



UPPSALA
UNIVERSITET

Gender Equity Plan

Department of Information Technology

2015-01-29

Content

1. Introduction	3
2. Responsibility of Gender Equity Work at the Department	4
2.1. The Gender Equity Group	4
2.2. Gender Equity Plans	4
3. Continuous Gender Equity Work	5
3.1. Gender Equity Officer	5
3.2. The Gender Equity Group	5
3.3. The Steering Committee (In Swedish: ledningsgruppen).....	5
3.4. Contact Person for Gender-Related Violations	6
3.5. Gender Equity Plan.....	6
3.6. Recruitment	6
3.7. Salaries.....	7
3.8. Information	7
3.9. Appointment of Groups with Important Strategic or Decision-making Functions	7
3.10. Research.....	8
3.11. PhD Education	8
3.12. Funding for Measures to Promote Gender Equity.....	8
3.13. Follow-up of Examination Committees and Faculty Examiners.....	8
3.14. Undergraduate and Postgraduate Education.....	9
4. Action plan 2015	10
4.1. Participation in the FESTA project	10
4.1.1. Seminar on Gender and Research Excellence.....	10
4.1.2. Seminar on Unequal Opportunities and Assessment when Recruiting	10
4.1.3. Develop a Process for Gender Equality Indicators from FESTA project.....	10
4.1.4. Study the Work Environment of Female PhD Students	10
4.2. Develop a Process and Guidelines for Performance Resource B.....	11
4.3. Learn from Gender Situation at Division of Visual Information and Interaction (Vi2) 11	
4.4. Increase the Number of Female Associate Professors and Teachers	11
5. Appendix	13
5.1. Description of Last Year's Gender Equity Work	13
5.2. Description of Current Situation.....	13

1. Introduction

There are several reasons why it is important to correct the gender imbalance in Information Technology Science. 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 equity 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 Computer Science, 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 work- place. 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 are different 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 equity plans of Uppsala University and the Faculty of Science and Technology.

The legal underpinnings for gender equity 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 equity 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 equity activities at the department and the second part describes activities planned specifically for 2015. The plan is followed by an appendix that includes a follow-up of last year's gender equity work as well as a quantitative description of the current situation when it comes to gender equity at the department.

2. Responsibility for Gender Equity Work at the Department

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

2.1. The Gender Equity Group

At the department there is a [Gender Equity Group](#) appointed by the [Department Board](#).

2.2. Gender Equity Plans

The University and the Faculty have adopted gender equity plans that take precedence over the Department's Gender Equity 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 equity with regards to sexual orientation and gender identity and/or gender expression](#)

3. Continuous Gender Equity Work

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

3.1. Gender Equity Officer

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

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

3.2. The Gender Equity Group

The department shall have a Gender Equity Group led by the Gender Equity 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 Equity Group group have the mission to serve as the department's steering committee for gender equity. They have the mission to be review panel in equity issues, such as monitoring and evaluating gender equity efforts, suggest equity efforts, and plan and implement gender equity projects. Furthermore, the group members are expected to inform their respective divisions/equivalent and head of division/equivalent on the work of the gender equity group.

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

Officers in charge: The Gender Equity 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 equity shall undertake such training.

There shall be at least one member of the Management Group who is qualified to deal with gender equity 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. (As per the [Equal Opportunities Plan of the Faculty](#); continuous assignments; Gender-related violations [in Swedish]).

This person shall, to the greatest possible extent, receive relevant training to be able to fully perform this responsibility. [Plan of Action for the Prevention of Gender-based Violation \(sexual harassment\)](#).

Officer in charge: Head of Department

3.5. Gender Equity Plan

The Gender Equity Plan shall be evaluated and revised annually. (According to [Action Plan for Equal Opportunities](#). ;[Handlingsplan för lika villkor, in Swedish] Fortlöpande uppdrag till fakultetsnämnder och institutioner/motsvarande; Planer och återrapportering [in Swedish])

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

Officer in charge: The Gender Equity 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. (As per the [Equal Opportunities Plan of the Faculty](#); Standing assignments; e.g. Appointment to new positions [in Swedish])

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 Equity 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 equity in staff recruitment at the Department of Information Technology”](#) [in Swedish].

Officer in charge: Head of Department

3.7. Salaries

Differences in pay both within and between different comparable groups of employees shall be investigated 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.

(As per the [Equal Opportunities Plan of the Faculty](#); Standing assignments; Wage policies, [in Swedish] as well as university [Action Plan for Equal Opportunities](#) [Handlingsplan för lika villkor, in Swedish].

