UPPSALA
UNIVERSITET

Gender Equality Plan 2016

Department of Information Technology

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Content

1. Introduction

There are several reasons why it is important to correct the gender imbalance in Information Technology. The most fundamental reason is that the choices made by individuals should be based on each person's talents and interests, not on gendered stereotypic expectations. To change the unfortunate gendered stereotype of Information Technology as being a male subject would thus contribute to increased equality and freedom in society.

A second reason for improving the gender balance is that as long as women are strongly underrepresented as students and employees in Information Technology, they are likely to experience a more difficult work environment than their male colleagues. Individuals of a strongly underrepresented group are more likely to be seen as representatives of their group rather than competent persons in their own right. They will also more likely be seen as different. These and other similar effects cause energy drain for those affected by them and can thus hamper the possibilities of members of the underrepresented group to realize their full potential in the study situation and/or at the workplace. There is a need for a better gender balance to decrease these detrimental effects.

The gendered stereotyping of Information Technology as a male subject means that we fail to realize the full potential of Information Technology talent in the population. This can be regarded as sub-optimization of resources. Men and women get different, gendered experience, and can thus contribute with different perspectives, for example in seeing different aspects of a problem to be solved. This is very relevant in Information Technology, where the ultimate goal is to produce technical artefacts to be used in society. It is then of great value that the solutions proposed by Information Technology experts are taking relevant aspects, as broadly as possible, into account.

The following plan is applicable to all activities within the Department of Information Technology. It hence applies to all staff and students of the department. This plan supplements the gender equality plans of Uppsala University and the Faculty of Science and Technology.

The legal underpinnings for gender equality are listed in the Uppsala University Action Plan for Equal Opportunities [Handlingsplan för lika villkor, in Swedish] which is valid from 2014-04-8. For more information regarding the gender equality plans of the University as well as the Faculty, please refer to the unit for HR-support [Enheten för HR-stöd in Swedish].

The plan is composed of two parts. The first part describes continuous gender equality activities at the department and the second part describes activities planned specifically for 2016. The plan is followed by an appendix that includes a follow-up of last year's gender equality work as well as a quantitative description of the current situation when it comes to gender equality at the department.

2. Responsibility for Gender Equality Work at the Department

The Head of Department has the overall responsibility for gender equality work at the department. The department is required to have a Gender Equality Officer, appointed by the Department Board. The Gender Equality Officer is responsible for reviewing and evaluating gender equality work at the department, planning and executing gender equality projects as well as regularly updating the Gender Equality Plan. The Gender Equality Officer is also responsible for providing students and employees with support regarding issues or questions related to gender equality within the department.

2.1. The Gender Equality Group

At the department there is a Gender Equality Group appointed by the Department Board.

2.2. Gender Equality Plans

The University and the Faculty have adopted gender equality plans that take precedence over the Department's Gender Equality Plan; see the Equal Opportunities Plan of the Faculty as well as the Action Plan for Equal Opportunities. [Handlingsplan för lika villkor, in Swedish]

The University also has a parental policy and a plan for equality with regards to sexual orientation and gender identity and/or gender expression

3.   Continuous Gender Equality Work

This section presents continuous work regarding gender equality at the department. This work follows the gender equality plans presented above, and also includes some continuous work that is specific for the Department of Information Technology.

3.1.   Gender Equality Officer

There shall be a Gender Equality Officer. Information about how to get in contact with this person shall be available from the department website.

Officers in charge: Head of Department and the Gender Equality Officer

3.2.   The Gender Equality Group

The department shall have a Gender Equality Group led by the Gender Equality Officer. Each division within the department shall be represented in the group, in addition to representatives of administrative staff, technical staff and students.

The members of the Gender Equality Group have the mission to serve as the department's steering committee for gender equality. They have the mission to be the review panel in equality issues, such as to monitor and evaluate gender equality efforts, suggest equality efforts, and plan and implement gender equality projects. Furthermore, the group members are expected to inform their respective divisions/equivalent and head of division/equivalent on the work of the gender equality group.

The gender equality group will have monthly meetings except during June and July. The meetings and the documentation of the Gender Equality Group will be in English.

Officers in charge: The Gender Equality Officer and Head of Department.

3.3.   The Management Group (In Swedish: ledningsgruppen)

Members of the department's Management Group who have not yet participated in training on gender equality shall undertake such training.

There shall be at least one member of the Management Group who is qualified to deal with gender equality issues and who will have the explicit responsibility for monitoring such issues.

Officer in charge: Head of Department

3.4. Contact Person for Gender-Related Violations

There shall be a contact person for gender-related violations. This person shall, to the greatest possible extent, receive relevant training to be able to fully perform this responsibility.

