UNIVERSITY OF COPENHAGEN

Monitoring Report 2023

– Action plan for gender equality and diversity 2022-

Status of initiatives and data

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This monitoring report was written in June 2023 by Shared HR. The report was approved by the steering committee for UCPH's Action plan for gender equality and diversity on 17 August 2023.

Introduction

It is important that everyone at the University of Copenhagen – students and staff alike – can unleash their potential and enthusiasm for their academic discipline or area of responsibility. As a university, we can only help raise the bar for research, innovation, and education if our students and staff thrive. The aim of UCPH's gender equality and diversity focus is therefore to create an inclusive study and work environment free of discrimination and harassment, in order to ensure the ideal framework for excellent education and research.

However, we know from studies of UCPH's study and work environment and from both national and international research that we have not yet quite achieved this aim. In December 2021, the University of Copenhagen therefore adopted an *Action plan for gender equality and diversity* (the 'action plan'), in which UCPH commits to "carrying on and expanding the ambitious and dedicated efforts that have been going on over the past decades aiming to further improve the framework and opportunities for gender equality and diversity".

The primary focus of the action plan is to form the basis for UCPH's ongoing gender equality and diversity efforts, by collecting better data and enhancing the knowledge and skills of the organisation. The aim is to facilitate an even more ambitious and relevant effort in this area in the future. The aim of the action plan is thus twofold – to initiate change through initiatives here and now, and to enable more extensive efforts in the future by building the maturity needed to work professionally in the area. This is especially due to the action plan's aim of changing the organisational culture, which requires a sustained and dedicated effort.

UCPH is thus launching a process that is not expected to be completed within the time frame of the current action plan. Some effects will materialise during the lifetime of the action plan, while others will only be seen later and as the result of later action plans in this area. The intention of the annual monitoring is to ensure that UCPH achieves the aims of the current action plan and to support ongoing dialogue about the initiatives by the management team, the General Collaboration Committee and the faculties.

Motivation to make an effort

The University of Copenhagen is an agenda-setting social institution which influences society around us through education, research and innovation. We are therefore under a special obligation to lead the way and help set high gender equality and diversity standards. The *Action plan for gender equality and diversity* carries on and develops the work UCPH has already done to ensure that all students and staff are offered the best possible conditions for work and study.

With the adoption of the action plan, UCPH continued its efforts to improve the framework and means of achieving gender equality and diversity across the university. This is in line with the considerable political attention devoted to the gender equality and diversity agenda – nationally,

internationally and in the EU. And there are plenty of arguments for dedicating efforts to advancing gender equality and diversity at UCPH.

Above all, it is a priority for UCPH to be a safe place for everyone to work and study. To achieve this, as a university we must take responsibility for promoting an inclusive culture and preventing discrimination and harassment. In this way, dedicated gender equality and diversity efforts can thus improve completion as well as attraction and retention rates – a consideration that is becoming increasingly relevant at UCPH.

We also know that gender equality and diversity can make good research and teaching even better, because it helps to reveal overlooked perspectives and possible ways forward. Moreover, gender equality and diversity are also associated with increased value creation and innovation, as a diverse university population can bring about even stronger solutions to today's and tomorrow's challenges.[1]

Additionally, gender equality and diversity are recognised as well-established and important focus areas for both organisations and educational institutions, playing a key role for attraction and completion rates. Among UCPH's closest partners and competitors, large-scale and far-reaching efforts are being launched to improve inclusion and counter inequality, among both students and staff. Even large and renowned institutions such as Harvard and Oxford are making a dedicated effort to improve gender equality and diversity as an important branding and attraction parameter. The importance of prioritising this area therefore cannot be overstated if UCPH wants to retain its position as a world-class university.

The European Commission has also added a clear incentive to focus on the issue. Since January 2022, access to research funding via the EU's Horizon Europe framework programme has required that the applicant institution has an active Gender Equality Plan. With the current action plan, UCPH meets this requirement, and thus has access to this source of funding.

The action plan also ensures compliance with Danish gender equality legislation, for example by regularly introducing initiatives to ensure that men and women are treated equally in connection with recruitment and promotions at UCPH and to prevent harassment and discrimination. The need to proactively ensure equality and make room for diversity is also supported by the basic principles of UCPH's personnel policy, according to which UCPH appreciates diversity and guarantees equal treatment of all employees.

For a considerable number of reasons, it is therefore important that UCPH's efforts in the area of gender equality and diversity are both ambitious and broad-ranging.

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[1] DEA. 2021. *Diversity in research.* DEA: https://www.datocms-assets.com/22590/1619960908-hovedrapport.pdf

How the gender equality and diversity effort is organised

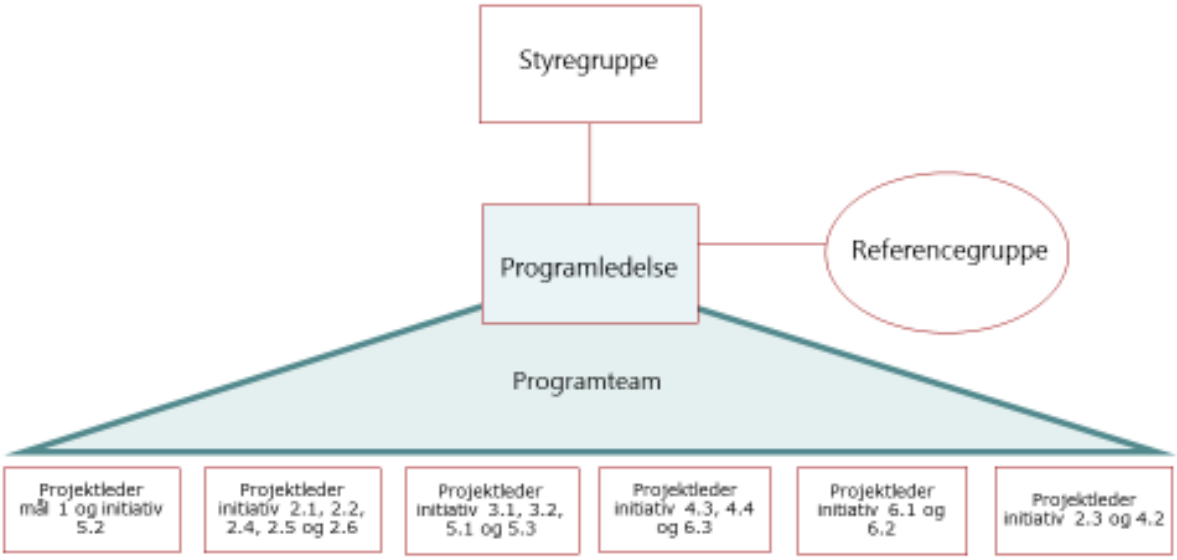
The implementation of the action plan has in part been a matter of creating the best possible framework for the work. This has involved several organisational initiatives, including:

Extending the term of the action plan

The action plan was originally adopted for 2022 and 2023, but was extended by one year by the rectorate in January 2023, so that it now runs until the end of 2024. This was primarily done to allow time to establish an engaging and culture-changing dialogue across UCPH, which can lead to the development of new aims and initiatives in the area (goal 1 in the action plan). However, the aim is still for all other initiatives in the current action plan to be developed and implemented by the end of 2023.

