

Diversity Programme Mid-term report

This report provides: an overview of actions and progress made during our first term (Feb 2021- Sept 2022), an account of current diversity status at Globe, and finally, the plan for the last term of our appointment.

First term actions and progress

The Diversity Programme was initiated in February 2021 and aimed to formalize the peer reviewed bank of actions into a work plan for diversity and inclusion for Globe. We have structured the proposed action plan around 4 focus areas: Recruitment, Career development, Workplace culture and Leadership, each of which has several subtopics (Appendix-Fig.1). During the first term diversity was a central point on all Globe Leader Team (GLT) meetings where all the proposed actions were discussed and adjusted. In the first term the Chair was invited to attend all GLT meetings in full length by default which is no longer the case. Being part of the full meeting was useful both in terms of putting *Diversity* on the Agenda across the institute but also for identifying where in the management levels or processes we could provide help as well as raise attention and awareness. During the last part of our term, our involvement is reduced to the agenda points GLT members deem relevant, and thus, we cannot any longer maintain a broader function.

In addition to action development we have:

- Hosted a workshop for Diversity and Inclusion facilitated by CBS Professor Sara Luise Muir. All group leaders have been invited and the workshop has been held on 3 different days (Program in Appendix). All invited assistant Professors attended, all but two male associate professors attended and 1 female and 6 male professors attended (headcount/FTE 2021: 1F 15M / 1F 13M, data: SUND Health report August 2022). Spare seats were offered to the members of the Diversity Programme Steering Committee and Administrative Staff.
- Made 6 awareness actions highlighting:
 - International day for universal access to information
 - International day for LGBTQ+ people in STEM
 - International day for people with disabilities: Neurodiversity
 - Resource document for supporting neurodiverse colleagues
 - How to be an ally and to combat harassment
 - Know your biases
- One seminar on International day for women in STEM including 5 women speakers from Globe and Nanna B. Karlsson from IGN on the Gender distribution of the Geosciences in Denmark, followed by a panel debate moderated by Eline Lorenzen, Head of Research. Up to a 100 + Globe members attended.
- Created websites on kunet and on Globe.dk (<https://globe.ku.dk/about/diversity-programme/>)
- Arranged another questionnaire where a summary report is in preparation. Progress pending administrative assistance to extract data.
- Development of modern and bias-reduced recruitment procedures.
- Hosted 4 literature clubs on the topics of: international representation in editorial boards, gender balance in STEM and gender differences in peer review outcomes
- Created a repository of online Diversity related resources
- Added points to the 2021 APV that was modified by Rambøll

Globe diversity status.

VIP gender distribution. Following the headcounts made for the APV 2021 Globe's gender distribution is very skewed towards men at the higher career levels (Fig. 1a). Combined, our group leaders have balanced groups (Fig. 1b): The 27 male group leaders manage in total 55 men and 54 women. The 6 women group heads manage 11 men and 11 women (5 men and 1 women group heads did not have Globe anchored VIP personnel and their groups are not represented in Fig. 1b). All 6 section leaders are men and combined they are in charge of 32 men and 7 women PIs (Fig. 1d). In terms of scientific staff, the change in headcounts between 2021 and 2020 is shown in Fig. 1e. At most position types, more men than women are hired. There has been a decrease in male hirings at tenure track assistant professor and associate professor levels and a slight increase in women tenure track assistant professors (0,3).

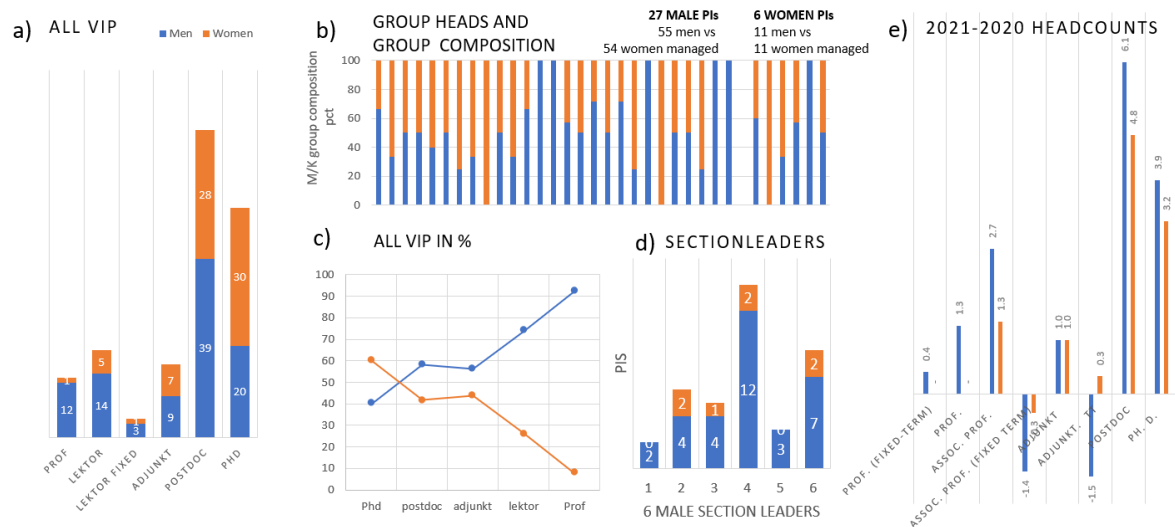


Fig. 1. Globe headcounts. a-d based on APV 2021 data and e is based on data from SUND Health report August 2022. a) ALL VIP across genders and career levels. b) Gender composition of groups divided on group head genders. c) Scissors diagram of gender distribution across career levels in pct. d) Globe section leaders and the gender distribution of their employees. There are 0 women section leaders. e) Change in number of employees between 2021 and 2020.

