; enhance Globe-wide awareness of issues related to diversity and equity; recommend actions to reshape current practices to accommodate a diverse range of talent.

2019 - 2021 Diversity Allies Initiative

Ad-hoc interest group. Core tasks: Action bank to improve gender balance at Globe Institute.

Workshops and seminars

2023 (Feb) International Day for Women and Girls in STEM symposium.

Talks by 5 women conducting research at Globe at multiple career levels, 1 talk from UCPH Equity in Science Education research group, panel discussion.

2022 Diversity and inclusion workshop on combating inherent biases.

Facilitated by Professor Sara Luise Muir, Copenhagen Business School. Target audience: all group leaders; most groups attended. Offered three times.

2022 (Feb) International Day for Women and Girls in STEM symposium.

Talks by 5 women conducting research at Globe at multiple career levels, 1 talk from UCPH Department of Geosciences and Natural Resource Management on gender distribution in the geosciences in Denmark, panel discussion.

Reports and other resources

2023 (Spr) Recommendations to modernize and reduce bias in recruitment procedures

2021-2023 Geocenter Denmark

Sparing for Report on "gender imbalance, where do we fail retaining talent"

2022 (Fall) Provided recommendations and feedback on Globe's new harassment action plan

2022 (Fall) Mid-term report summarizing actions as a program (2021-2022)

and planned next steps

2021- Pres Contribution to Globes general action plan

2021- Pres Contributions to Globes goal and action plan

2022 (Spr) Added questions to Psychological Wellbeing Section of Workplace Assessment

2020-2023 Generated survey and subsequent report

on perceptions of Globe's diversity and support across several demographic axes, including gender, nationality, age, and disability. Two survey/report cycles.

2019 - Pres Creation and maintenance of peer-reviewed action bank

with recommendations to increase diversity, equity, and inclusion via recruitment, career development, workplace culture, and leadership.

Nominations

2023 **Danwise Prize for supporting women**
in science, technology, engineering, mathematics, medicine (STEMM), humanities and social sciences fields. Nominated by Head-of-Department Anders Hansen.

Additional Outreach

2023 (April) **Globe Early Career Researchers' Science Café. Diversity at Globe:**
Retention and progression of early career researchers.

2023 (May) **Faculty Club: Retention and talent**

2022 (Oct) **Discussion fora**
on career development activities for Globe postdocs and assistant professors

2021 **Globe day summary presentation**

2021-2022 **PhD day summary presentation**

2022-2023 **Faculty of Health forum for Diversity initiatives**
3 meetings

2021-2023 **Literature discussions:**
international representation in editorial boards; gender balance in STEM; gender differences in peer review outcomes.

2021 (Dec) **Department meeting introducing the Diversity Programme**

2021-2023 **Awareness actions:**
posters and Around Globe articles on: Universal access to information, International Day for LGBTQ+ people in STEM, Transgender Day of Visibility in STEM, Neurodiversity, How to be an ally and combat harassment, Globe's new harassment action plan, Know your biases

