Annual Report
on
Diversity and Inclusion

- 2023 -

IT University of Copenhagen

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Status Statement of 2023

This is the second annual report of the Committee for Diversity and Inclusion at ITU. The report highlights the initiatives and experience gained over the course of the year, 2023, working on the diversity and inclusion agenda at ITU. Ensuring that our institution is an open and inclusive environment where students and staff thrive together is a continuous process, and I am proud to share the progress we have made this year.

Firstly, the committee itself has undergone an expansion in 2023 and now includes a student body representative as well as staff representative. One of the committee's priorities is to have a lasting impact on the work and study place culture at ITU, and it is therefore important that both students and employees are represented on the committee to ensure that their respective perspectives, ideas, and suggestions for changes and initiatives are present in the committee work.

In 2023, we have focused our efforts on knowledge gathering to inform our practices and future work on the inclusion and diversity agenda. We have hosted a range of workshops on sexism and ageism and conducted bias training for the Heads of Study Programmes. We have examined our TA hiring practices with an eye toward increasing diversity, updated the contact procedure for students in case of harassment accompanied by the "Here to help" campaign, and opened a new communication channel between the organisation and the committee.

In the Fall of 2023, we concluded the Workplace Assessment Survey, and for the first time we included a collection of questions within the heading of Inclusion and Diversity. With this we have a baseline for evaluating the future impact of our initiatives and a data driven method to ensure that future problems are dealt with when they arise.

Creating and maintaining a culture and a work and study place that is inclusive and diverse is not done overnight. We are in it for the long haul. We have a framework for the inclusion and diversity efforts at ITU and we have concrete action plans which are put into effect and reported on.

Finally, in 2023 we had with 37% the highest female percentage recruitment at the BSc-intake ever. This is no doubt a testament to the quality of our degree programmes and the employability of ITU graduates, but we have also been successful in showing young women that they belong at ITU just as much as their male peers – it is essential we continue to work against negative stereotypes and biases and that is exactly what the efforts detailed below aim to do. We are looking forward to taking more steps towards a more diverse and inclusive ITU in 2024.

Sincerely,

Per Bruun Brockhoff
Rector

Introduction

The annual report on diversity and inclusion follow from the dedicated and structured framework for working systematically with diversity and inclusion at ITU, among others in compliance with ITU's Gender Equality Plan.

The report refers to the overall goals for gender equality at ITU - goals that are based on the current university strategy, the vision statement for gender equality at ITU, the (education) Quality Policy, and the (ministerial) Strategic Framework Contract.

Based on the overall goals concrete actions has been specified within the three primary areas (as outlined below) in the action plan for 2023.

Area	*Responsible*
Staff at ITU	Head of HR, Kirsten Uldall Juhl
Recruitment of students	Head of Communications, Camilla Rosengaard
Study environment	Dean of Education, Pernille Rydén

The report provides a status on the specific actions for 2023, as well as additional initiatives, on diversity and inclusion within the organisation the past year.

The Committee for Diversity and Inclusion is responsible for gathering information and preparing the annual report on diversity and inclusion.

Competence Development and the Acquisition of Knowledge

The committee members and supporting HR staff have engaged in various activities within the DEI area during the year, e.g.:

- Participation in meeting and a member of the Taskforce for diversity, inclusion and equality set up by the Conference of Rectors at Danish Universities (20.01.23, 12.04.23 and 02.06.23)
- Participation in the launch of Equalis Diversities-barometer on Copenhagen University
- Orientation to the HR employees at the Danish universities and members of the GEAR-network about the recommendations from the Taskforce for diversity, inclusion, and equality
- Member of the advisory board to the Gender Initiative for Excellence (Genie) 2019-2028 project at Chalmers Tekniska Högskola in Göteborg, Sweden, since 2022
- Member and co-founder of the diversity forum at Akademiet for de Tekniske Videnskaber (ATV)
- A part of the Gender Equality in Research and Academia in Denmark (GEAR) network and participation in the annual equality seminar in the GEAR-network
- Participation in the Masterclass on sexism and sexual harassment at KVINFO
- Memberships of the network of Diversity in Practice at KVINFO
- A part of "En by af talenter" with the Copenhagen municipality a company-oriented efforts to combat unconscious discrimination on the Copenhagen labor market
- Participation in the SPEAR final conference; "the future of (gender) equality, inclusiveness and democratic values in European Academia: Practices, prerequisites, pushback and prospectives"

Status on Action Plan for 2023

The primary focus and purpose of the action plan for diversity and inclusion at ITU is to implement initiatives that promote diversity and inclusion among staff and students.