Programme organisation

In 2023, work on the action plan was organised as a programme, to support its strategic nature and organisation. This also made it possible to define roles and tasks more clearly in the parallel work of implementing the initiatives in the current action plan and developing the next action plan. The programme organisation has led to the creation/appointment of the following groups and roles:



Steering committee: Rector Henrik C. Wegener (chair), Dean Katrine Krogh Andersen, Dean Jacob Graff Nielsen, Director Thomas Molin, Director Rie Snekkerup and Department Head Anders Johannes Hansen.

Programme owner: Thomas Molin, Director of Shared HR.

Programme managers: Beate Sløk-Andersen and Frederikke S. Fürst, diversity and inclusion consultants.

Reference group: Malte Sauerland-Paulsen (student), Ban Mouid Shiwalia (student), Christine Pöder (associate professor and head of section), Mons Bissenbakker (associate professor and director of centre), Mathias Wullum Nielsen (associate professor), Hilda Rømer Christensen (associate professor and coordination manager), Ravinder Kaur (associate professor), Pernille Bjørn (professor and deputy head of department), Socha MacLeod (associate professor), Jo Ebert Håkonsson (language consultant), Karen Vestergaard Petersen (head of section) and Helle Hald (head of administration).

Project managers: Laura Skousgaard Jørgensen (data analyst), Katrine Greve-Poulsen (data analyst, on maternity leave), Lotta Avesson (senior EU liaison officer), Nina Bahrt Blom (senior consultant) and Lea Muldtofte, Frederikke S. Fürst and Beate Sløk-Andersen (diversity and inclusion consultants).

Implementation status

Implementation has gained momentum in the second year of the action plan. Webinars have been held on how employees and managers can prevent and deal with offensive behaviour, management courses on bias in academia have been developed and held, a pay analysis with a focus on gender equality has been conducted, in consultation with the General Collaboration Committee, and much more. This is elaborated on below.

Like last year and in parallel with these centrally initiated projects, a number of initiatives are underway at the faculties, centres and departments. For example, the Department of Computer Science is testing the use of search committees with a specific diversity focus when recruiting faculty/academic staff and tenure track assistant professors. The aim is to increase the diversity of the field of applicants and thereby supplement the existing employee mix through new appointments. An inclusion survey has been conducted at the Centre for Basic Metabolic Research to identify local diversity and inclusion challenges, and work has been done at the Faculty of Social Sciences to make the study start more inclusive on the faculty's degree programmes.

Moreover, the programme management has made an effort to communicate about the action plan and UCPH's current initiatives in this area. This has been achieved, in particular, through presentations to local diversity committees across UCPH, and meetings with employees and managers who have launched local initiatives. Awareness of UCPH's gender equality and diversity work has been raised through news on KUnet, in newsletters, on information screens, on LinkedIn and in the University Post.

The need and opportunities for specific initiatives have also been highlighted in more festive ways. For example, at the UCPH Festival in June 2023, a Rainbow Corner was organised in collaboration with the LGBTQIA+ employee network and Queer Union UCPH. This type of initiative is an effective way to highlight and celebrate diversity at UCPH. It will therefore be followed up in August 2023 with a number of events in connection with Copenhagen Pride.

Finally, a lot of initiatives are in the pipeline and will be rolled out in autumn 2023 (see below). They will be announced via KUnet and relevant newsletters etc.

Overall, a concrete effect is being seen from the allocation of more resources – both financial and staff – to the area under the current action plan.

Example initiatives

The implementation of the action plan's 20 initiatives has been evident in the organisation to varying degrees. This section will therefore highlight some of the initiatives that deserve special attention because it is possible to get involved in them in autumn 2023.

Courses for managers (initiative 3.2)

Two courses for managers at UCPH are currently being developed and will be offered as part of the university's leadership development programme (LUKU). The courses will be held for the first time in November and will focus on management of international employees and diversity management, respectively. The courses will be announced in UCPH's course catalogue during August.

Establish DEI network (initiative 5.2)

Many excellent initiatives are being developed and implemented across UCPH to make room for diversity and greater inclusion. Dedicated staff and students are taking steps to improve conditions, procedures and well-being in their local contexts. UCPH wants to support and follow up on these centrally, so that experience and good ideas can be better exploited across UCPH. A network was therefore set up in June 2023 for employees who work with diversity, equality and inclusion (DEI) initiatives in practice. The DEI network has been received with great interest and support. It is expected to prove even more relevant in the coming years, as it will be able to support the increasing number of initiatives being launched at centres, departments and faculties.

You can read more about the network on this page on KUnet, and sign up by sending an email to diversitet@adm.ku.dk.

Prevent and handle offensive behaviour and harassment (initiatives 4.3 and 4.4)

Shared HR held a number of webinars during winter 2023 on how to prevent offensive behaviour, sexism in academia, discrimination, conflicts and bullying. These webinars were primarily aimed at employees and managers at UCPH, but several were also open to students. The webinars were held

alternately in Danish and English, and were recorded, so they can be accessed by those unable to attend. The webinars and slides from the presentations can be accessed via this page on KUnet.

UCPH has also co-funded a podcast series on sexism in academia, which was launched in June 2023. The podcast flowed out of an initiative by a group of female university employees (including employees from UCPH) in 2020 to draw attention to sexism and sexual harassment in the university setting. In the podcast, researchers and other experts are invited to discuss and share knowledge to enlighten listeners on how we can prevent sexual harassment in the workplace. The 'Do You Know Sexism?' podcast series can be accessed here.

While efforts to combat offensive behaviour and harassment primarily targeted employees and managers when the action plan was launched, in 2023 efforts were expanded to also target students. From study start 2023, students who experience harassment will be able to contact and get help and guidance from their own department or a central body, whichever they prefer. Enquiries at both levels will be registered in SurveyXact and summarised by Education & Students once a year to ensure that UCPH has an overview of all enquiries and the details needed to inform future initiatives. More information will be available on KUnet soon.

In connection with the 2023 study start, the Faculty of Theology, the Faculty of Law and the Faculty of Humanities will for the first time organise conflict management training for tutors, volunteers in student associations and other students. The purpose of the training is to create a sense of ownership and shared responsibility for creating good, safe learning environments, thereby instigating a shift – from a reactive to a preventive approach to harassment.

Efforts to support an inclusive learning environment (initiative 6.3)

The diversity team and TEACH are jointly developing two courses to support an inclusive learning environment across UCPH.

The first course (prevention) is aimed at teachers who are having to handle an increasingly diverse student population, and thus strike a balance between individual needs and the need to ensure high academic standards of teaching. UCPH's lecturers will therefore be offered a course intended to help them design inclusive learning environments that boost engagement and prevent conflicts, exclusion and dropouts. The course will consist of a half-day start-up seminar and two half-day workshops working with specific development initiatives. The course will be piloted in autumn 2023 and/or spring 2024.

The second course (handling) is aimed at departments and degree programmes that are currently experiencing specific problems in their learning environments. To address such challenges, a course will be developed and piloted in autumn 2023 in collaboration with one to three departments or specific degree programmes. From these pilots, knowledge and tips will be gathered regarding processes that can be used to develop inclusive learning environments. The idea is to be able to draw on this knowledge to develop the learning units' readiness to support the departments and degree programmes in developing inclusive learning environments.

Courses on the gender dimension in research projects (initiatives 6.1 and 6.2)

To support applicants applying for funding under the EU's Horizon Europe framework programme and other foundations where applicants are required to consider possible gender dimensions in their projects, UCPH has developed two courses.

