

# GLOBE DIVERSITY PROGRAMME

## CURRICULUM VITAE

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### APPOINTMENTS

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- 2021 – Pres**      **Diversity Programme**  
Programme with evaluations every three years. **Core tasks:** Action plan development; enhance awareness of DEI issues and recommend actions directly to leadership.
- 2019 – 2021**      **Diversity Allies Initiative**  
Ad-hoc interest group. **Core tasks:** Action bank to improve gender balance at Globe Institute.

### SYMPOSIA (100+ attendees)

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- Feb 2025**      **International Day for Women and Girls in STEM symposium.**  
Talks by 5 women conducting research at Globe at multiple career levels; 1 talk from Nanna Mik-Meyer, Copenhagen Business School; panel discussion.
- Feb 2024**      **International Day for Women and Girls in STEM symposium.**  
Talks by 5 women conducting research at Globe at multiple career levels; 1 talk from Eva Sofia Myers, Southern Danish University; panel discussion.
- Feb 2023**      **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.
- Feb 2022**      **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; panel discussion.

### WORKSHOPS AND DISCUSSION PANELS

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- 2024 – Pres**      **Annual Diversity Programme retreat.**  
Evaluation of past and current projects, prioritizing and planning future work.
- Fall 2024**      **Panel Debate: Research excellence today and in the future. Are we on Track?**  
Discussion facilitated by Professors Marie-Louise Nosch (former President of the Royal Danish Academy) and Jens Hjorth (Niels Bohr Institute). Panelists: Dean Bente Merete Stallknecht and Prorector David Dreyer Lassen and Globe professors Anders Johansen, Carsten Rahbek, Eske Willerslev, Katherine Richardson, Minik Rosing and Tom Gilbert. Debate on how to define and equitably evaluate merits to identify, hire, retain, develop and support world-class scholars at Globe.
- Spr 2024**      **Living Labs Early Career Researchers' Workshop on Excellence.**  
During a Science Café event, facilitated brainstorming and discussion on how to re-evaluate how excellence is assessed for hiring and promotion

- Spr 2024**      **Living Labs PI Workshop on Excellence.**  
Facilitated discussion among Globe PIs to re-evaluate how excellence is assessed for hiring and promotion
- 2022**            **Diversity and inclusion workshop on combating inherent biases.**  
Facilitated by Professor Sara Luise Muir, Copenhagen Business School. Target audience: all group leaders; most group attended. Offered three times.

## **REPORTS AND OTHER RESOURCES**

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- 2024**            **Investigation on gender bias in Globe publishing**
- 2023**            **Recommendations to modernize and reduce bias in recruitment procedures**
- 2021-2023**      **Geocenter Denmark**  
Sparring for report on gender imbalance, where do we fail retaining talent.
- 2022**            **Input for Globe's new harassment action plan**
- 2022**            **Mid-term report (2021-2022)**
- 2021 – Pres**      **Contribution to Globe Institute general action plan**
- 2021 – Pres**      **Contributions to Globe Institute goals and action plan**
- Spr 2022**        **Input for Psychological Wellbeing Section of Workplace Assessment**
- 2020 – Pres**      **Bi-annual Diversity Survey and Report**  
on perceptions of Globe's diversity and support across several demographic axes, including gender, nationality, age, and disability.
- 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**

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- 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**

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- 2024 – Pres**      **Participation in KU Diversity Sounding Board**
- Feb 2024**        **Globe Early Career Researchers' Science Café: Defining Excellence**
- Aug 2023**        **Coordinated Globe's participation in CPH Pride parade**
- Apr 2023**        **Leading session on equitable merits for KU-wide diversity network**
- May 2023**        **Faculty Club: Retention and talent**
- Oct 2022**        **Discussion fora**  
on career development activities for Globe postdocs and assistant professors
- 2021**            **Globe Day summary presentation**
- 2021 – 2024**      **Annual 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.

**Dec 2021**

**Department meeting introducing the Diversity Programme**

**2021 - 2023**

**Awareness actions:**

Posters, Around Globe newsletter articles, and/or reading lists: universal access to information, International Day for LGBTQ+ people in STEM, Transgender Day of Visibility, International Day for People with Disabilities, Neurodiversity, how to be an ally, Globe's new harassment action plan, know your biases, when science meets race.