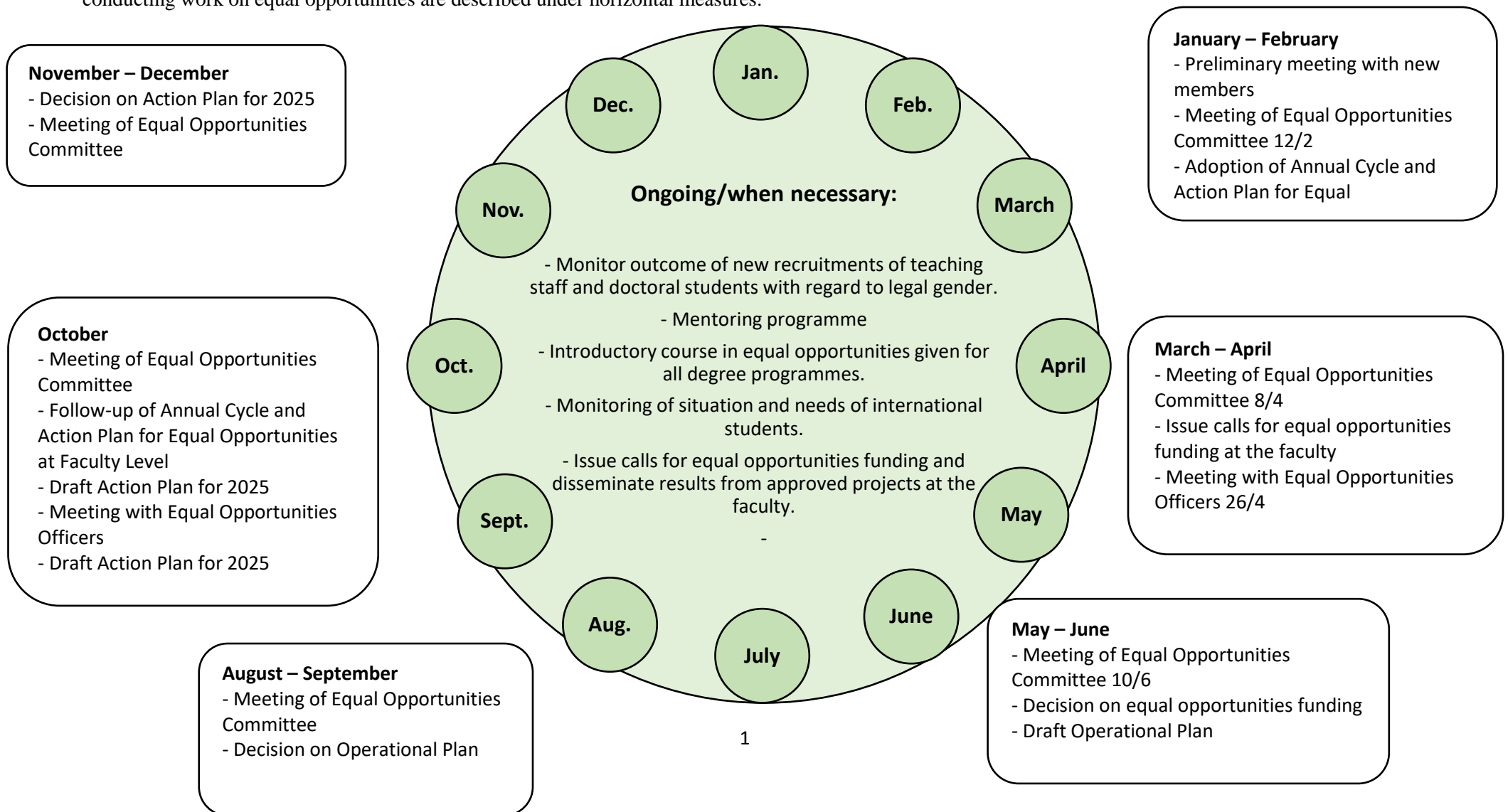


Annual Cycle and Action Plan for Equal Opportunities Work at Faculty Level in 2024

The measures described below will be implemented in 2024. The action plan is based on the Discrimination Act (2008:567), the Higher Education Act (1992:1434) and Uppsala University's Gender Mainstreaming Plan for 2023–2025 (UFV 2022/355). The structure, with the division into employer and education provider, as well as the headings under these, broadly follows the areas specified in the Discrimination Act. General measures or conditions for conducting work on equal opportunities are described under horizontal measures.



EMPLOYER						
	Measures	Purpose	Implementation	Status	Start/end	Comments
Working conditions	Continued training for chairs of collegial bodies, based on previous work.	To provide training on inhibiting power structures and gender mainstreaming.	Nina Almgren		February/ December 2024	
	Collect experiences of use of Staff Policy in the faculty and identify good practice.		The committee in cooperation with equal opportunities reps. Follow up work via equal opportunities reps.		February/ December 2024	
	Remote working	The Committee wants to investigate how departments in the faculty perceive remote working to be functioning in their workplace.	Deputy Vice-Chancellor and the Committee		February/ June 2024	
Pay and other terms of employment	Monitor equal opportunities perspective in upcoming Q&R/ÖB (Basic Funding Review) investigation.	To investigate and counteract imbalance in research resources between the two legal genders.	Deputy Vice-Chancellor, Advisory Committee on Research		January 2024/ December 2025	
Training and other skills development	Together with those responsible, promote a good equal opportunities content in training for managers.	To prepare for improved equal opportunities training, focusing on	Deputy Vice-Chancellor, Faculty Office		February/ December 2024	

