UPPSALA UNIVERSITET

Gender Equality Plan

Department of Information Technology

2016-11-24

Content

1. Introduction

There are several reasons why it is important to correct the gender imbalance in Information Technology. The most fundamental reason is that the choices made by individuals should be based on each person's talents and interests, not on gendered stereotypic expectations. To change the unfortunate gendered stereotype of Information Technology as being a male subject would thus contribute to increased equality and freedom in society.

A second reason for improving the gender balance is that as long as women are strongly underrepresented as students and employees in Information Technology, they are likely to experience a more difficult work environment than their male colleagues. Individuals of a strongly underrepresented group are more likely to be seen as representatives of their group rather than competent persons in their own right. They will also more likely be seen as different. These and other similar effects cause energy drain for those affected by them and can thus hamper the possibilities of members of the underrepresented group to realize their full potential in the study situation and/or at the workplace. There is a need for a better gender balance to decrease these detrimental effects.

The gendered stereotyping of Information Technology as a male subject means that we fail to realize the full potential of Information Technology talent in the population. This can be regarded as sub-optimization of resources. Men and women get different, gendered experience, and can thus contribute with different perspectives, for example in seeing different aspects of a problem to be solved. This is very relevant in Information Technology, where the ultimate goal is to produce technical artefacts to be used in society. It is then of great value that the solutions proposed by Information Technology experts are taking relevant aspects, as broadly as possible, into account.

The following plan is applicable to all activities within the Department of Information Technology. It hence applies to all staff and students of the department. This plan supplements the gender equality plans of Uppsala University and the Faculty of Science and Technology.

The legal underpinnings for gender equality are listed in the Uppsala University [Action Plan for Equal Opportunities](#) [Handlingsplan för lika villkor, in Swedish] which is valid from 2014-04-8. For more information regarding the gender equality plans of the University as well as the Faculty, please refer to the unit for HR-support [Enheten för HR-stöd in Swedish].

The plan is composed of two parts. The first part describes continuous gender equality activities at the department and the second part describes activities planned specifically for 2016. The plan is followed by an appendix that includes a follow-up of last year's gender equality work as well as a quantitative description of the current situation when it comes to gender equality at the department.

2. Responsibility for Gender Equality Work at the Department

The Head of Department has the overall responsibility for gender equality work at the department. The department is required to have a Gender Equality Officer, appointed by the Department Board. The Gender Equality Officer is responsible for reviewing and evaluating gender equality work at the department, planning and executing gender equality projects as well as regularly updating the Gender Equality Plan. The Gender Equality Officer is also responsible for providing students and employees with support regarding issues or questions related to gender equality within the department.

2.1. The Gender Equality Group

At the department there is a Gender Equality Group appointed by the Department Board.

2.2. Gender Equality Plans

The University and the Faculty have adopted gender equality plans that take precedence over the Department's Gender Equality Plan; see the Equal Opportunities Plan of the Faculty as well as the Action Plan for Equal Opportunities. [Handlingsplan för lika villkor, in Swedish]

The University also has a parental policy and a plan for equality with regards to sexual orientation and gender identity and/or gender expression

3.   Continuous Gender Equality Work

This section presents continuous work regarding gender equality at the department. This work follows the gender equality plans presented above, and also includes some continuous work that is specific for the Department of Information Technology.

3.1.   Gender Equality Officer

There shall be a Gender Equality Officer. Information about how to get in contact with this person shall be available from the department website.

Officers in charge: Head of Department and the Gender Equality Officer

3.2.   The Gender Equality Group

The department shall have a Gender Equality Group led by the Gender Equality Officer. Each division within the department shall be represented in the group, in addition to representatives of administrative staff, technical staff and students.

The members of the Gender Equality Group have the mission to serve as the department's steering committee for gender equality. They have the mission to be the review panel in equality issues, such as to monitor and evaluate gender equality efforts, suggest equality efforts, and plan and implement gender equality projects. Furthermore, the group members are expected to inform their respective divisions/equivalent and head of division/equivalent on the work of the gender equality group.

The gender equality group will have monthly meetings except during June and July. The meetings and the documentation of the Gender Equality Group will be in English.

Officers in charge: The Gender Equality Officer and Head of Department.

