

Action Plan for Gender Equality Activities 2022

Listed below are the actions set for ITU in 2022.

Actions will form the base for the annual report on gender equality at ITU among other goals and indicators.

The action plan is approved by Executive Management in August 2022.

Gender Equality Actions 2022

Name of the initiative	Activity	Goal	Responsible	Co-responsible	Timeframe
Workshop for teachers in relation to Sexism	Setting up workshops for all teachers at ITU (based on the pilot).	2 workshops for approx. 50 full-time teachers in total are completed, and a plan for the having the remaining full-time teachers participating in a workshop is made.	Dean of Education	-	Fall, 2022
Unconscious bias training (planning process)	Planning of process for unconscious bias training for managers and staff participating in recruitment processes and other “decision” processes. <ul style="list-style-type: none"> • Training to minimize unconscious biases in decision processes. • (Possibly a collaboration with other Universities, via <i>Administrativ Efteruddannelse for Universitetsansatte (AEU)</i> or network for Gender Equality in 	To plan the process which is to be implemented in 2023.	Head of HR	-	Fall, 2022

	Academia and Research in Denmark (GEAR:DK)				
Job posting review	<p>Job posting should be formulated in order to be able to attract one wide field of application.</p> <p>Look at the linguistic content. Test whether it has an effect to supplement the linguistic quality assurance with a digital tool (e.g. Develop Diverse tool) that can screen the text for linguistic stereotypes and contribute to a wider appeal.</p> <p>The digital tool can be used to advise the hiring manager in connection with the design of vacancy notices.</p>	Try out various digital tools, among others Develop Diverse.	Head of HR	HR and Heads of departments	Summer/Fall, 2022
IT Camp and Coding Café for female high school students	Conducting one IT Camp and one Coding Café for female high school students in the spring and one Coding Café for female high school students in the Autumn.	Admitting 30 percent female students on the Bachelor Programmes.	Head of Communications	-	Spring & Fall, 2022