

Faculty Board for Humanities and Theology
Working group

Policy of the joint Faculties of Humanities and Theology for gender equality, equal opportunities and diversity 2021-2023

Conditions

The work on gender equality, equal opportunities and diversity (referred to by its Swedish abbreviation JLM) at the joint Faculties of Humanities and Theology is based on applicable legislation, with the Discrimination Act¹ as a fundamental document, and complies with the University's central policy for gender equality, equal opportunities and diversity (reg. no PE 2011/177) and the University's strategic plan. The central policy has no expiration date and stipulates that each faculty is to work systematically and purposefully on gender equality, equal opportunities and diversity. In addition, the strategic plan establishes that gender equality and diversity are to be fundamental principles for all parts of our organisation. Besides this, the faculties are to work in accordance with the new web accessibility directive², which requires all public websites to be made accessible to users with disabilities.

Pursuant to the new rules in the Discrimination Act, the organisation is to work systematically and preventively to counteract discrimination (Swedish abbreviation for this work: SFAD) through active measures and to work in other ways to promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. The work on these active measures is to be conducted and documented continuously.

Gender equality and equal opportunities work at the HT faculties

At the joint Faculties of Humanities and Theology, there is a contact person for JLM issues (who is also the faculties' work environment coordinator). The contact person provides administrative support to the faculty management and follows up on the faculties' plan. In addition, there is a vice dean who works generally on JLM issues and is a member of the university-wide "Council for gender equality and equal opportunities". The faculty board for humanities and theology addresses issues concerning gender equality, equal opportunities and diversity in its working group (AU) three times a year. The vice dean, together with the HT faculties' contact person, is the rapporteur on these issues to the working group. The contact person also assists in various regards on issues concerning preparation and processing of these matters.

¹ Act 2016:828 on changes to the Discrimination Act (2008:567) which entered into force on 1 January 2017.

² The directive entails in brief that websites, intranets, documents and apps must meet a number of accessibility requirements.

The departments and other units at the faculties are to work consistently with active measures, i.e. to work systematically and preventively to counteract discrimination. This entails, among other things, that each unit is to continuously investigate whether there are risks of discrimination in the organisation. Any risks are then to be analysed, addressed and followed up, all according to the four steps of active measures in the Discrimination Act. This work is to be documented and conducted in collaboration with staff and students. For the documentation, the organisational units are advised to use a common template which will then form the basis for the faculties' continued work on these issues, and a part of the annual reporting that is to be done to the central level through annual equal opportunities reports³.

The dialogue between faculty management and departments addresses JLM issues directly and systematically within the framework of quality enhancement work focusing on the integration of gender equality and equal opportunities perspectives in education. Further themes within the framework of the quality dialogues' six-year cycles, such as "internationalisation" and "study, learning and teaching environments" touch upon equal opportunities and diversity issues to a high degree, if not as explicitly as in the theme of "perspectives in education". In addition, JLM issues are addressed in the faculties' heads of department network, which brings faculty management and departmental management together.

Focus areas

The HT faculties' plan for gender equality, equal opportunities and diversity is a concrete action plan which forms the basis for faculty-wide measures and is part of the documentation required by the Discrimination Act. The action plan covers both students and staff. The work on the measures in the action plan, including follow-up, is usually coordinated by the faculties' contact person on the basis of priorities set by the faculty board's working group (AU). The working group annually follows up on both the plan and the faculties' equal opportunities report (based on the plan). In addition to this, the working group also processes gender equality statistics on the gender distribution among various professional categories at the faculties.

The work on the Discrimination Act's active measures⁴ and the following focus areas lays the foundation for the HT faculties' work and the faculties' action plan:

- Discrimination
- Gender equality and equal opportunities perspectives
- Study environment
- Recruitment and promotion
- Leadership and professional development
- Salaries and terms of employment
- Opportunities to combine work and studies with parenthood
- Education

³ The equal opportunities report is an account summarising the faculties' systematic preventive work against discrimination through active measures.

⁴ The active measures are based on the perspectives of the education provider and employer and the focus areas connected to these perspectives.

“The Discrimination Act aims to counteract discrimination and promote equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age”⁵. The work and study atmosphere at the HT faculties is to be permeated by an inclusive spirit, free from all types of discrimination and harassment. The HT faculties work preventively by disseminating information on discrimination and equal opportunities issues through initiatives including the guides⁶ for students and employees dealing with these questions.

Equal opportunities and gender equality perspectives

It is important to create common principles for equal opportunities and to implement the diversity perspective, which aims to generate awareness and understanding of differences. For a Bachelor’s degree at the HT faculties, besides meeting the qualitative targets of the Higher Education Ordinance, students are also to have the ability to apply gender, ethnicity and diversity perspectives. The faculties also work in accordance with the University’s quality assurance and quality enhancement regulations for education (reg. no 2016/179) in which the criterion “*of integrating gender equality and equal opportunities perspectives in education*” is to be followed up and monitored through the faculties’ own quality assurance systems.