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

3.8. Information

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

Officer in charge: The Gender Equity Officer

Information on the work of the Gender Equity Group is to be provided continuously at division meetings and, as and when required, in LäsIT. (As per the [Equal Opportunities Plan of the Faculty](#); Standing assignments; Gender Equity Plans and annual reports [in Swedish])

Officer in charge: The Gender Equity Officer

A summary report on the work of the Gender Equity Group shall be published and linked to in LäsIT at the end of each year.

Officer in charge: The Gender Equity Officer

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

Officers in charge: The Gender Equity 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 Board, the Work Environment Group, the Emergency Management Group, the Gender Equity Group, the Nomination Group and the Program-Responsible Professors group (PAP-gruppen). (As per the [Equal Opportunities Plan of the Faculty](#); Standing assignments; Preparatory and decision making bodies [in Swedish] as well as the [Action Plan for Equal Opportunities](#) [Handlingsplan för lika villkor, in Swedish])

Officer in charge: Head of Department

3.10. Research

The Head of Research shall work 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. (As per the [Equal Opportunities Plan of the Faculty](#); Goals for gender equity work at the Faculty for Science and Technology [in Swedish]).

Officer in charge: Head of Research

3.11. PhD Education

The Head of Research and Director of PhD Studies shall work to ensure that the proportion of female PhD students increases, as well as work to improve the visibility of female PhD students. (As per the [Equal Opportunities Plan of the Faculty](#); Standing assignments; PhD recruitment [in Swedish]).

Officers in charge: Head of Research and Director of PhD Studies

3.12. Funding for Measures to Promote Gender Equity

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 equity 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 equity group, after which the Head of Department makes the decision. The group itself may also propose initiatives that could be funded from this pool. [According to the Board's decision](#). [In Swedish.]

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 Equity Officer

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

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

3.13. Follow-up of Examination Committees and Faculty Examiners

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. Corrective measures shall be imposed if there is a gross imbalance over a 36-month period.

The aim should be to have an equal gender distribution when assigning faculty examiners for the public defence of PhD dissertations. In cases where a woman is not selected, a written report shall be made. This report should not in a routine manner refer to a lack of candidates, but should show that considerable effort has been made and describe why it failed. Note that even though the department does not formally appoint faculty examiners or examination committees it is in our interest to evaluate and influence their gender distribution.

Officer in charge: Head of Department

3.14. Undergraduate and Postgraduate Education

Gender coaching and training in gender-sensitive pedagogy shall be offered to all teachers at the department. (As per the [Equal Opportunities Plan of the Faculty](#); Goals and measures; 5. Training of teachers in gender-sensitive pedagogy [in Swedish] as well as [Action Plan for Equal Opportunities](#) [Handlingsplan för lika villkor, in Swedish])

Officer in charge: Head of Department

4. Action plan 2015

Below the action plan for gender equity actions in 2015 is presented.

4.1. Participation in the FESTA project

4.1.1. Seminar on Gender and Research Excellence

WHAT: Learn about gender and excellence.

HOW: Invite the FESTA project for a seminar at the department.

WHEN: At the latest June 2015.

RESPONSIBLE: The Gender Equity Officer.

WHO: Nina Almgren from the FESTA project and Gender Equality Specialist, Unit for HR support, Human Resources Division at Uppsala University, and the Gender Equity Officer.

4.1.2. Seminar on Unequal Opportunities and Assessment when Recruiting

WHAT: Learn about gender bias in assessment.

HOW: Invite Minna Salminen Karlsson who is an Equal Opportunities Specialist at the Unit for HR support in the Human Resources Division, to hold a seminar for the department.

WHEN: At the latest June 2015

RESPONSIBLE: The Gender Equity Group

WHO: The Gender Equity Officer will invite Minna Salminen Karlsson.

4.1.3. Develop a Process for Gender Equality Indicators from FESTA project

WHAT: Decide which indicators to include in the yearly gender equity work.

HOW: Workshop with the FESTA project. Decide on how to work with the indicators. Update the Gender Equity Plan to include the indicators.

WHEN: March 2015.

RESPONSIBLE: The Gender Equity Officer.

WHO: The FESTA project and the Gender Equity Officer.

4.1.4. Study the Work Environment of Female PhD Students

WHAT: Identify problems about the work environment for female PhD students and distribute this information to the heads of divisions.

HOW: We will extract information from the employee survey that was made in 2014, have a workshop with PhD students, ask the FESTA project to have focus groups with our PhD students, develop an anonymous submission system for ideas and comments from both students and staff, and ask the FESTA project to look into the interviews with PhD students that were done at the department a few years ago.