Officer in charge: Head of Department

3.5. Gender Equality Plan

The Gender Equality Plan shall be evaluated and revised yearly. The Gender Equality Plan shall be made available in Swedish and English. In case of any disputes over interpretation between the different versions, the Swedish version will prevail.

Officer in charge: The Gender Equality Officer

3.6. Recruitment

For each recruitment process those in charge (supervisors, director of undergraduate studies, group leader, etc.) shall actively and widely search for candidates of underrepresented gender.

Measures taken to this end shall continuously be reported for consolidation and review, in order for channels and contact networks for recruitment to be progressively developed. In the long term, this may contribute to a gender-balanced recruitment processes.

Officer in charge: Head of Department

The way in which an active and wide search for candidates of underrepresented gender has been carried out shall be reported in writing by the one responsible for the recruitment to the Head of Department who, in collaboration with the Gender Equality Group, annually reviews all such submitted accounts and compiles a report which is to be published at a suitable location and linked to from LäsIT. The reporting shall be done using this form: Monitoring of activities promoting gender equality in staff recruitment at the Department of Information Technology [in Swedish].

Officer in charge: Head of Department

There is to be a follow up analysis of gender representation in positions at the department using the gender equality indicators. The analysis will look at the proportion of women and men in the positions mentioned in the appendix of this gender equality plan. The follow up should be done every fifth year starting the year 2016. Corrective measures shall be imposed if there is not a positive development. With positive development is meant a visible changes towards a breakdown of women and men within the interval 40-60%

Officer in charge: Head of Department in consultation with the Gender Equality Officer

3.7. Salaries

Differences in pay both within and between different comparable groups of employees shall be investigated using the salary statistics to determine whether they can be explained on the basis of gender, or if there are other explanations. Specifically, salary differences between

administrative and technical staff as well as between lecturers and research assistants shall be analysed. If any differences are found to be on the basis of gender, action shall be taken to remove them.

Officer in charge: Head of Department in consultation with the Gender Equality Officer

3.8. Information

Provide general information on the work that is being done on gender equality at the department, which resources are available, etc.

Officer in charge: The Gender Equality Officer

Information on the work of the Gender Equality Group is to be provided continuously at division meetings and, as and when required, in LäsIT

Officer in charge: The Gender Equality Officer

A summary report on the work of the Gender Equality Group is to be a part of the next year's gender equality plan.

Officer in charge: The Gender Equality Officer

Meeting minutes of the Gender Equality Group shall be published on the group's website.

Officers in charge: The Gender Equality Group

3.9. Appointment of Groups with Important Strategic or Decision-making Functions

There shall always be representation of both genders in every group appointed to discuss or decide on issues affecting a larger number of employees. Groups with both gender represented are the Department Board the Work Environment Group, the Emergency Management Group, the Gender Equality Group, the Nomination Group and the Program-Responsible Professors Group (Swedish: PAP-gruppen).

Officer in charge: Head of Department

There is to be a follow up analysis of appointments at the department by collecting and documenting data on the gendered composition of investigative and decision-making bodies. The follow up should be done every fifth year starting the year 2016. Corrective actions shall be imposed if there is not a positive development in these measures.

Officer in charge: Head of Department in consultation with the Gender Equality Officer

3.10. Research

The department shall strive to increase the share of senior women in research, as well as improve visibility for female researchers (both within and outside the department). Among other things, this means that women shall be represented to a high degree in any group of strategic nature – such as groups formed for referral reports, grant applications, etc.

Officer in charge: Head of Research

3.11. PhD Education

The department shall strive to increase the proportion of female PhD students, as well as improve the visibility of female PhD students.

Officers in charge: Head of Department

There is to be on-going analysis of the gender distribution of examination committees and faculty examiners for the public defence of PhD dissertations per research subject. Corrective measures shall be imposed if there is a gross imbalance over a 36-month period.

The aim should be to have an equal gender distribution when assigning faculty examiners for the public defence of PhD dissertations. In cases where a woman is not selected, a written report shall be made. This report should not in a routine manner refer to a lack of candidates, but should show that considerable effort has been made and describe why it failed. Note that even though the department does not formally appoint faculty examiners or examination committees it is in our interest to evaluate and influence their gender distribution.

Officer in charge: Head of Department

3.12. Undergraduate and Postgraduate Education

Gender coaching and training in gender-sensitive pedagogy shall be offered to all teachers at the department.

Officer in charge: Head of Department

3.13. Funding for Measures to Promote Gender Equality

The department has set aside funds to be used for activities (proposed by employees at the department at application time) deemed to be positive with regard to gender equality at the department. Announcements for grant opportunities shall be made at least twice each year. The applications will be compiled and ranked by the gender equality group, after which the Head of Department makes the decision. The group itself may also propose initiatives that could be funded from this pool.

A summary of who applied for the funds and what sums have been granted will be compiled and published for instance in LäsIT at the end of each year.