The first course is aimed at employees who provide specialised guidance about the application process to UCPH researchers across the university. The diversity team and Coordination for Gender Research jointly offered this course for the first time in spring 2023 as a train-the-trainer initiative, whereby the training of a small number of employees will help build capacity more broadly in the organisation. The course aims to inform UCPH's research supporters on current EU requirements and explain what a 'gender dimension' in research projects actually means.

The second course, a workshop aimed at UCPH researchers, is intended as a parallel train-the-researcher initiative, where (potential) applicants are taught what it means to incorporate a gender dimension in a research project. This workshop will be developed and held by Coordination for Gender Research, for the first time on 15 November 2023 on South Campus.

It is possible to read more about the workshop and sign up via UCPH's course catalogue.

Status on implementation of initiatives

The table below shows the status on the development and progress of all action plan initiatives. The initiatives are grouped based on the half-year in which their implementation was planned. The colour code does not necessarily indicate that an initiative has been fully implemented, but that implementation is going according to plan.

Green	Going according to plan
Yellow	Implementation challenged
Red	Critical situation – to be discussed by programme management
Grey	Inactive, implementation not yet started

No.	Initiative	Status
Spring 2022		
4.1	Through the addition of new questions in the WPA, UCPH has improved the knowledge base for cases of offensive behaviour and discrimination against staff.	Completed
4.5	UCPH has introduced a whistleblower scheme with an option to report sexual harassment anonymously.	Completed

5.4	UCPH has updated the concept for manager development reviews (LUS) to include their views on gender equality and diversity as an important development parameter.	Completed
6.1	UCPH has developed and offered a train-the-trainer course on gender in research aimed at local research and innovation staff.	Course held in May 2023. Supplementary guidelines under development.
Autumn 2022		
3.1	UCPH has developed and offered a generic course on gender equality, diversity and unconscious bias aimed at all employees.	Unclear plan for realisation due to lack of resources.
3.2	UCPH has developed and offered a generic course on gender equality, diversity and unconscious bias for all managers.	The course will be piloted in June 2023. Future offering of the course to be clarified.
4.3	UCPH has equipped staff and students to intervene as third persons in the event of offensive behaviour.	Start-up at several faculties in connection with study start 2023.
4.4	UCPH has equipped employees and managers to prevent and deal with cases of offensive behaviour in accordance with UCPH guidelines.	Completed, but requires continued focus.
6.2	UCPH has developed and offered thematic workshops on gender in research with a view to supporting researchers in meeting the award criterion.	The course will be piloted in November 2023. Delayed, but otherwise going fine.
6.3	UCPH has offered a course for teaching staff with a focus on basic theories and concepts within gender equality and diversity.	The course will be piloted in autumn 2023. Delayed, but otherwise going fine.
Spring 2023		
1	Development of next action plan: Idea phase	Commenced, will continue in autumn 2023.
2.2	The possibilities for improving the knowledge base on the importance of other selected markers of discrimination in education and employment at UCPH have been identified and explained in a study on diversity and inclusion.	Completed.
2.3	The knowledge base regarding gender-based intake at BA level has been improved, with a special focus on dropouts, expected career opportunities and key factors for applications.	Work has commenced, final results will be ready in winter 2023.

2.4	The knowledge base on how PhD students and postdocs experience barriers and opportunities in terms of future research careers has been identified.	Format and prioritisation must be balanced with a possible inclusion survey.
2.5	The data basis for analyses of gender distribution in recruitment processes of technical administrative staff has been improved.	Completed.
2.6	The data basis for analysing possible equal pay issues at UCPH has been improved.	Work has commenced and is on schedule.
4.2	From the 2021 educational environment assessment (UVM), UCPH has a strong baseline concerning the handling of offensive behaviour between students and between students and staff, and has set new objectives for the effort.	Completed
5.1	UCPH has boosted equal opportunities in recruitment and promotion by incorporating gender equality in the implementation of the University's criteria for recognising merit and by devising guidelines and templates for a gender-equalised recruitment process.	Not yet commenced. Unclear realisation due to lack of resources.
5.2	UCPH has formalised an ERFA network for employees who have participated in previous action plans and/or projects locally relating to gender equality and diversity. The network is involved in the work of preparing a new action plan.	The network started up in June 2023, and three more meetings are planned for the coming year.
Autumn 2023		
2.1	As far as possible, the indicators in the action plan for gender equality and diversity can be delivered at departmental level.	The indicators can be delivered at departmental level. A dashboard solution should be considered.
5.3	UCPH has promoted equal opportunities in the recruitment of managers at UCPH by testing different tools designed to reduce unconscious bias and to assure the quality of the recruitment process.	Unclear plans for completion due to lack of resources.
Spring 2024		
1	Development of next action plan: Execution phase	Not yet commenced
Autumn 2024		
1	Development of next action plan: Anchoring and completion phase	Not yet commenced

Initiatives for the coming year

While many of the action plan initiatives will soon be fully developed – as can be seen in the table above – we are looking ahead to a new year where the focus is shifting towards implementation, anchoring and dialogue in relation to the content of the next action plan. A few of the major initiatives planned for the coming year are presented below:

Involvement and development of next action plan

There will be a strong focus in the coming year on goal 1 of the action plan – which concerns the involvement of the organisation in developing UCPH's new action plan, which comes into force at the end of 2024. The steering committee wants to start a discussion with the organisation about which equality and diversity themes to focus on in the next action plan.

This discussion began already at UCPH Festival 2023, where employees and students were invited to provide input in an idea box at the festival's Rainbow Corner. The discussion will continue in the 2023 autumn semester via an open idea survey, which will be sent directly to the academic boards and the departmental collaboration committees, and which can be accessed by all staff and students via KUnet. This will allow both committees and individual employees and students to provide their input.

A key element in the process is that academic, technical and administrative staff and students are all involved, in all aspects. This is done through the collection of ideas and input from all three groups, and through the participation of academic, technical and administrative staff and students in the reference group that will be involved in the development work at regular intervals. The Senior Management Team, the General Collaboration Committee and the Senate will also be involved in the development work. UCPH's experts in the field will be involved in the work, and a group of department heads will be appointed to ensure that the new action plan can be operationalised and implemented at departmental level. In the coming year, a lot of effort will thus be going into securing input from the organisation and beginning the development of the next action plan.

Inclusion survey

An inclusion survey among UCPH students and staff will also be conducted in the coming year. This initiative was adopted by the UCPH steering committee for gender equality and diversity, and flows from the desire for greater knowledge about student and staff well-being and how included they feel at UCPH. The survey allows us to gain knowledge about well-being distributed across various diversity markers, as well as provide knowledge about the specific situations or contexts in which it will make sense to launch future initiatives.

Most importantly, the survey can provide a very concrete knowledge base for UCPH's work with equality and diversity, as well as helping to build a data foundation for UCPH's work in the area that goes far beyond the current binary gender focus.

The inclusion survey questionnaire is expected to be sent out in winter 2023/2024.

Key figures for gender equality and diversity at UCPH

The following pages present a number of key figures for gender equality and diversity at the University of Copenhagen (UCPH). These include figures for the gender distribution among academic staff, in the recruitment process, and among technical and administrative staff, university management and students. The report also contains the main findings regarding offensive behaviour from the WPA and study environment surveys. Data was extracted in May/June 2023.

They thus update the figures from the baseline analysis included in the 'Action plan for gender equality and diversity 2022-2023'. This update to already established key figures means, specifically, that the following pages primarily present data on managers, staff and students at UCPH grouped by legal binary gender, as these were the key figures set as a baseline in the action plan. Both the steering committee for gender equality and diversity and Shared HR are aware that this data does not provide a full overview of the diversity issue, as this is not just a question of (legal) gender.