3.3.   The Management Group (In Swedish: ledningsgruppen)

Members of the department's Management Group who have not yet participated in training on gender equality shall undertake such training.

There shall be at least one member of the Management Group who is qualified to deal with gender equality issues and who will have the explicit responsibility for monitoring such issues.

Officer in charge: Head of Department

3.4.   Contact Person for Gender-Related Violations

There shall be a contact person for gender-related violations. This person shall, to the greatest possible extent, receive relevant training to be able to fully perform this responsibility.

Officer in charge: Head of Department

3.5.   Gender Equality Plan

The Gender Equality Plan shall be evaluated and revised yearly. The Gender Equality Plan shall be made available in English and Swedish. In case of any disputes over interpretation between the different versions, the Swedish version will prevail.

Officer in charge: The Gender Equality Officer

3.6.   Recruitment

For each recruitment process those in charge (supervisors, director of undergraduate studies, group leader, etc.) shall actively and widely search for candidates of underrepresented gender.

Measures taken to this end shall continuously be reported for consolidation and review, in order for channels and contact networks for recruitment to be progressively developed. In the long term, this may contribute to a gender-balanced recruitment processes.

Officer in charge: Head of Department

The way in which an active and wide search for candidates of underrepresented gender has been carried out shall be reported in writing by the one responsible for the recruitment to the Head of Department who, in collaboration with the Gender Equality Group, annually reviews all such submitted accounts and compiles a report which is to be published at a suitable location and linked to from LäsIT. The reporting shall be done using this form: Monitoring of activities promoting gender equality in staff recruitment at the Department of Information Technology [in Swedish].

Officer in charge: Head of Department

There is to be a follow up analysis of gender representation in positions at the department using the gender equality indicators. The analysis will look at the proportion of women and men in the positions mentioned in the appendix of this gender equality plan. The follow up should be done every fifth year starting the year 2016. Corrective measures shall be imposed if there is not a positive development. With positive development is meant a visible changes towards a breakdown of women and men within the interval 40-60%

Officer in charge: Head of Department in consultation with the Gender Equality Officer

3.7.   Salaries

Differences in pay both within and between different comparable groups of employees shall be investigated using the salary statistics to determine whether they can be explained on the basis of gender, or if there are other explanations. Specifically, salary differences between

administrative and technical staff as well as between lecturers and research assistants shall be analysed. If any differences are found to be on the basis of gender, action shall be taken to remove them.

Officer in charge: Head of Department in consultation with the Gender Equality Officer

3.8. Information

Provide general information on the work that is being done on gender equality at the department, which resources are available, etc.

Officer in charge: The Gender Equality Officer

Information on the work of the Gender Equality Group is to be provided continuously at division meetings and, as and when required, in LäsIT

Officer in charge: The Gender Equality Officer

A summary report on the work of the Gender Equality Group is to be a part of the next year's gender equality plan.

Officer in charge: The Gender Equality Officer

Meeting minutes of the Gender Equality Group shall be published on the group's website.

Officers in charge: The Gender Equality Group

3.9. Appointment of Groups with Important Strategic or Decision-making Functions

There shall always be representation of both genders in every group appointed to discuss or decide on issues affecting a larger number of employees. Groups with both gender represented are the Department Board the Work Environment Group, the Emergency Management Group, the Gender Equality Group, the Nomination Group and the Program-Responsible Professors Group (Swedish: PAP-gruppen).

Officer in charge: Head of Department

There is to be a follow up analysis of appointments at the department by collecting and documenting data on the gendered composition of investigative and decision-making bodies. The follow up should be done every fifth year starting the year 2016. Corrective actions shall be imposed if there is not a positive development in these measures.

Officer in charge: Head of Department in consultation with the Gender Equality Officer

3.10. Research

The department shall strive to increase the share of senior women in research, as well as improve visibility for female researchers (both within and outside the department). Among other things, this means that women shall be represented to a high degree in any group of strategic nature – such as groups formed for referral reports, grant applications, etc.

Officer in charge: Head of Research

3.11. PhD Education

The department shall endeavour to increase the proportion of female PhD students, as well as improve the visibility of female PhD students.