		managers below head of dept level.				
	Check that heads of division in the faculty have taken management training.	To prepare for improved equal opportunities training, focusing on managers below head of dept level.	Deputy Vice-Chancellor, Faculty Office		February/December 2024	
Recruitment and promotion	Draft proposals for revised person specification templates and/or guidance on formulations that can prevent bias regarding applicants based on e.g. gender or previous employment at Uppsala University/elsewhere. Suggest other possible relevant measures relating to the recruitment process.	To facilitate recruitment based on equal opportunities	Equal Opportunities Committee		February/December 2024	
	Monitor outcome of new recruitments of teaching staff and doctoral students with regard to legal gender.	To influence any gender imbalances in recruitment of teaching staff.	Equal Opportunities Committee, Faculty Office		Continuous	
	Mentoring programme (ongoing programme continues in 2024).	To promote career paths with equal opportunities.	Coordinator of mentoring programme		Continuous	

EDUCATION PROVIDER						
	Measures	Purpose	Implementation	Status	Start/end	Comments
Teaching methods and organisation of education	LGBTQI: Continue to spread info on ongoing projects.	Inclusive teaching environment for all.	Equal Opportunities Committee		February/December 2024	
	Continued teaching and learning training for teaching staff and doctoral students in 'inclusive education'.	Inclusive teaching environment for all, reduced discrimination.	Council for Pedagogical Development at the Faculty of Science and Technology and Equal Opportunities Committee		February/December 2024	
	Check that Introductory course in equal opportunities is given for all degree programmes.		Student Services and UTN*, Equal Opportunities Committee		Continuous	
	Explore possibilities of introducing a part 2 of equal opportunities training in year 3 as part of degree project.		The Committee and Deputy Vice-Chancellor		February/December 2024	
	Take stock and perhaps propose extended content in equal opportunities training for all new teaching staff including doctoral students.	Introductory training in equal opportunities is important for all new teaching staff.	The Committee and Faculty Office		February/June 2024	
	Take stock and perhaps propose extended content in equal		The Committee and the Doctoral		February/June 2024	

	opportunities training for doctoral students concerning their own work/studies.		Education Board (FUN)			
	Include domination techniques and bystander training in equal opportunities courses for students.		Nina Almgren, UTN* and equal opportunities coordinator		February/December 2024	
Study environment	Monitoring of situation and needs of international students.	Good study environment for all.	Study advisers, UTN*, equal opportunities coordinator, council for student services and programme coordinators		Continuous	

* Cooperation with UTN (Uppsala Union of Engineering and Science Students) is ongoing but in future Rindi (Gotland's Student Union) should also be included in this.

HORIZONTAL MEASURES						
<i>These measures concern faculty activities both as employer and as education provider</i>	Measures	Purpose	Implementation	Status	Start/end	Comments
	Monitor operational planning process for 2025 so that relevant equal opportunities measures are included.	To improve work on equal opportunities throughout the faculty.	Deputy Vice-Chancellor, Faculty Office		February/December 2024	
	Share good practice in language training in Swedish in the faculty, e.g. language café.	Increased participation for international students and staff.	Equal ops reps and the Committee		February/December 2024	
	Issue calls for equal opportunities funding and disseminate results	To encourage equal opportunities activities.	Equal Opportunities Committee +		Continuous	

	from approved projects at the faculty.		project managers			
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Instructions to the faculty’s Equal Opportunities Committee in TekNat’s Operational Plan for 2024

- o Develop proposals on how to follow up on management training for heads of divisions and other line managers and how equal opportunities can be included in these training courses.
- o Check that an introduction to equal opportunities is provided in both the initial and later stages of all degree programmes.
- o Develop proposals on how to better address equal opportunities aspects in the context of recruitment processes.
- o Establish an annual activity plan for the faculty’s work on equal opportunities.

Input from the departments has also been taken into account in the choice of measures (head of department survey, meetings with equal ops reps), as well as programme evaluations.

Focus areas

The tasks given to the disciplinary domain boards in UU’s ordinary and autumn operational plans are:

1. Ensure that a gender mainstreaming approach is integrated in all areas of the organisation.
2. Prioritise systematic efforts to widen participation and promote gender balance in education.
3. Strengthen equal opportunities action in the areas of legal gender, gender identity or expression, ethnicity, religion or other belief, functionality, sexual orientation, age and social background. During the period 2022–2024, special attention is to be given to the work and study environment of employees and students, issues related to LGBTQI+, and information and communication. The disciplinary domain board is to report on this assignment at the disciplinary domain dialogues and dialogue meetings with the Vice-Chancellor and in connection with work on the University’s operational plan.

4. Strengthen gender mainstreaming at the University over the next three years. The disciplinary domain board is to report on this assignment at the disciplinary domain dialogues and dialogue meetings with the Vice-Chancellor and in connection with work on the University's operational plan.
5. Work towards achieving gender balance in the groups of assistant professors, associate professors and professors. This assignment is to be followed up in the annual report and the disciplinary domain board is to report on it at the disciplinary domain dialogues and in connection with work on the University's operational plan.

Gender mainstreaming targets for UU in 2023–2025:

1. Measures to counter bias in recruitment and assessment processes will be long-term and knowledge-based.
2. Preventive work against harassment and sexual harassment will be long-term and knowledge-based.