However, it should be noted that it is being explored how UCPH can approach data on diversity markers other than gender in the future. Among other things, this led to a desire to conduct an inclusion survey among all students and staff at UCPH as a way of gaining insight into their experiences with inclusion, well-being and discrimination. The purpose of such a survey is to create a very specific knowledge base that extends far beyond binary gender, which can be used as a baseline for and to evaluate UCPH's next action plan.

General trends in the key figures

As mentioned earlier, part of the motivation behind UCPH's gender equality and diversity efforts is the desire to develop initiatives that will ensure that men and women do not experience differences in recruitment and promotion. The key figures in this report show that differences do exist in the gender distribution in the various staff categories and job hierarchy. For academic staff, in most faculties, the proportion of female employees declines as the career level rises. However, fluctuations in this trend were observed at the Faculty of Law and the Faculty of Theology during the 2016-2022 period. As regards VIP recruitment, there is a lower proportion of female applicants compared to male applicants, but a higher proportion of female candidates are shortlisted and deemed to be qualified. This suggests that there is a higher concentration of qualified female applicants. The lowest proportion of women in the recruitment process is found at the Faculty of Science, while the Faculty of Law has the most women in the recruitment process.

Among technical and administrative staff, women account for more than half of the employees across all job categories. The gender distribution is most equal for senior consultants, of whom 52-56% are women. In the other technical and administrative job categories, the proportion of women ranges between 58 and 88%, except for tradesmen, who are all men.

The gender distribution in the university management shows an imbalance, especially among members of the rectorate, faculty directors and associate deans. The rector, prorectors and faculty directors are almost exclusively male, while associate deans are primarily women. Overall, there is a slight predominance of male managers at UCPH.

The gender imbalance is not limited to UCPH's staff. Among students, the highest proportion of women is admitted to the Faculty of Health and Medical Sciences, and the highest proportion of men to the Faculty of Science. During the 2016-2022 period, more female than male students were admitted at both BA (57-61%) and MA (61-66%) levels across UCPH. The Faculty of Science has the lowest proportion of female students in both its BA and MA intake. At the Faculty of Science, the completion rate for female MA graduates was higher than for male students during the period, with one exception in 2018.

The degree programmes with the strongest gender bias vary. At BA level, female students were over-represented on 30 programmes, and men on nine. There are 15 degree programmes where the over-represented gender accounts for more than four out of five students. These are primarily at the Faculty of Humanities, where the over-representation of female students is most widespread, while over-representation of male students is most pronounced at the Faculty of Science.

The UCPH action plan also aims to combat offensive behaviour and other factors that are detrimental to the well-being of staff and students at UCPH. Across UCPH, the proportion of employees who indicated in the latest WPA that they had experienced unwanted sexual attention is only 2%. However, at the Faculty of Law the figure is 7%. One quarter of the total group reported that they did not expect it to make any difference if they took action in response to the unwanted sexual attention.

Approx. 10% of students have experienced discrimination. Discrimination is more likely to be attributed to fellow students (42%) than teachers (32%) across UCPH. However, at the Faculty of Health and Medical Sciences, discrimination is primarily attributed to lecturers (37%).

Another trend among students is that approx. 10% have experienced unpleasant or offensive comments on their appearance or gender. This is more commonly experienced among female students.

1. Gender distribution among academic staff

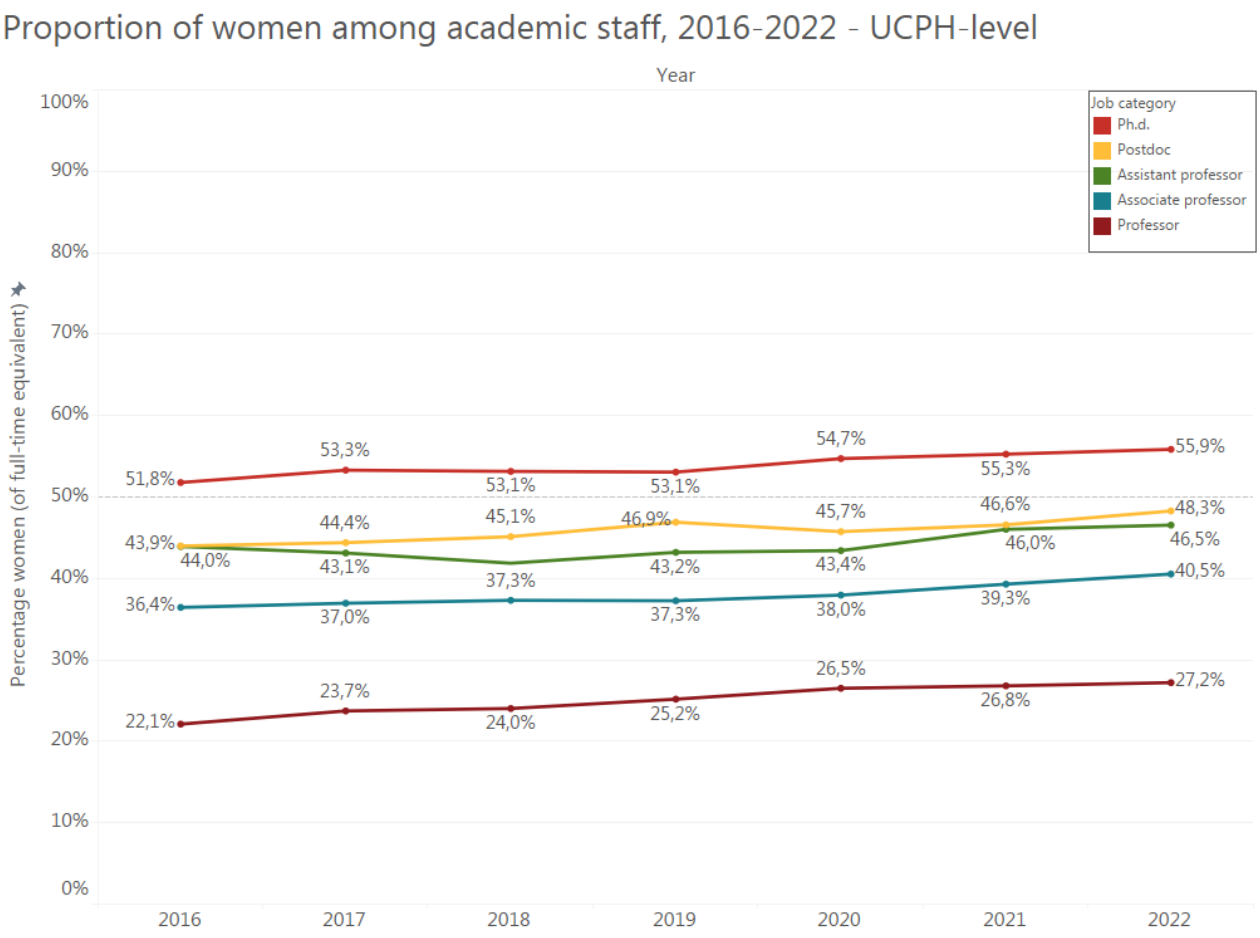
The gender distribution among academic staff is an important metric for the work on gender equality and diversity at UCPH. The figures can shed light on whether the initiatives launched by UCPH in this area are having a tangible effect.