Officers in charge: Head of Department

There is to be on-going analysis of the gender distribution of examination committees and faculty examiners for the public defence of PhD dissertations per research subject. If there is a gross imbalance over a period of 36 months, corrective measures shall be imposed in consultation with relevant deciding units.

Officer in charge: Head of Department

3.12. Undergraduate and Postgraduate Education

Gender coaching and training in gender-sensitive pedagogy shall be offered to all teachers at the department.

Officer in charge: Head of Department

3.13. Funding for Measures to Promote Gender Equality

The department has set aside funds to be used for activities (proposed by employees at the department at application time) deemed to be positive with regard to gender equality at the department. Announcements for grant opportunities shall be made at least twice each year. The applications will be compiled and ranked by the gender equality group, after which the Head of Department makes the decision. The group itself may also propose initiatives that could be funded from this pool.

A summary of who applied for the funds and what sums have been granted will be compiled and published for instance in LäsIT at the end of each year.

Officer in charge: Head of Department in consultation with the Gender Equality Officer

The above-mentioned operating procedure shall be evaluated in 2016.

Officer in charge: Head of Department in consultation with the Gender Equality Officer

4. Action plan 2017

The focus areas of the action plan for gender equality actions in 2017 are presented below. The heading for each focus area denotes the goal of that area.

4.1. A Better Understanding of the Gender Situation of Technical and Administrative (TA) Personnel

WHAT: The goal is to create a better understanding of the gender situation for technical and administrative personnel, in order to receive input for next year's action plan within the area.

HOW: Present the results of the survey and interview study conducted in 2016 for the administrative staff (TA-gruppen) and write a short report from the survey and interviews. Next year, we will propose measures aimed at the technical and administrative staff based on these surveys.

WHEN: This focus area will be presented and discussed at the Gender Equality Meeting in April of 2017.

RESPONSIBLE: Anna-Lena Forsberg

WHO: Anna-Lena Forsberg and Karolina Malm Holmgren

4.2. Gender Equality Awareness Education to Create a Better Learning Environment for All

WHAT: The goal is to maintain a gender-sensitive education which creates a good learning environment for all.

HOW: 1) Discuss the possibilities of including gender awareness in the introductory courses taught at the department, such as the courses in the IT-program and the Computer Science undergraduate and graduate programs. Discuss the proposed changes with the teachers and support them with the implementation of selected changes. 2) Add a comment on equal conditions in the department's course evaluations. 3) Add a seminar and a discussion on equal conditions to the Strategic Teachers' Day 2017. 4) Inform students about the possibility of seeking funding from the equality group.

WHEN: This focus area will be presented and discussed at the Gender Equality Meeting in March of 2017.

RESPONSIBLE: Mats Daniels is responsible for items 1, 2 and 3. The student representatives in the Gender Equality Group is responsible for item 4.

WHO: Mats Daniels works with items 1 and 2, and Liselott Dominicus Van de Bussche will joining Mats on item 3. The student representatives are working with item 4.

4.3. A Better PhD Education for all

WHAT: The goal is to create gender equality awareness among PhD students and tutors, creating a level playing field for the department's graduate students.

HOW: 1) We will work with the implementation of the <u>FESTA-tool</u> for gender-aware supervision. In this work, we will maintain a dialogue with the equality groups across the faculty, as well as with the FESTA project. 2) We will continue to work with the seniors' team for graduate students, which began in 2016. 3) We will arrange a lunch seminar on harassment and discrimination. 4) We will organize a role-playing workshop? about discrimination, on the doctoral students' ski trip and at the PhD-Student Days (or equivalent) at the faculty level.

WHEN: This focus area will be presented and discussed at the Gender Equality Meeting in February and August of 2017.

RESPONSIBLE: 1) Åsa Cajander is responsible for work with the FESTA-tool for tutoring. 2) Gunilla Kreiss is responsible for the continued work with the seniors' team for graduate students. 3) Anna-Lena Forsberg is responsible for the seminar on harassment. 4) Virginia Grande Castro is responsible for organizing role-playing workshop? at the PhD-Student Days.