Below is a status on the initiatives for 2023 as outlined in the action plan.

Workshop for Teachers in Relation to Sexism

As part of the Gender Equality Plan and the strategic goals of creating an attractive and inclusive work environment, all teaching staff at ITU—from PhDs to full professors—were invited to participate in a workshop on social norms, bias training, and identifying sexism. This process was started in the autumn of 2022 with two workshops, and an additional six workshops were planned for 2023.

In May 2023, three workshops were facilitated by two consultants from the NGOs Kvinfo and Normværk. A total of 52 faculty members participated. For November, three further workshops were planned.

One of the main conclusions from the evaluations, both from participants and KVINFO, is that it is very important to continuously focus and work with the topic, as there are many unresolved issues and issues regarding discrimination and social bias. However, another workshop format and timeframe are needed to accommodate the different needs from faculty better.

Awareness Workshop on Generations

A joint 2-hour awareness workshop titled *Bridging generational gaps and embracing intersectionality* was held at ITU Tuesday 14 November 2023, for faculty from all three departments and for the administration. There were three external speakers giving presentations, a panel debate, and questions from the audience. The event was moderated by rector Per Bruun Brockhoff. The external speakers were Thomas Geuken (Copenhagen Institute for Futures Studies), Elin Ferm (Norm Consulting) and Mira Chandhok Skadegård (Aalborg University Copenhagen). The workshop was attended by a good number of people and there was a lively debate.

Bias Training

In spring 2023, the Dean of Education held a 1-hour workshop for Heads of Study Programmes with each Research Department separately. The focus of the workshop was to test the usability and value of the tool "Develop Diverse" and to have a conversation about inclusive language and biases in our written communication. Heads of Study Programmes were introduced to the tool and encouraged to bring their own texts to work on. Through applying the tool on their own material together, participants became aware of the power and risks when using written language.

In autumn 2023, the Dean of Education held a 2-hour workshop for Heads of Study Programmes with each Research Department separately. This workshop again had a significant focus on HoSPs' leadership responsibility and the individual issues they face on their study programmes and/or in their departments. The participants were introduced to the diversity wheel, a diagnostic dialog tool used to analyze their individual cases.

Overall, all six workshops (three in spring 2023 and three in autumn 2023) were characterized by high participation and engagement from all HoSPs and Co-HoSPs. It sparked reflections and conversations about the DEI work happening at ITU, it addressed their leadership responsibilities, as well as their individual

responsibilities and challenges as colleagues at ITU and in their research departments. The workshops and discussions were based on the principles of safe space and confidentially, hence no minutes were taken.

The autumn workshops ended for all participants with individual tasks they take back to their respective study programmes. A follow up workshop on these tasks is planned for spring 2024.

Change in the Contact Procedure for Students in Case of Harassment and an Information Campaign to Support the Initiative

The new student aimed campaign "Here to Help" was launched in October and is intended to promote ITU's values of inclusivity and mutual respect.

"Here to Help" was formed in collaboration between the Study and Career Guidance and the Communication Department with involvement from the Sexual Harassment Committee and the student organisations Student Council, Que(e)ries, ScrollBar, and Café Analog. Representatives from all four organisations took part in initial discussions on the need for a campaign and gave continuous feedback on its wording and layout. Finally, the student organisations have played an important role in distributing campaign materials, e.g., posters and roll-up banners.

Through the campaign, students are encouraged to reach out to Study and Career Guidance if they have experienced harassment, discrimination, or any other behaviour that has made them feel unsafe or uncomfortable. Part of the campaign is a new simplified contact procedure with an online guide to reporting cases of all kinds of harassment, discrimination, and other types of unacceptable behaviour.

The changes to the contact procedures have been made based on input from students and staff. Before the procedures were confusing, due to different policies with different procedures. Now there is only one simplified procedure for all kinds of unacceptable behaviour and a simple overview of the process on ITU Student: Here to help.

Diverse TA Recruitment and Training

In spring 2023, a project group presented a range of findings and recommendations to increase diversity of ITU's TAs and to increase the quality of ITU's processes of recruiting, hiring, and supporting TAs. The rest of 2023 was spent starting to implement those recommendations, one of them being communication about the role of TAs, both for the applicants and teachers.

