

EDC committee meeting 12.03.2025

Present: Lise-Lotte, Ulas, Zhuyun, Lu, Stephan, Lucas, Klara, Anna

- Chair position handed over from Klara to Anna (for the next 6 months)
- Post-Doc lunches: Lu & Lucas will initiate lunch meetings for Post-Docs on a regular basis
- Department seminar: Lotte and Klara joined planning meetings. There will be an external speaker (Kasper) preparing a workshop.
- DEI checklist for events:
 - We started a draft on teams
 - Anna will improve it
 - Final draft until end of next week
 - Then send it to the department seminar organization group (to Majken)
- Report from AU DEI conference (Lotte, Stephan, Klara, Anna):
 - Stephan: Language workshop:
 - Would be good to communicate clearly in job advertisements which level of Danish is expected (and expected to be learned throughout the employment). Different levels, e.g. understanding Danish and being able to teach in Danish.
 - Support from Danish colleagues is important to be able to learn and practice Danish
 - Option: poly-lingual meetings: communicate at the beginning of the meeting in which language it will be held, and that it is also okay to ask questions in another language, as long as everyone can more or less follow
 - Lotte: inclusive research proposals. How to include DEI in projects
 - Lotte gave a presentation on including DEI in proposal writing
 - Isabella (Agro-science): presentation on managing diversity within project work
 - Discussion around H-index, because it is a very excluding indicator, doesn't take into account things like parental leave. But it is important internationally, AU cannot change that = Dilemma.
 - Anna: inclusive meetings
 - Meetings = a good arena to try embracing diversity more
 - Many ways how diversity and biases can make meetings difficult
 - E.g. bias towards the opinion of senior scientists ("Hippo" effect: Highest Paid Persons Opinion), some people speaking more than others, unequal access to information, affinity bias, gender bias,
 - Making meetings more inclusive for all participants will make them better and more beneficial

- Different tools to include meeting participants more equally
 - Small tips and tricks can make a big difference in meetings (especially when planning & chairing meetings)
 - Assess, experiment, evaluate the effect, adjust
 - Klara: academic housekeeping to academic citizenship
 - How can “academic housekeeping” tasks be more valued? (emptying the dishwasher, social events, mentoring)
 - How can these tasks be distributed more evenly?
 - Some ideas: Call them “academic citizenship”, recognize them more, address them in job interviews (“What do you do to contribute to your workplace?”), honor “employee of the month”, ask new employees for feedback after about half a year of employment, inclusion audits at some departments
- Follow-up action from DEI conference:
 - Create a more friendly environment to bring babies to work:
 - Install baby changing table in some bathrooms at Risø? => Lotte will bring it up in management and talk to Majbritt
 - clear the shelter outside to make space for a baby stroller => who?
 - dedicate a room for breastfeeding / pumping milk?
 - Enough demand for a kindergarten at Risø?
 - Lotte should give her workshop about inclusive research proposals at the Department
 - in the context of the next proposal workshop at ENVS
 - Ulas will keep that in mind for the organization of the next workshop
 - Try different methods for more inclusive meetings in our next committee meetings and see if this is something we can carry into the department
 - => Anna
 - Some action on academic service work and its distribution within the department?
 - E.g. implement a system to keep track of tasks, reflect on distribution of tasks, rotation systems,
 - Homework for everyone: reflect on service tasks within our groups and their distribution
- Discussion points for next meeting:
 - Do we need a follow-up DEI survey at ENVS?
 - Evaluate DEI content from APV
 - => Stephan can prepare input
 - Plan next DEI input for section meetings
 - Discuss academic service work

Next meeting: beginning / mid of May

Action points:

- Lu & Lucas: initiate lunch meetings for Post-Docs
- Anna:
 - improve DEI checklist for events, share final draft with committee and then Majken
 - prepare inclusivity methods for next meeting
 - schedule next meeting
- Lotte: bring up baby-friendly environment (changing table, space for strollers outside, breastfeeding/pumping room) with management
- Ulas: add Lottes presentation about diversity in research proposals for next proposal workshop by research committee
- Stephan: prepare input on DEI aspects in APV
- everyone:
 - think about other points for the DEI event checklist
 - reflect on service tasks within our groups and their distribution