The figures in this section show the gender distribution among academic staff at the overall UCPH level and at the UCPH faculties, and the trend since 2016. The figures have been calculated as

percentages of FTEs.[2] This can provide an insight into how the gender distribution of staff varies across levels, and whether certain job types have an equal or skewed gender distribution across UCPH and at faculty level.

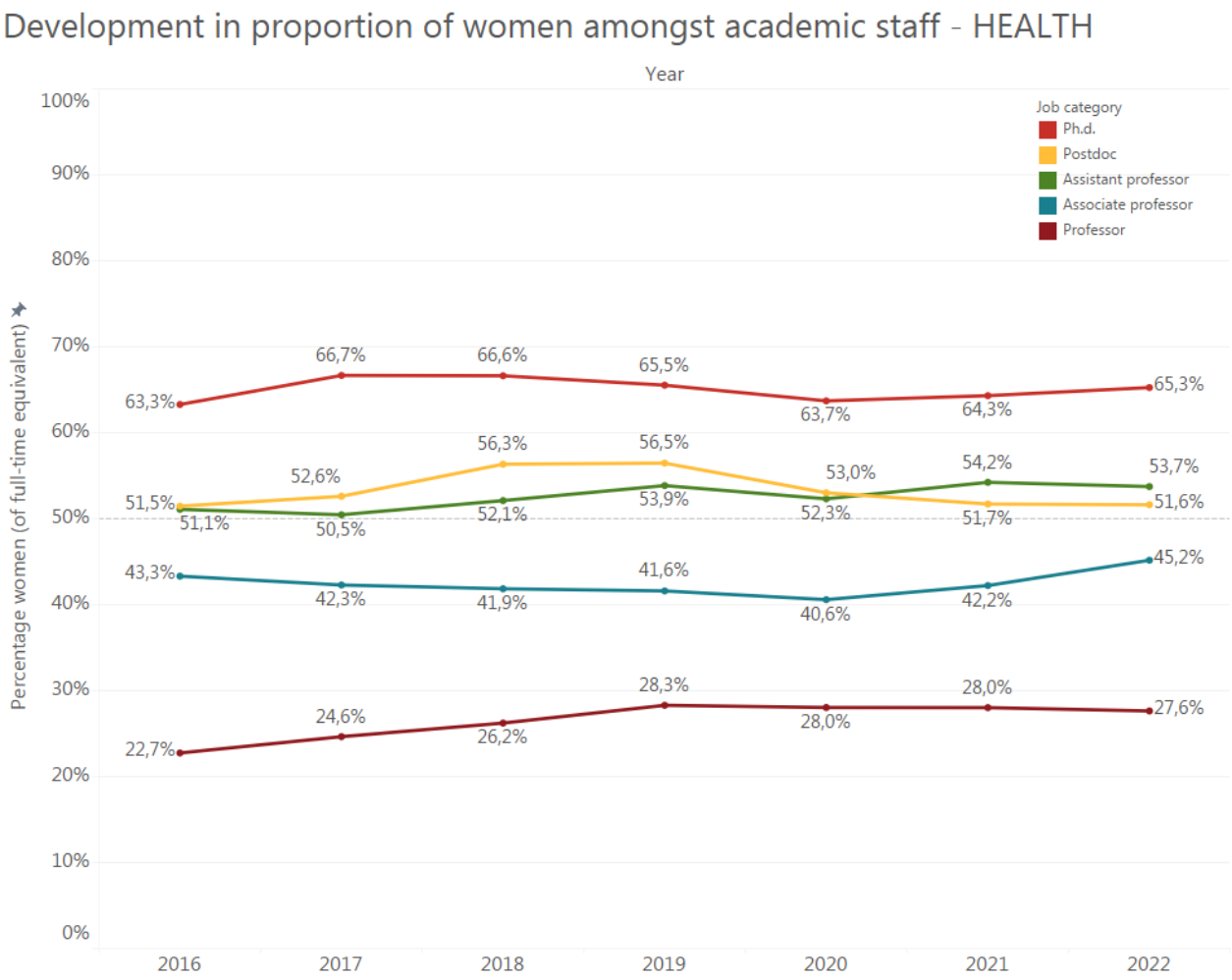
As can be seen from the figure in section 1.1, the proportion of female employees declines as the career level rises. For example, the proportion of female PhD students is above 50% for all years, but this is not reflected in the proportion of female postdocs and women at higher career levels in recent years. In other words, despite a lower proportion of male PhD students, the proportion of men who continue their career in academia at UCPH is higher than the proportion of women. This trend, whereby female employees 'thin out', continues as you progress up the job hierarchy. Ultimately, at professor level, the proportion of women is just over 1:4. This is the picture at most faculties, but the proportion of women at the Faculty of Law and the Faculty of Theology has fluctuated significantly during the period.