WHEN: The results will be presented at the April meeting in the gender equity group.

RESPONSIBLE: the Gender Equity Officer.

WHO: The Gender Equity Officer (focus groups), Per Mattsson (submission system), Andreína Francisco Rodríguez (look at employee survey, workshop), and Virginia Grande (workshop), Nina Almgren from the FESTA project and Gender Equality Specialist at the Unit for HR support in the Human Resources Division (interviews).

4.2. Develop a Process and Guidelines for Performance Resource B

WHAT: Decide on a yearly process for applications for funding from Performance Resource B. Develop areas for funding, and principles for assessment of applications.

HOW: Workshops and meetings in the Gender Equity Group.

WHEN: January 2015.

RESPONSIBLE: The Gender Equity Officer.

WHO: The Gender Equity Group.

4.3. Learn from Gender Situation at Division of Visual Information and Interaction (Vi2)

WHAT: Learn from good examples of gender equality at Vi2.

HOW: Interview one or two professors about their experiences and present at a meeting.

WHEN: The presentation will be at the May meeting.

RESPONSIBLE: The Gender Equity Officer.

WHO: Adriaan Larmuseau will do interviews and present for the Gender Equity Group.

4.4. Increase the Number of Female Associate Professors and Teachers

WHAT: See to it that the database of female computer scientists developed in the Gender Equity Group a few years ago is known, updated and used at the department.

HOW: Inform about the database in LäsIT. Talk to people in charge of recruitment. Develop a process or guidelines for keeping the database updated. Invite Mikael Laaksoharju to present the database.

WHEN: August 2015.

RESPONSIBLE: The Gender Equity Officer.

WHO: The Gender Equity Group.

5. Appendix

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

5.1. Description of Last Year's Gender Equity Work

The Head of Department has performed the he was responsible for according to the plan with a few exceptions. The Executive Team members' gender training needs to be followed up, and how to take gender into account in recruitment. Moreover, there is a need for procedures on how to follow up examination committees and faculty examiners from a gender perspective.

The 2014 gender equality work according to the plan included among other things the following:

- The Research Prefect has during 2014 been working to improve the number of female senior researchers in accordance with the plan for 2014.
- The Gender Equity Group has continued to work with the database of female computer scientists.
- The Gender Equity Group has continued to support the female graduate student network.
- The Gender Equity Group has worked with grant requests for project support from "Prestationsresurs B". Financial support has been provided to nine applications. The Gender Equity Group has also provided financial support for certain other activities such as the WomENCourage conference by financing part of the salary for conference organizers, as well as some administrative expenses.
- The Gender Equity Group has during the year had contact with FESTA project.
- The Gender Equity Group has continued to work in an inclusive manner and all documentation has been made available in English and Swedish.
- The Gender Equity Group has been working on an idea bank for gender-related projects.

A few of the measures contained in the plan for 2014 has not been done during the year. The Equity Group has not formulated guidelines and tips for active search for female candidates for all positions and the database of female computer scientists has not been made available at the institution.

5.2. Description of Current Situation

Based on data from January 1 to November 10, 2014

	Women	Men
Number of employees	65	227
Number of full time equivalents	58	215
Part female and male employees	22%	78%

Planned leave	Women	Men
32 persons on parental leave	22%	78%
31 persons on leave without pay	32%	68%
16 persons of "tillfällig föräldrapeng"	25%	75%

Sick leave	Women %	Men %
48 persons	35%	65%

PhD students

Average activity level: None of the PhD students have part time employments, all are hired on full time positions. We find it irrelevant to divide the PhD students according to activity level, since it varies constantly. PhD students sick or on leave varies from semester to semester. We find it more relevant to present the activity in terms of full-time-equivalents (FTE)

	Women %	Men %
128 PhD students in total, 20 female and 108 men	15,6%	84,4%
50,3 FTE (total full-time-equivalents/128)	8,3 FTE	42 FTE

Employment (State type)	Women %	Men %
128 in total	15,6%	(4,4%
PhD student (116)	16,4%	83,6%
Industry PhD student (9)	22,2%	77,8%
Externally employed and associated (3)	0%	100%
No employment (0)		
Medicine doctor (0)		
Stipends (0)		
Educational support (0)		

Research degrees January 1 – December 9 2014	Women %	Men %
18 persons earned a PhD	22%	78%
4 persons earned a licentiate	25%	75%

Sick leave	Women %	Men %
13 PhD students were on sick leave	23%	77%

Studenter

Registered	Women %	Men %
All levels	24%	76%