Leadership and committees. The VIP personnel from GLT consists of 6 men and one woman (Vice head of department for research) and all are Professors or Associate Professors. There are three vice heads of departments, 2 women (research and communication) and 1 man (education). Head of communication and head of research are part of GLT+. The VIP personnel from Globes Advisory Committee consists of 11 men and 1 woman where all are Professors or Associate Professors. At LSU the management is represented by 2 men and one woman and the employees by 8 women and 2 men. LAMU has 6 male management representatives, 9 OHS representatives of which two are male, and two women (chemical and radiation protection) coordinators. (Head of Administration and secretary not included in any of the above counts).

Program for the last period: 1.5 yr: Accountability and equal opportunities

Statistics on gender distribution in:

Submitted funding applications
Funded applications
Group diversity
Section diversity

Awareness campaign

Women publish less (not included/invited)
Women are less cited
Map your network (nationality, gender,)
Map your co-authors (nationality, gender)
How to make fair merit assessments

We will continue monitoring and inclusion actions for the last terms and plan to launch a questionnaire close to term.

Our recommendations for the future:

- Implementation of all actions inserted in action plan, currently we
 - are in the process of fast-tracking recommendations for representation. In particular we propose that any globe hosted event with input outside Globe strives to have a balanced gender distribution.
 - Continue our dialog with UCPH wide diversity consultants to sync and tune efforts
- Career development: Structured across committees, councils, boards and programmes, including involvement and commitment from professors.
- GLT-defined goals for gender distributions across career levels.
- Development of a plan for tackling diversity in person types.
- We propose an updated procedure for handling harassment. We recommend educating a minimum of two people from two different sections, ideally one male and one female, making the reporting process much more straightforward and potentially “safer” for persons experiencing harassment. The point of contact can also help validate if an incident was harassment (inc. misconduct and offensive behavior) and can serve as a spokesperson for the victim or join the victim in meetings with the e.g. management or TR etc. The educated point of contacts could keep track of incident frequency and type and should be able to hold reports confidential and ensure anonymity (when requested by the victim). The points of contact could report the type and number of incidents annually. Specific data needs to be provided if the victim wants to report to the management and disclose details of the incident (implementation in progress).
- Integration of diversity strategy across LAMU and LSU.
- Transparency in leadership decisions including job announcements for faculty positions. This was also raised at all three Diversity workshops. To enhance transparency, inclusion and upbringing of younger folks in the institute it could be beneficial to have fixed seats for a representative of the PhD students and a representative for the Postdocs as well as the PIs in both the GLT and in the GAB.

APPENDIX

The focus areas of the outlined action plan for diversity and workplace belonging. Objectives and activities may change slightly.

CORE TASK	SUSTAINABLE RESEARCH ENVIRONMENT FOSTERING CREATIVITY			
GOAL	IMPROVE DIVERSITY AND WORKPLACE BELONGING			
SUB-GOAL	MORE DIVERSE RESEARCH GROUPS			
FOCUS AREA	RECRUITMENT	CAREER DEVELOPMENT	WORKPLACE CULTURE	LEADERSHIP
Objectives	1. Diversify the pool of applicants. 2 Hireing process with awareness toward diversity and potential biases	Improve gender equality and diversity at all levels of the career ladder through 1)systematic focus on diversity and 2) reducing barsel obstacles	1. Create a work environment that helps every staff member to realise their full potential, 2. Increase the level of retainment of underrepresented groups	1. Active support from management on the topic of gender equality, 2. Increase the gender balance in management teams. 3. Debates and policies at the management level
ACTIVITY	Broadening applicant pool (advertising, referrals, active recruiting)	Improve diversity of funding applicants	Awareness actions on gender equality	Implementation of diversity across GLOBE and across management levels
	Develop guidelines for unbiased recruitment	Focus on including people from underrepresented groups for nominations (awards/promotions...)	Representation and Inclusive meetings and workshops	Monitoring
	Quotas for gender ratios at several steps in the hiring process	Equal bonuses	Diversity statements	Måltal
		parental leave packages	Awareness actions of supporting underrepresented groups	Follow up on Diversity actions

Appendix-Fig.1

Program for the Diversity workshops

9-9.30: Introduction to Diversity and KU initiatives.

By: Anders J. Hansen (HoD) / Eline Lorentzen (vice HoD) and Karina K. Sand (Chair of Diversity Programme)

9.30-10.00: Benefits of Diversity and why it is hard to achieve.

By: Sara Louise Muhr. Professor at CBS.

10.00-11.00: Fix the system.

By: Sara Louise Muhr

11.00-12.30: Workshop: Diversity, bias and belonging at GLOBE and concrete actions

Moderator: Sara Louise Muhr

12.30-13.10: Lunch

13.10-14.00: Discussions: How to improve diversity at GLOBE.

Moderator: Anders J. Hansen (HoD) / Eline Lorentzen (Vice HoD)

14.00-15.00: Plans and process for improving the diversity at GLOBE.

Moderator: Anders/Eline and Karina