1.1 UCPH level

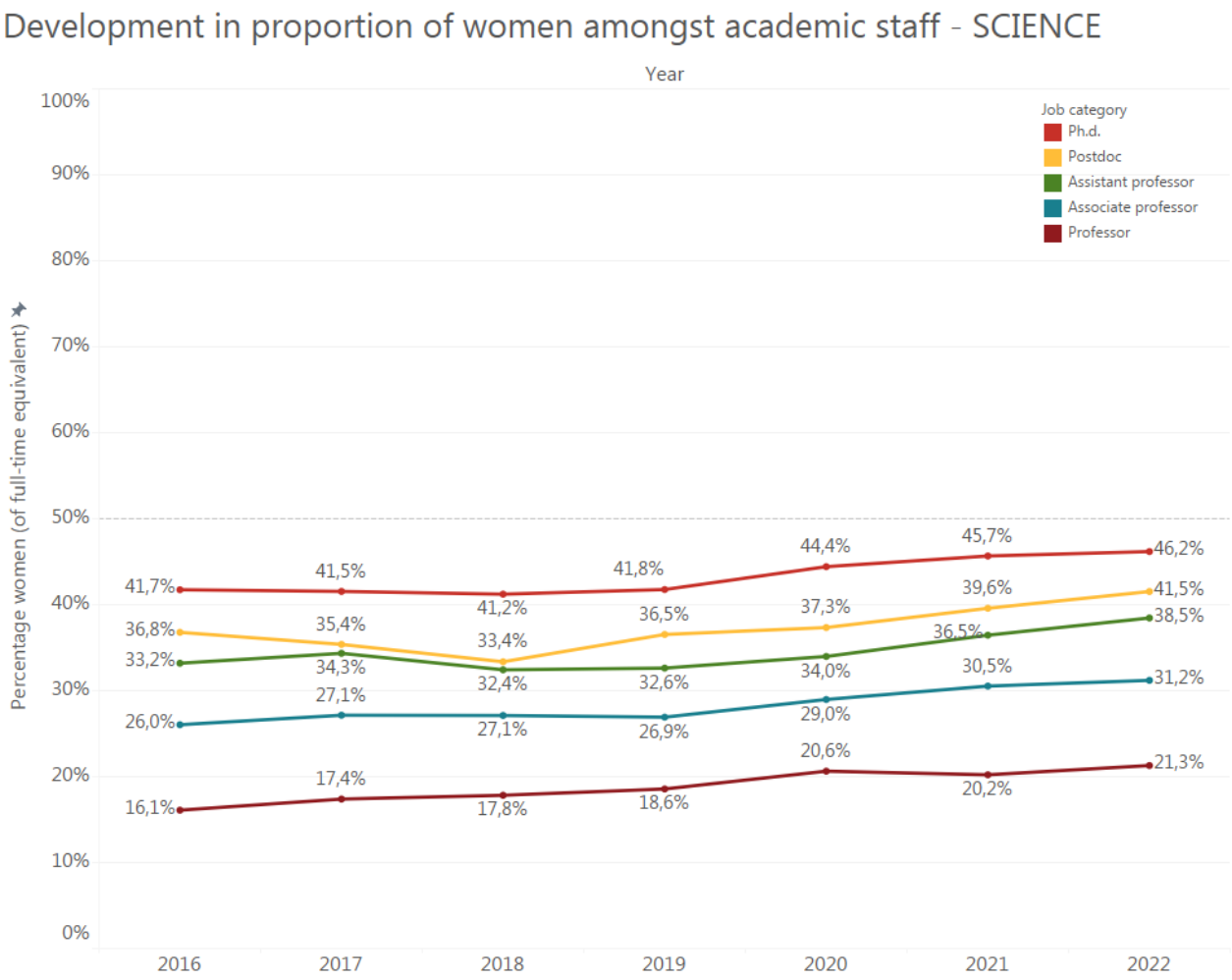


[2] The figures for gender distribution among academic staff are based on population data from UCPH-BI, which uses LDV data. The percentages are calculated as the percentage of FTEs. The HR standard filter (read more about this here) has been applied.

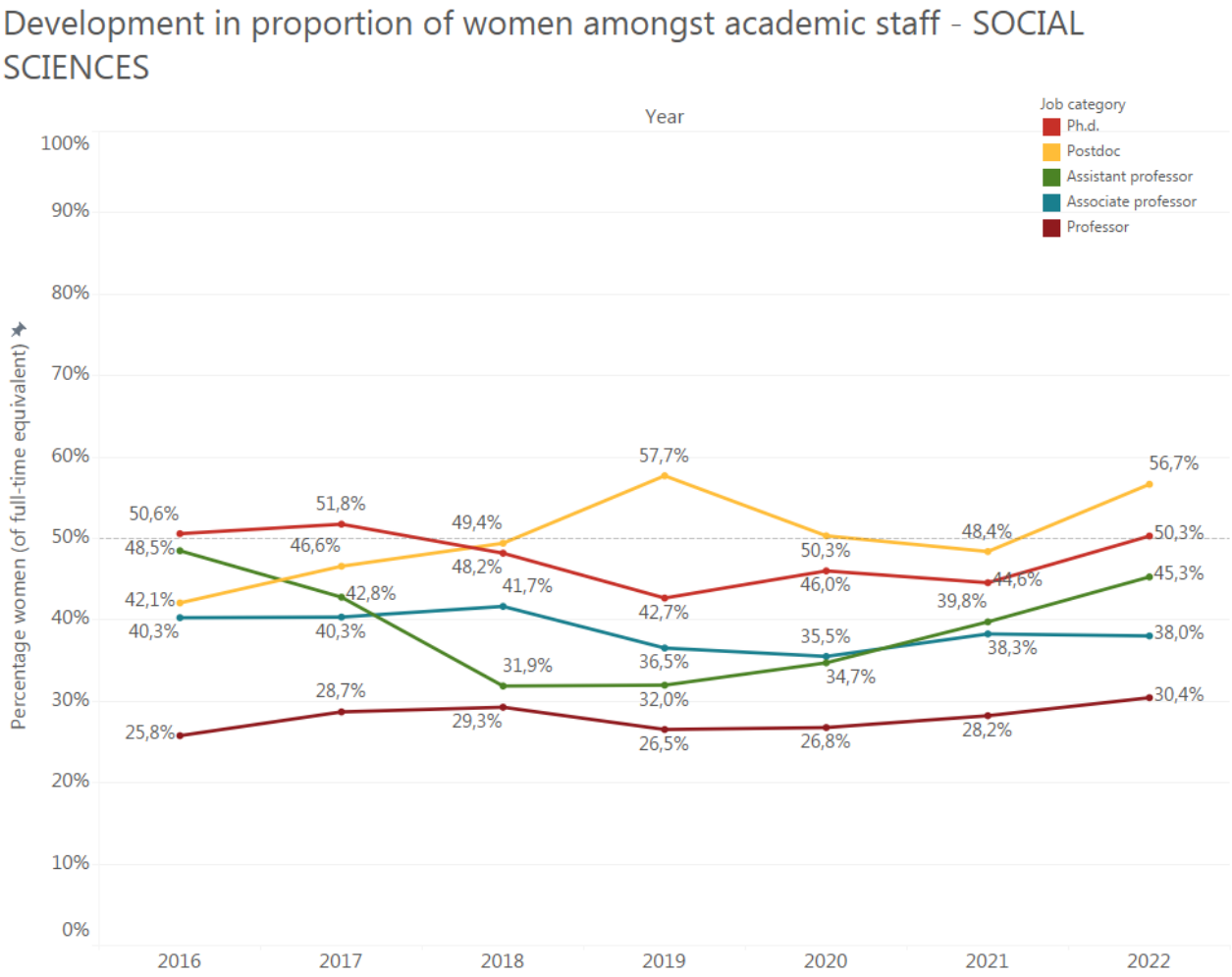
1.2 Faculty of Health and Medical Sciences



