



LUNDS UNIVERSITET

Medicinska fakulteten

Medicinska fakultetsstyrelsen

Action Plan for Gender Equality, Equal Opportunities and Diversity at the Faculty of Medicine 2012 – 2014

The Action Plan is based on the *Discrimination Act (2008:567)*, *Lund University's Strategic Plan 2012–2016*, *the Faculty of Medicine's Strategic Plan 2012–2017* and *Lund University's policy for gender equality, equal opportunities and diversity (reg. no PE 2011/177)*.

The Action Plan includes concrete measures for the faculty's gender equality, equal opportunities and diversity work between 2012 and 2014, divided into six focus areas:

- **discrimination**
- **equal opportunities**
- **gender perspective and intersectional perspective**
- **recruitment and promotion**
- **leadership**
- **pay rates and other terms of employment**

The committee for gender equality and equal opportunities issues at the Faculty of Medicine evaluates the action plan annually and the measures taken are presented in an annual report.

Discrimination

The Faculty of Medicine has a work and learning environment which applies a zero tolerance policy to discrimination and victimisation. The law on the equal treatment of students requires the University and the faculty to prevent and combat harassment regarding gender, transgender identity, ethnicity, religion or other belief system, disability, sexual orientation or age.

Against this background, during the period from 2012 to 2014 the faculty will

- take measures in the form of education and information to prevent and combat discrimination and victimisation
- disseminate knowledge and information on the core values of the University and the faculty and ensure that they are respected by and known to all employees and students

- offer employees and students who are mistreated, feel offended or isolated the possibility to get help from one of the support groups established at the faculty.

Equal opportunities

The Lund University policy for gender equality, equal opportunities and diversity clarifies the concepts of equal opportunities and diversity. The equal opportunities perspective creates shared principles for equal conditions, whereas the diversity perspective provides an awareness and understanding of differences. Acting in accordance with these perspectives requires sensitivity and reflection.

Against this background, during the period from 2012 to 2014 the faculty will

- work actively to ensure that all employees and students – regardless of background – are treated with respect and given the opportunity to develop on the basis of their personal circumstances
- ensure good accessibility and adaptation of activities so that everyone has the same opportunity to study and work at the Faculty of Medicine

Gender perspective and intersectional perspective

Relevant gender perspectives and gender-aware teaching are to be natural elements of all education. Students – regardless of gender or background – are to have equal opportunities in all teaching contexts within the study programmes.

Against this background, during the period from 2012 to 2014 the faculty will

- ensure that gender perspectives and gender-aware teaching are included in all first, second and third cycle education and in qualifying training in teaching and learning in higher education at the Faculty of Medicine's Centre for Teaching and Learning, MedCUL

Recruitment and promotion

Through active recruitment and career planning, the Faculty of Medicine is to work towards the achievement of an even gender distribution and diversity both at the various levels of education (first, second and third cycles) and among all the faculty's employees.

Against this background, during the period from 2012 to 2014 the faculty will

- ensure that employees and students at the start of their employment or their studies are provided with good information on the University's and the faculty's work on gender equality, equal opportunities and diversity issues
- emphasise the suitability of the study programmes for both genders when recruiting first cycle students

- take gender equality aspects into account in long-term staff planning, both for academic staff and technical and administrative staff, and target the under-represented gender with active recruitment measures
- take gender equality aspects into account when filling academic positions at all levels. The professorship level is to be managed with particular care and the faculty is to strive to appoint or promote more women to professorships. In the presence of candidates with equivalent qualifications, the under-represented gender is to be given precedence.
- take gender equality aspects into account in decisions pertaining to research strategy. This includes the allocation of grants and management responsibility for various research tasks.
- offer careers guidance for young researchers, drawing particular attention to careers planning and possible promotion for people of the under-represented gender
- further develop the mentor programme and network support. Support initiatives are particularly important for people of the under-represented gender.
- give continued support to research fellows who have obtained a qualifying position in competition with others. These people are to receive double compensation for time on parental allowance.
- guarantee that doctoral studentships at the Faculty of Medicine are granted extensions equivalent to authorised leave taken
- offer development and careers support to TA staff. Support initiatives are particularly important for people of the under-represented gender.
- strive to achieve an equal gender distribution in all boards, committees and working groups
- annually analyse the gender distribution on the faculty's study programmes, within various professional categories and among people in management positions

Leadership

Leadership is a priority issue at the Faculty of Medicine. The training required for good leadership is always to take gender equality, equal opportunities and diversity issues into account. The faculty is to work actively to achieve an even gender distribution and diversity in all decision-making bodies and in management positions.

Against this background, during the period from 2012 to 2014 the faculty will

- work actively to achieve an even gender distribution for people in management positions and in all decision-making bodies

- ensure that a gender equality, equal opportunities and diversity perspective is integrated into all leadership and mentor training

Pay rates and other terms of employment

Lund University's goal is for equal salaries and equivalent terms of employment to apply throughout. The requirement for mapping and analysis of salary discrepancies between the genders is regulated by the Equal Opportunities Act. At the Faculty of Medicine, this work is done in cooperation between the employer and the employee organisations.

Against this background, during the period from 2012 to 2014 the faculty will

- annually analyse salary discrepancies which are reported by the faculty office so that no unjustified differences in pay rates occur
- pay particular attention to careers planning and promotion for the under-represented gender
- particularly monitor fixed-term appointments of individuals of the under-represented gender
- strive to create conditions allowing the combination of work with children and family life, e.g. by taking this into account in work and service planning

Organisation, allocation of responsibilities and implementation

It is important to establish a clear organisation and allocation of responsibilities for issues of gender equality, equal opportunities and diversity so that there is no uncertainty as to whom to contact when a need arises, and who has the ultimate responsibility for ensuring that necessary measures are taken.

The Vice-Chancellor has the overall responsibility for ensuring that laws and regulations are adhered to at various levels and that a targeted approach is taken to gender equality, equal opportunities and diversity work. The direct responsibility for implementation lies with the *dean, heads of department and chairs of the boards as well as with other heads and line managers*. They are also responsible for ensuring that the University's plans, guidelines and policy documents are followed.

The University has a *management group for gender equality and equal opportunities* with representatives from the University's various faculties and relevant units as well as from the student unions and employee organisations. The group is a drafting body for the University board and the Vice-Chancellor and has the task of supporting and disseminating knowledge about the work that is conducted within the University. The group is also responsible for proposing and initiating various measures.

Pursuant to the Discrimination Act, the faculties and other work units are to draw up annual equal opportunities plans and three-year gender equality plans with practical goals linked to this policy. The plans are to be structured in a clear and transparent manner. The faculties and other work units are responsible for implementation and follow-up in the form of an annual gender equality report.

At the Faculty of Medicine there is a gender equality and equal opportunities committee. The committee is responsible under the faculty board for the implementation and respect of the University's policy for gender equality, equal opportunities and diversity (PE 2011/177) within the faculty, and for ensuring that the measures stated in the faculty's gender equality and equal opportunities plans are implemented in its activities. In addition, the committee is to support and disseminate knowledge about gender equality and equal opportunities and to provide information on the gender equality and equal opportunities work that is carried out at the faculty, to propose and initiate measures and to coordinate the follow-up of results.

The committee is to consist of a chair, an academic staff representative for each department, two representatives of TA staff and three student representatives. In addition, the employee organisations each have the right to appoint a representative as a member of the committee. The chair and the academic staff representatives are appointed by the faculty board, the employee representatives are appointed by the employee organisations and the student representatives are appointed according to the provisions in Section 7 of the Ordinance on Student Unions (2009:769).

On behalf of the faculty board

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