Officer in charge: Head of Department in consultation with the Gender Equality Officer

The above-mentioned operating procedure shall be evaluated in 2016.

Officer in charge: Head of Department in consultation with the Gender Equality Officer

4. Action plan 2016

Below the focus areas of the action plan for gender equality actions in 2016 is presented. The headline for each focus area denotes the goal of that area.

4.1. A Better Understanding of the Gender Situation of Technical and Administrative (TA) Personnel

WHAT: The goal is to have a better understanding of the gender situation for technical and administrative personnel to receive input for next year's actions in the area.

HOW: Inform the TA group about this year's gender equality work, analyse the answers from technical and administrative personnel to the work environment survey that was conducted at the department in 2014, and conduct interviews to understand problems from a gender perspective. Present the results to the gender equality group and write a brief report from the survey and the interviews. Next year we will suggest actions directed at the technical and administrative personnel based on these understandings.

WHEN: This focus area will be presented and discussed in the April Gender Equality Meeting.

RESPONSIBLE: Anna-Lena Forsberg

WHO: Anna-Lena Forsberg and Karolina Malm Holmgren

4.2. Gender Equality Aware Education that Creates a Better Learning Environment for All

WHAT: The goal is to support female students from a gender perspective, educate teaching faculty in gender awareness in teaching, and support in changes of the introductory courses for students.

HOW: Organize regular meetups with students and PhD students for networking possibilities. Coffee and buns will be served at these occasions, and sometimes there can be an invited speaker or something else that is interesting. Organize one or two pedagogic lunch seminars related to didactics, students and gender as a part of the pedagogic lunch seminar series at the department. Discuss with responsible teachers the possibilities to include gender awareness in the introductory courses that we are teaching at the department, for example. at the IT programme, computer science bachelor and master. Support teachers with implementation of chosen changes.

WHEN: This focus area will be presented and discussed at the March gender equality meetings

RESPONSIBLE: Karolin Gjöthlén is responsible for the meetups; Mats Daniels is responsible for the pedagogic lunch seminars and for discussing the inclusion of gender awareness in the introductory courses.

WHO: Karolin Gjöthlén and Maria Andreina Francisco Rodriguez will work with meetups. Mats Daniels and Maria Andreina Francisco Rodriguez will work with pedagogic lunch seminars and Mats Daniels and Anne Peters will work with changes to the introductory courses.

4.3.   Better PhD Student Education for all

WHAT: The goal of this area is threefold. The first goal is to support our female PhD students in their identity as researchers. The second goal is to have gender equality aware PhD student supervision that creates a gender equal playing field for the department's PhD students. The third goal is to have a better understanding of the unique situation of PhD students at the department and use this in next year's gender equality work.

HOW: We will discuss with the female PhD students at the department whether they would like to have a retreat to network and increase social support, and in that case organize a retreat. The program of the retreat will be based on the interests of the female PhD students. We will also present, discuss, adapt and implement the FESTA toolkit for PhD supervisors at the department. In this work we will also have a dialogue with the faculty's equal opportunities committee as well as the FESTA project. Finally we will analyse the university wide survey sent to PhD students to understand the problems PhD students face from a gender perspective. These results will be presented to the gender equality group and a short report will be written. This report will be used for the next year's actions in this area.

WHEN: This retreat and the survey will be discussed at the February meeting. The toolkit for PhD supervisors will be discussed at the August meeting.

RESPONSIBLE: Anne Peters will be responsible for the planning of the retreat. Åsa Cajander is responsible for the work with the supervision tool kit. María Andreína Francisco Rodríguez is responsible for the survey.

WHO: Anne Peters, María Andreína Francisco Rodríguez and Karolina Malm Holmgren will work on the retreat for female PhD students. Åsa Cajander, Ulrike Schnaas and Anne Peters will work on the toolkit. María Andreína Francisco Rodríguez will work on the survey.

4.4.   Supporting Women in Post Doc-, Associate Senior Lecturers- or Senior Lecturers Positions

WHAT: The goal of this area is to create a better work environment for female postdocs, associate senior lecturers and senior lecturers at the department.

HOW: We will support the division of computing science, and possibly also a second division, with a gender equality project. The division(s) will be in charge of this change project that focuses on gender equality, but the gender equality group will discuss and help the division(s) in their work. We will update the names in the database of female computer scientists; removing entries that are no longer applicable and maybe add some more by automatic means through automated scripts. We will also analyse the existing interviews with women in post doc, associate senior lecturer and senior lecturer positions made as a part of the FESTA project. We will also try to see to it that gender equality is addressed at the research strategy day of 2016.

WHEN: This area will be discussed at the November meeting in the gender equality group.