WHO: Åsa Cajander and Ulrike Schnaas will work to implement the FESTA-tool. 2) The various representatives of the Equality Group will work on the follow-up to the seniors' team with Gunilla Kreiss coordinating. 3) Virginia Grande Castro is responsible for the seminar on mental health, and Anna-Lena Forsberg is responsible for the seminar on harassment. 4) Astrid Raid and Virginia Grande Castro works on the role-playing workshop? for the ski trip and the PhD-Student Days.

4.4. Supporting Women in Post Doc-, Associate Senior Lecturers- or Senior Lecturers Positions

WHAT: The goal of this area is to create a better work environment for female postdocs, associate senior lecturers and senior lecturers at the department.

HOW: 1) We will support the division of Computer Science and the division of Computer Systems, in their respective gender equality project for the second year running. The division of Systems and Control will set up a gender equality project in 2017. The divisions will be responsible for these projects in their focus on gender equality, but the Equality Group will support and follow the divisions in their work. 2) We will launch a career program at the department to support young researchers. The program will include discussions on gender equality in academia.

WHEN: This focus area will be presented and discussed at the Gender Equality Meeting in November of 2017.

RESPONSIBLE: 1) Åsa Cajander is responsible for supporting and monitoring the divisions' equality projects. 2) Gunilla Kreiss will work with the career program for young researchers.

WHO: 1) Åsa Cajander and Nina Almgren will support the divisions in their equality projects. 2) Gunilla Kreiss and Aletta Nylén will work with the career program for young researchers.

4.5.   Enhance the Capacity of the Gender Equality Group to Work as Change Agents

WHAT: The goal of this action is enhance the Gender Equality Group's capacity to work as change agents at the department.

HOW: 1) We will discuss and determine how the gender group will cooperate with organizations such as ACM-W and with conferences DataTjej etc. 2) The group will create and implement strategies in order to be visible at the department. We will inform the various divisions of the group's work. 3) We will arrange a retreat for the Gender Equality Group in October of 201, where the group's work will be evaluated and next year plan will be discussed.

WHEN: 1) will be discussed at the meeting in January of 2017. 2) A PowerPoint presentation about the group and the funding opportunities it provides will be completed in January of 2017. 3) The retreat will be held in October of 2017.

RESPONSIBLE: 1) Åsa Cajander is responsible for organizing the discussion. 2) Virginia Grande Castro is responsible for increasing the group's visibility. 3) Åsa Cajander is responsible for organizing the retreat.

WHO: 1) Åsa Cajander is responsible for organizing the discussion. 2) Virginia Grande Castro is responsible for increasing the group's visibility. The various representatives of the equality group are responsible for informing the department about the group and the funding opportunities at their respective divisions. Michael Laaksoharju will prepare a PowerPoint presentation that can be used in this informative work. 3) Åsa Cajander is responsible for organizing the group retreat.

5.   Appendix

This appendix includes a description of last year's gender equality work as well as a qualitative description of the current situation at the department.

5.1.   Description of Last Year's Gender Equality Plan and Gender Equality Work

The Head of Department has performed the actions that he was responsible for according to the plan, with one exception: Paragraph 1.6 of the plan has not been implemented as the equality indicators have not been available in the new Glis.

The Head of Research has worked actively to increase the share of senior women in research through the work with a future post doc program at the different divisions at the department. The Head of Research has also worked with initiating a career program for young researchers in the position of Assistant Professor.

The Gender Equality Group worked well according to the continuous work described in the Gender Equality plan for 2016. We organized an inclusive leadership education seminar with a follow up seminar for members of the department's Management Group, the PAP group and Heads of Studies. We funded XX applications for gender equality projects. The Gender Equality Officer attended a one-day-conference on gender equality in academia organized by the FESTA project, and presented our work with the FESTA toolkit at a conference about PhD supervision. We nominated several candidates to the gender equality award at the department.

The items in the action plan for 2016 were addressed, with a few exceptions and with several additions of things we did do:

4.1. A Better Understanding of the Gender Situation of Technical and Administrative (TA) Personnel. We did interviews and a survey to the TA group which resulted in several presentations and a better understanding of the gender situation of technical and administrative personnel. These will be the basis for the work 2017 in this area.