Channel for Input and Inquiries to the Committee

In August, the Committee for Diversity and Inclusion opened a new mailbox (diversity-inclusion@itu.dk) intended to further the dialogue within the organisation, open the committee to input from the ITU community, and ensure greater transparency. The purpose is to involve the whole organisation in the work with diversity and inclusion and ensure that everyone can reach out with comments and suggestions about diversity and inclusion at ITU and hence have an impact on the committee's work. Input from the channel act to ensure an inclusive and open working environment that reflects the entire institution. Input from the channel is either addressed at one of the committee's annual meetings or - when they are of a time sensitive nature – they are processed outside regular meetings.
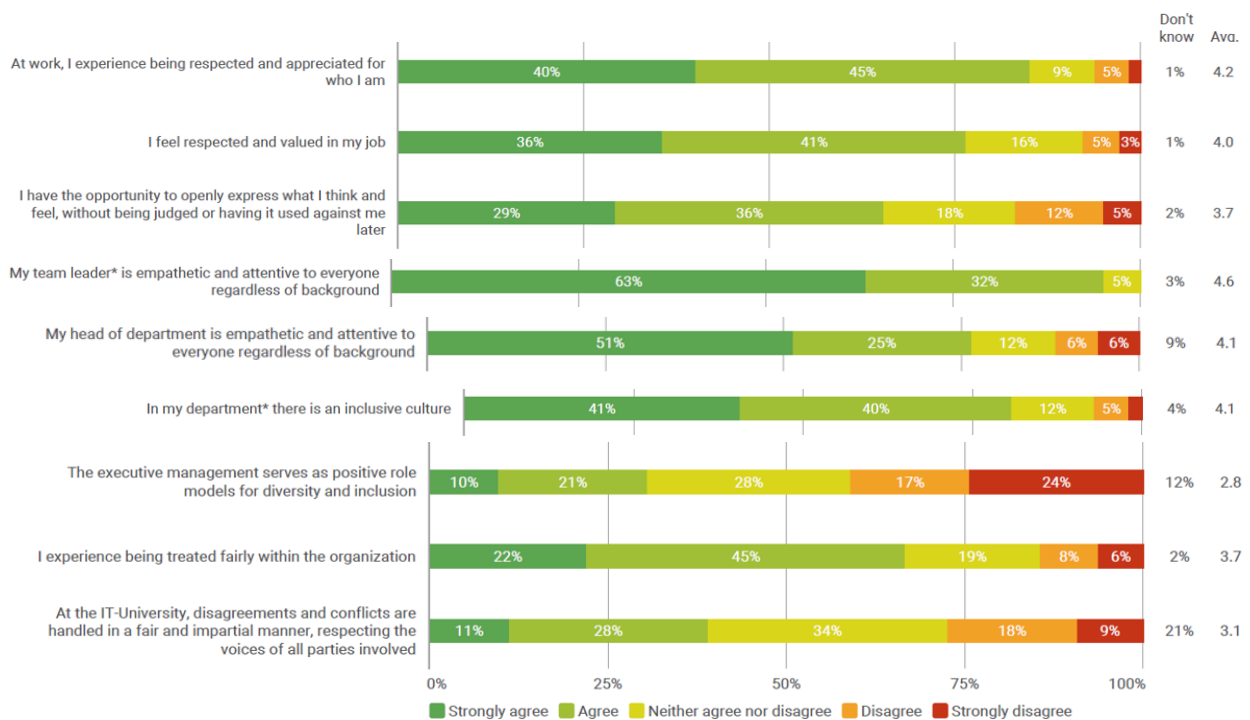
Women in Research

There was a Women in Research seminar for all three departments organized by colleagues in Computer Science department in March 2023. It is expected that colleagues from the Business IT department will organize such a seminar in 2024; Computer Science is in charge. In 2023 it was decided that Department Support would assist with practical matters. This has led to additional joint breakfasts for women researchers across ITU; three such events were held in 2023, more are hoped for in 2024.