RESPONSIBLE: Åsa Cajander is responsible for the work with the divisions. Adriaan Larmuseau is responsible for the work with the database. Nina Almgren is responsible for the interviews. Mats Daniels is responsible for the strategic day 2016.
WHO: Åsa Cajander and the FESTA project will work with the divisions. Adriaan Larmuseau will work with the database. Nina Almgren is responsible for the interviews. Mats Daniels is responsible for arranging the gender equality group's attendance at the strategic day 2016.

4.5. Enhance Capacity of the Gender Equality Group to Work as Change Agents

WHAT: The goal of this action is enhanced capacity to work as change agents at the department.

HOW: Nina Almgren will do an analysis of the FESTA project's findings when it comes to resistance to gender equality work and present that in a seminar. She will also make the FESTA report available to the group. This presentation and report will be used as input for next year's gender equality work. We will also arrange a retreat for the gender equality group in the beginning of October 2016 where the work in the group is evaluated and next year's plan is discussed.

WHEN: This area will be discussed at the gender equality group retreat in October 2016

RESPONSIBLE: Nina Almgren is responsible for the presentation of resistance. Åsa Cajander is responsible for organizing the retreat.

WHO: Nina Almgren will present the analysis of the resistance to change. Åsa Cajander and Anna-Lena Forsberg will organize the retreat.

5. Appendix

This appendix includes a description of last year's gender equality work as well as a qualitative description of the current situation at the department.

5.1. Description of Last Year's Gender Equality Work

The Head of Department has performed the actions that he was responsible for according to the plan, with a few exceptions: how to take gender into account in recruitment and the use of the specified form needs to be followed up, and there is a need for procedures on how to follow up examination committees and faculty examiners from a gender perspective.

The Head of Research has worked actively to increase the share of senior women in research through the launch of a future post doc program at the department. One area of improvement for next year is the work to ensure that the proportion of female PhD students increases, as well as work to improve the visibility of female PhD students.

The Gender Equality Group worked well according to the plan. We funded 15 applications for gender equality projects, and developed a process for applications for funding. However, we still have had few applications in comparison to the number that the allocated money would allow. The launch of a post doc program has hence been discussed as a gender equality intervention starting by in 2016. The items in the action plan for 2015 were addressed, with a few exceptions and with several additions of things we did do. We had problems recruiting PhD students for the focus groups organized by the FESTA project, and we cancelled the workshop for PhD students for the same reason. We started the work with the database with names of female computer scientists, and the discussion will continue next year on what to do with the database to make it usable. In addition to the planned activities we co-organized two panels for students and faculty with the local ACM-W Student Chapter, worked with the womENcourage conference in Uppsala, organized two FESTA seminars on recruitment (instead of one), organized a seminar on research excellence and gender, and presented a gender equality development project related to programming courses at a lunch seminar. Moreover, we have developed a process for the gender equality indicators from the FESTA project and made them a part of the standing assignments in the gender equality plan. The indicators chosen are positions, and also gender statistics on "Appointment of Groups with Important Strategic or Decision-making Functions " and "Salaries". We also had a very productive and creative gender equality retreat in October that resulted in the ambitious plan presented in this year's document.

5.2. Description of Current Situation

Based on data from the period 1/1-13/11 2015

	Women	Men
Number of employees	69	219
Number of full time equivalents	61	204
Part female and male employees	23%	77%

Planned leave	Women	Men
30 people on parental leave	20%	80%
28 people on leave without pay	11%	89%
21 people on "temporary parental leave"	24%	76%

Sick leave	Women %	Men %
40 persons	42,5%	57,5%
Number of persons on sick leave within each gender	25% of 69 women	10,5% of 219 men

PhD students

Average activity level: None of the PhD students have part time employments, all are hired in full time positions. We find it irrelevant to divide the PhD students according to activity level, since it varies constantly. PhD students sick or on leave varies from semester to semester. We find it more relevant to present the activity in terms of full-time-equivalents (FTE)

	Women %	Men %
132 PhD students in total, 21 female and 111 men	16%	84%
69 FTE of 132 PhD-students	67 FTE of 21 female	69 FTE of 111 male

Employment	Women %	Men %
132 in total	16%	84%
PhD student (124)	16%	84%
Industry PhD student (8)	12,5%	87,5%
Externally employed and associated (0)	-	-
No employment (0)	-	-
Stipends (0)	-	-
Educational support (0)	-	-

Research degrees 1/1 – 13/11 2015	Women %	Men %
8 people earned a PhD (1+7)	12,5	67,5%
6 persons earned a licentiate (0+6)	0%	100%

Sick leave among PhD students	Women %	Men %
6 PhD students were on sick leave	33%	67%
The proportion of the total number of PhD students divided by gender	10% of 21 women	4% of 111 men

Studenter

Registered	Women %	Men %
Students on bachelor and master level 4502 persons	22,5%	77,5%