4.2. Gender Equality Aware Education that Creates a Better Learning Environment for All. We organised regular meetups with students and PhD students for network possibilities. We organised one pedagogic lunch seminars related to didactics, students and gender and not two during the year. We did not manage to include gender awareness in the introductory courses that we are teaching at the department, due to unexpected changes in faculty teaching.

4.3. Better PhD Student Education for all. We discussed the possibility of organizing a retreat with the female PhD students at the department, but the level of interest was low. We presented the FESTA toolkit at a lunch seminar and we had a discussion of future work with the toolkit with Ulrike Schnaas who has developed the toolkit. We also held a workshop about the toolkit at the NU conference in Malmö, and at presented it an international conference focusing on PhD supervision. We did not analyse the university wide survey sent to PhD students since the results have not been released yet. Nina will share the results with the group as soon as she receives them.

4.4. Supporting Women in Post Doc-, Associate Senior Lecturers- or Senior Lecturers Positions. We launched two gender equality projects at the divisions. These will be reported separately by the heads of divisions that run the projects. We did not update the database with names of female researchers, but we discussed different possibilities and looked into the legal aspects of having such a database. Now we are awaiting new legislations that might influence our work with the database. We analysed existing interviews with women in postdoc, associate senior lecturer and senior lecturer

positions and discussed them at one of our meetings. Gender equality was not included in the research strategic day at the department due to other things being prioritized.

4.5. Enhance Capacity of the Gender Equality Group to Work as Change Agents
We organised a retreat in October to evaluate the work in the group and made a plan forward. We also discussed the recent changes in the discrimination law and the consequences for the group at the retreat and we learned and discussed the area of resistance to change. We organised informal gender equality coffee meetings once a month to discuss and talk about the gender equality work at the department. Topics this year has been for example having equal opportunities award at the department. We also had a visitor coming to the gender equality coffee meeting to discuss possible collaborations.

5.2.   Description of Current Situation

5.2.1   Number of employees at the IT-Dept. in November 2016

Total Number of employees	Women	% women	Men	% män
261 people	69	26%	192	74%

The number of women decreased by 9% from Nov. 2015
The percentage of women employees increased by 13% from Nov. 2015.

5.2.2   Number of full time employees at the IT-Dept. in November 2016

Total number of full time employees	Women	% women	Men	% men
235 people	63	27%	172	73%

The number of full time employees decreased by 11% from Nov. 2015
The percentage of full time women employees increased by 17% from Nov. 2015

5.2.3   Leave at the IT-Dept. in 2016

Number of employees with parental leave sometime between 1/1 - 9/11, 2016

Parental Leave	Women	% women	Men	% men
49 people	11	22%	38	78%

The total number of employees with parental leave increased by 63% from November 2015.
The proportion of women with parental leave increased by 83% from November 2015.
The proportion of men with parental leave decreased by 2.5% from November 2015.

Percentage of employees with parental leave by the total number of employees 1/1 - 9/11, 2016

Parental Leave	Women	% women of 261	Men	% men of 261
49 of 261 employees = 19%	11	4%	38	15%

The total percentage of parental leave against the total number of employees increased by 90% from November 2015.
The percentage of women with parental leave increased against the number of total employees, by with 83% from Nov. 2015.
The percentage of men with parental leave increased against the number of total employees, by with 87% from Nov. 2015.

Number of employees with time off without pay sometime during the period 1/1 - 9/11 2016

Time off without pay	Women	% women	Men	% men
25	4	16%	21	84%

The total number of employees' taking time off without pay decrease by 11% from November 2015.
The proportion of women taking time off without pay increased by 75% from November 2015.
The proportion of men taking time off without pay decreased by 16% from November 2015.

Percentage of the total number of employees taking time off without pay during the period 1/1 - 9/11 2016

Time off without pay	Women	% women	Men	% men
25 of 261 employees = 10%	4	2%	21	8%

The percentage of employees taking time off without pay was the same as by Nov. 2015.
The proportion of women taking time off without pay increased by 100%.
The proportion of men taking time off without pay decreased by 11%, from Nov. 2015.

Number of employees with temporary parental leave sometime during the period 1/1 - 9/11 2016

Temporary parental leave	Women	% women	Men	% men

19	6	32%	13	68%

In total, the number of employees' taking temporary parental leave decrease by 9% from November 2015.
The proportion of women taking temporary parental leave increased by 20% from November 2015.
The proportion of men taking temporary parental leave decreased by 19% from November 2015.