Questions in the Employee Satisfaction Survey 2023, "APV"

Questions regarding diversity, inclusion and equality (listed below) were developed in a joint collaboration between the provider of the ITU APV-survey (workplace assessment) 2023, (Rambøll), management and the Co-operation Organisation;

- *At work, I experience being respected and appreciated for who I am*
- *I feel respected and valued in my job*
- *I have the opportunity to openly express what I think and feel, without being judged or having it used against me later.*
- *My team leader is empathetic and attentive to everyone regardless of background*
- *My head of department is empathetic and attentive to everyone regardless of background*
- *In my department there is an inclusive culture*
- *The executive management serves as positive role models for diversity and inclusion*
- *I experience being treated fairly within the organization*
- *At the IT-University, disagreements and conflicts are handled in a fair and impartial manner, respecting the voices of all parties involved*

The answers to these questions (as presented below) represent kind of an ITU-baseline on these matters and ITU's Committee for Diversity and Inclusion will take any relevant influence from the answers into consideration when agreeing on the Committee's action plan for 2024.

Question	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Avg.
At work, I experience being respected and appreciated for who I am	40%	45%	9%	5%		1%	4.2
I feel respected and valued in my job	36%	41%	16%	5%	3%	1%	4.0
I have the opportunity to openly express what I think and feel, without being judged or having it used against me later	29%	36%	18%	12%	5%	2%	3.7
My team leader* is empathetic and attentive to everyone regardless of background	63%	32%	5%			3%	4.6
My head of department is empathetic and attentive to everyone regardless of background	51%	25%	12%	6%	6%	9%	4.1
In my department* there is an inclusive culture	41%	40%	12%	5%		4%	4.1
The executive management serves as positive role models for diversity and inclusion	10%	21%	28%	17%	24%	12%	2.8
I experience being treated fairly within the organization	22%	45%	19%	8%	6%	2%	3.7
At the IT-University, disagreements and conflicts are handled in a fair and impartial manner, respecting the voices of all parties involved	11%	28%	34%	18%	9%	21%	3.1

Source: Extracts from the Psychical Workplace Assessment report, 2023

Target Figures for the Underrepresented Gender in Management

A document of the target figures for gender composition for ITU's Board of Directors and management has been approved by the Executive Management of ITU in December 2023 and is published on ITU webpage.

Event at ITU in the Light of Copenhagen Pride

ITU's Committee for Diversity and Inclusion invited all staff to take part in marking Copenhagen Pride Week on its first day, Monday, August 14. The aim of the event was to zoom in on our working environment by reflecting on our norms and acquiring knowledge on how to improve inclusion of employees from diverse backgrounds, incl. LGBTQ+ individuals.

The first part of the event consisted of presentations by postdoc at Copenhagen Business School Jannick Friis Christensen and diversity specialist Fahad Saeed. The speakers shared research and perspectives on the concepts of norm-criticism, inclusion, identity, and intersectionality.

The second part of the event was a panel discussion on the inclusivity of ITU's working environment and its areas of improvement, moderated by DEI-counsellor Marie Valentin Beck. Rector Per Bruun Brockhoff and the guest speakers were among the panel participants together with the Work Environment Representative and Associated Professor from The Business IT Department and the Team Lead of ITU's Research Support Team who i.e. reflected on to which extent ITU has moved towards a more inclusive workplace and which steps have yet to be taken.

Finally, there was time for participants and guest speakers to mingle and reflect on the presentations and the panel discussion.

Further initiatives on Diversity and Inclusion

In addition to the initiatives in the 2023 Action Plan there has been a change in the Sexual Harassment Policy which provides an opportunity for an increase in student members, hence more genders can be represented.

Moreover, ITU has signed a contract with Develop Diverse to ensure a broader focus on diversity in communication. The tool identifies five different types of diversity, namely age, gender, disability, neurodiversity, and ethnicity. With this digital tool, all ITU employees can now review written materials for biased words and concepts, ensuring inclusive language in both internal and external communications as well as continue bias training based on discussions sparked by the concepts and additional materials and webinars provided by Develop Diverse.

Furthermore, gym bathroom and toilet facilities located in the basement level gym on Rued Langgaards Vej have been made gender neutral from mid-January 2024. The facilities can be used by all students and members of staff without a requirement to have gym access.

Data on Gender Equality at ITU

The efforts to promote equality and diversity at ITU are supported by monitoring and annual follow-up of key figures of the distribution of men and women. This includes student applicants, student admissions, students graduated and recruitment of scientific staff, technical and administrative staff, and managers which may be accessed here.