Study environment

Work and study environments are to be adapted to offer equivalent opportunities to all students to operate within the faculties, in terms of both the physical and the psychosocial environment. The physical study environment includes aspects such as premises, aids and equipment, while the psychosocial environment may involve things like how people are addressed and treated.

Recruitment and promotion

Recruitment issues concern the recruitment of both students and staff. Efforts aim to bring about an equal gender distribution and diversity at the various levels of education and among employees. Active measures are to contribute to this.

Regarding recruitment of students, it is important to provide various forms of support as part of the work on broadening recruitment, widening participation and equal opportunities. Strategies for widening participation need to be developed more clearly in collaboration with the University centrally. During the period of study, there are also to be initiatives such as adequate introductory activities, mentorship, language support and support measures for students with disabilities.

Regarding recruitment and promotion of staff, Lund University’s policy emphasises that assessments based on expertise are to form the basis for selection and that staff planning is to be strategic with active gender equality goals.

⁵ From the website of the Equality Ombudsman.

⁶ See the HT faculties’ “Guide for students on discrimination, harassment and victimisation” and “Discrimination, harassment and victimisation – support for employees at the HT faculties”.

The HT faculties strive to achieve an equal gender distribution in recruitment to research studies. There is an ambition to hold information meetings about research studies and how to apply at each department before each round of applications, to encourage even hesitant potential doctoral students to apply for third cycle studies.

The Academic Appointments Board has developed procedures for taking gender equality into account in recruitment. The vice-chancellor's decision "New procedure for increasing gender equality in recruitment of professors" (reg. no STYR 2016/1133) is to be applied and also forms the basis of this work. Among other things, this entails the dean reviewing submitted applications for professorships to ensure that there are qualified applicants of both genders before the applications are passed on to experts for assessment. If this is not the case, the suspension of the recruitment process should be considered. At the HT faculties, this also applies to other indefinite term positions for teaching staff.

Leadership – professional development

Pursuant to the University's policy, the HT faculties' goal is for boards, councils, management groups and collegial groups at all levels to have an equal gender distribution. Among other things, this entails that the faculties, as employers, should ensure that all employees have equal opportunities for professional development.

Salaries and terms of employment

The Discrimination Act stipulates that the employer is to chart and analyse salaries annually, with the aim of detecting, addressing and preventing unjustified salary discrepancies and other differences in terms of employment between women and men. The HT faculties study the overall charts made available by the University. Before the annual salary negotiations and in the event of new appointments, salaries are analysed within the faculties' various units with reference to any unjustified differences.

Opportunities to combine work and studies with parenthood

The faculties are to strive to enable employees and students to combine work or studies with parenthood. This may, for example, involve the departments/units continuously reviewing the time at which teaching and meetings are scheduled.

Education

Pursuant to the Discrimination Act, education providers are to continuously investigate existing forms of teaching (lectures, seminars, distance learning, online courses and suchlike) and review examinations and assessments, in order to determine whether there is any risk of assessment of student performance being deliberately or unconsciously affected by factors associated with any of the grounds of discrimination as per the Act. This work is to be conducted within each organisational unit that comes into contact with students in any way.

Useful links

Legal texts

Equality Ombudsman

<https://www.do.se/choose-language/english>

LU

Lund University web page and picture on systematic preventive work against discrimination

<https://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equal-opportunities/preventive-work-against-discrimination>

https://www.hr-webben.lu.se/sites/hr-webben.lu.se/files/sfad-cirkeln_eng.jpg

Lund University web page on victimisation

<https://www.staff.lu.se/employment/work-environment-and-health/victimisation-and-harassment#Victimisation>

Lund University web page on gender equality and equal opportunities

<https://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equal-opportunities>

Lund University's plan for equal opportunities

<https://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equal-opportunities#Equal%20Opportunities%20Plan%20for%20Lund%20University>

Lund University's strategic plan

https://www.staff.lu.se/sites/staff.lu.se/files/strategic_plan_2017-2026_2.pdf

Regulations for quality assurance and quality enhancement of education at Lund University

<https://www.staff.lu.se/sites/staff.lu.se/files/2021-10/regulations-quality-assurance-quality-enhancement-of-education-lund-university.pdf>

List of students' rights

<https://www.lunduniversity.lu.se/sites/www.lunduniversity.lu.se/files/2021-03/List-of-student-rights.pdf>

The joint Faculties of Humanities and Theology

The HT faculties' web page on gender equality and equal opportunities

<https://www.ht.lu.se/en/the-faculties/work-environment-and-equal-opportunities/diversity-equal-opportunities-and-gender-equality/>

Regulations for third-cycle education at the joint Faculties of Humanities and Theology Regulations for doctoral education at Lund University

<https://www.ht.lu.se/en/education/phd-studies/regulations/>