Percentage of the total number of employees taking temporary parental leave during the period 1/1 - 9/11 2016

Temporary parental leave	Women	% women	Men	% men
19 of 261 employees = 10%	6	2%	13	5%

The percentage of employees taking temporary parental leave was the same as by Nov. 2015.
The proportion of women taking temporary parental leave was the same as by Nov. 2015.
The proportion of men taking temporary parental leave was the same as by Nov. 2015.

5.2.4   Sick Leave at the IT-Dept. in 2016

Number of employees on sick leave sometime between 1/1 - 9/11, 2016

Sick leave	Women	% women	Men	% men
54 people	21	39%	33	61%

The total number of employees on sick leave increased by 35% from November 2015.
The proportion of women on sick leave increased by 23% from November 2015.
The proportion of men on sick leave decreased by 43% from November 2015.

Percentage of the total number of employees on sick leave during the period 1/1 - 9/11 2016

Sick leave	Women	% women	Men	% men
54 of 261 employees = 10%	21	8%	33	13%

The percentage of employees on sick leave increased by 50% from November 2015.
The proportion of women on sick leave increased by 33% from November 2015.
The proportion of men on sick leave increased by 62% from November 2015.

5.2.5 Graduate Students

Number of active Graduate Students

Graduate students	Women	% women	Men	% men
142 people	27	19%	115	81%

The total number of active graduate students increased by 8% from November 2015.
The proportion of women graduate students increased by 29% from November 2015.
The proportion of male graduate students increased by 4% from November 2015.

Graduate Student Financing

	Women %	**Men %**
142 active graduate students	**19%**	**81%**
Employed graduate students (full time): 130 people	21,5%	78,5%
Business funded graduate students: 9 people	-	100%
Graduate students employed elsewhere (externally): 0	-	-
Graduate students without funding: 2 pers	-	100%
Graduate students on scholarships: 1 pers	-	100%
Graduate students on university stipends: 0	-	-

Number of doctoral degrees between 1/1 2016 - 9/11 2016

Doctoral degrees	Women	% women	Men	% men
25 people	4	16%	21	84%

The total number of graduate students receiving doctoral degrees increased by 212% from Nov. 2015.
The proportion of female graduate students receiving doctoral degrees increased by 28% from

Nov. 2015.
The proportion of male students receiving doctoral degrees decreased by 4% from Nov. 2015.

Licentiate degrees	Women	% women	Men	% men
7 people	1	14%	6	86%

The total number of graduate students receiving licentiate degrees increased by 17% from Nov. 2015.
The proportion of female graduate students receiving licentiate degrees increased by 100% from Nov. 2015.
The proportion of male students receiving licentiate degrees decreased by 14% from Nov. 2015.

Number of graduate students on sick leave sometime between 1/1 - 9/11, 2016

Sick leave	Women	% women	Men	% men
16 people	3	19%	13	81%

The total number of graduate students on sick leave increased by 166% from Nov. 2015.
The proportion of female graduate students on sick leave increased by 50% since Nov. 2015.
The proportion of male students on sick leave was the same as in November 2015.

Percentage of the total number of graduate students on sick leave sometime between 1/1 - 9/11, 2016

Sick leave	Women	% women	Men	% men
16 people out of 142 grad. Students = 11%	3	2%	13	9%

The total number of graduate students on sick leave in relation to the total number of employees increased by 144% from Nov. 2015.
The proportion of female graduate students on sick leave in relation to the total number of employees increased by 50% since Nov. 2015.
The proportion of male graduate students on sick leave in relation to the total number of employees increased by 225% since Nov. 2015.

5.2.6 Undergraduate Students

Number of registered students at basic / advanced levels for the 2016 fall semester

Total number of students	Women	% women	Men	% men
4036 people	999	25%	3037	75%

The total number of registered students at basic and advanced levels decreased by 10% from the fall of 2015.
The proportion of female students registered at basic and advanced levels decreased by 33% from the fall of 2015.
The proportion of male students registered at basic and advanced level decreased by 3% from the fall of 2015.