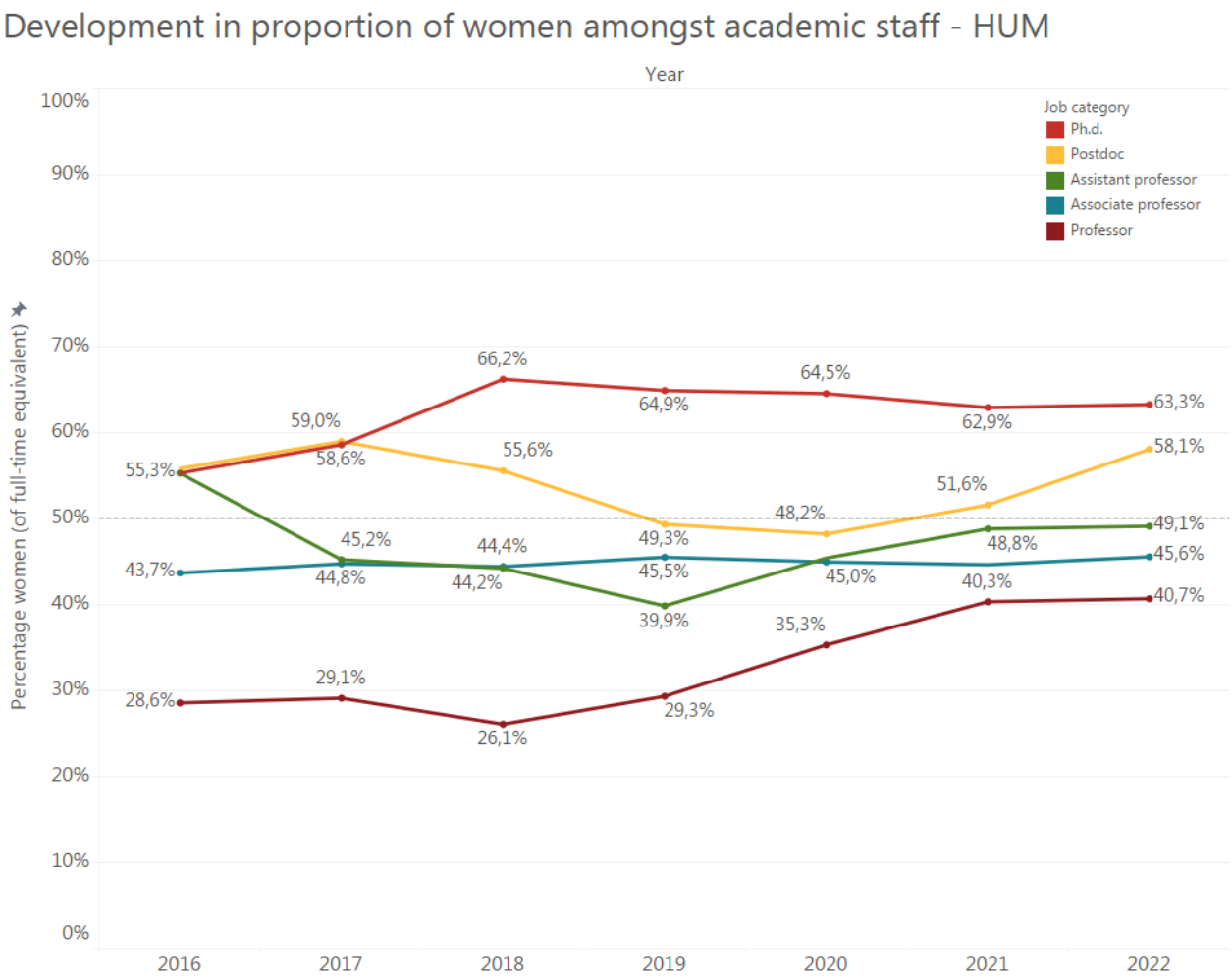
1.3 Faculty of Science



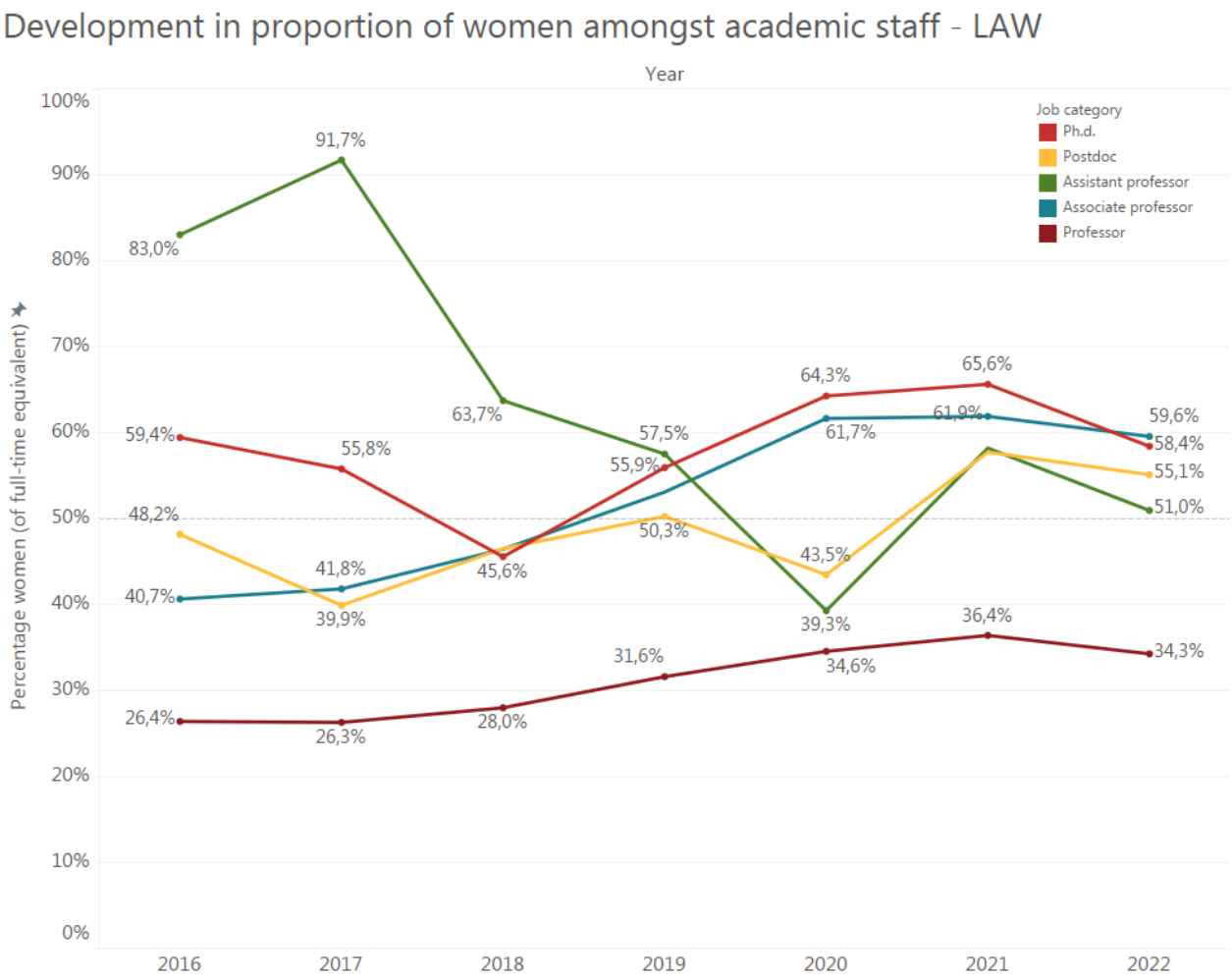
1.4 Faculty of Social Sciences



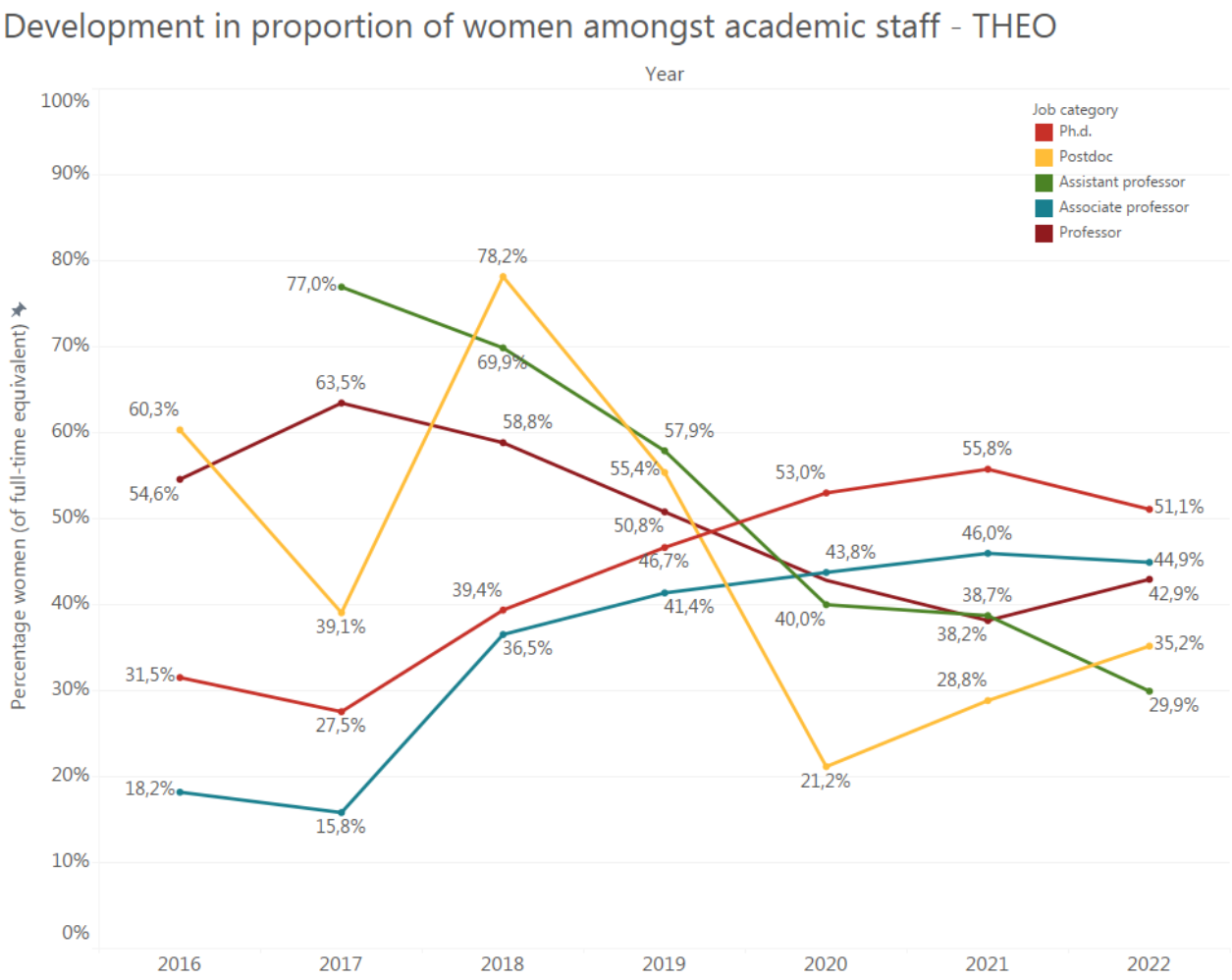
1.5 Faculty of Humanities



1.6 Faculty of Law



1.7 Faculty of Theology



2. Recruitment of permanent academic staff

The figures in this section show the average proportion of women applicants, the proportion of shortlisted women applicants and the proportion of qualified women applicants for open job postings during the 2018-2022 period, divided into the four job categories – postdoc, assistant professor, associate professor and professor, and the proportion of women among the academic staff who were appointed.[3] This can give us an indication of whether there are different 'success rates' for male and female applicants for positions at UCPH – and whether there are more qualified male or female applicants etc. The first three figures show the distribution at UCPH level, while the remaining figures show the distribution at faculty level.

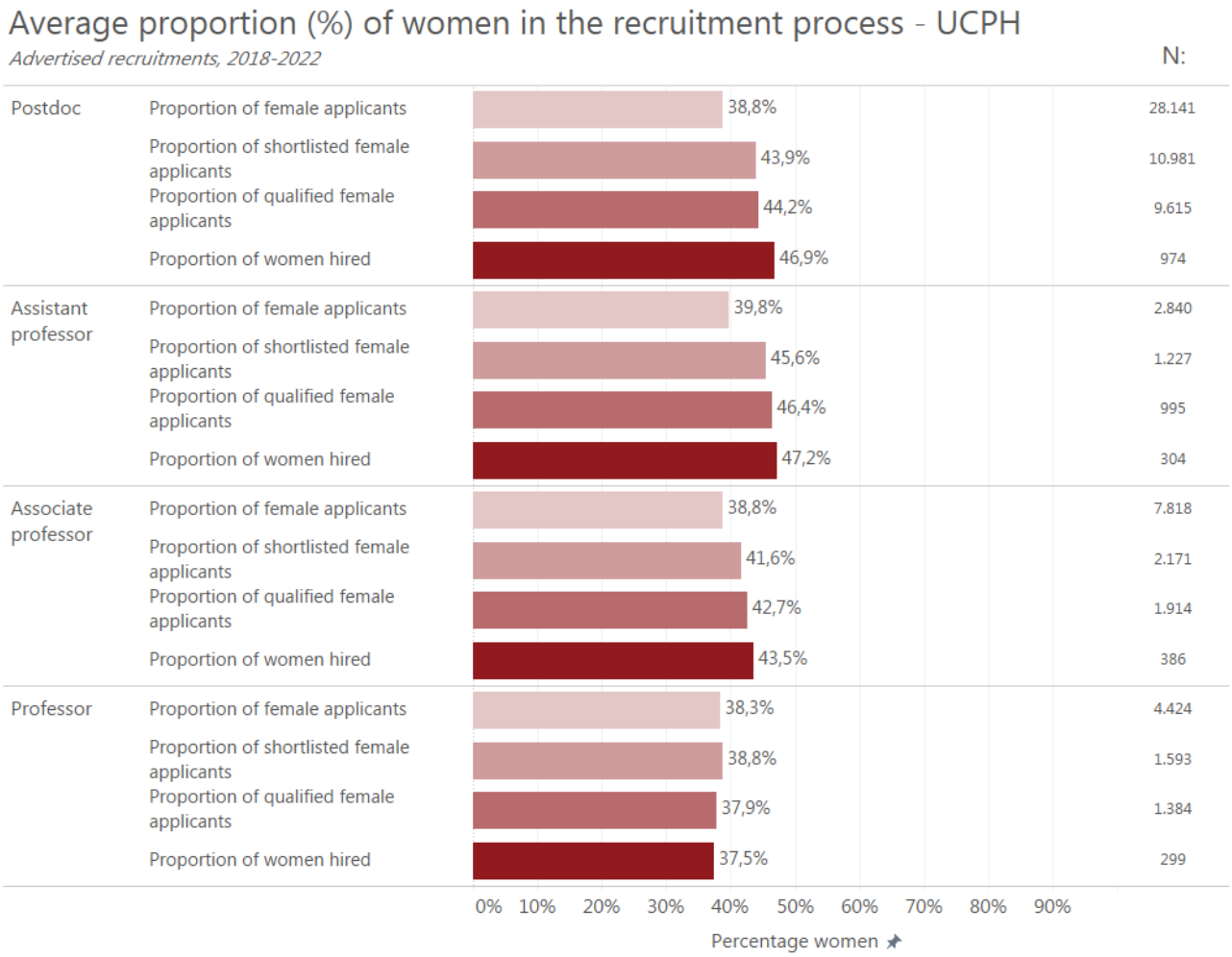
Across UCPH (Figure 2.1.1), the general trend is that the proportion of female applicants is lower, but also that the proportion of shortlisted and qualified female candidates is higher than the proportion of female applicants. This indicates that the concentration of applicants who advance in the recruitment process is higher among female applicants than male applicants.

The Faculty of Science has the lowest proportion of women at all stages of the recruitment process and for all types of positions (Figure 2.3), while the Faculty of Law has the highest proportion of women in the recruitment process in general (Figure 2.6). At the Faculty of Health and Medical Sciences (Figure 2.2), the proportion of women is around 40% at all position levels, while at the Faculty of Social Sciences (Figure 2.4) the proportion of women drops from 40-50% at postdoc level, to around 30% at professor level. At the Faculty of Theology, six postdocs were appointed during the 2018-2022 period (Figure 2.7), three of whom were women. The other (five) open job postings during the period attracted female applicants, but only males were appointed.

[3] 'Shortlisted' is defined as the 'number of applicants' minus the number 'not assessed'. 'Qualified applicants' are applicants who are shortlisted and then assessed to be qualified.

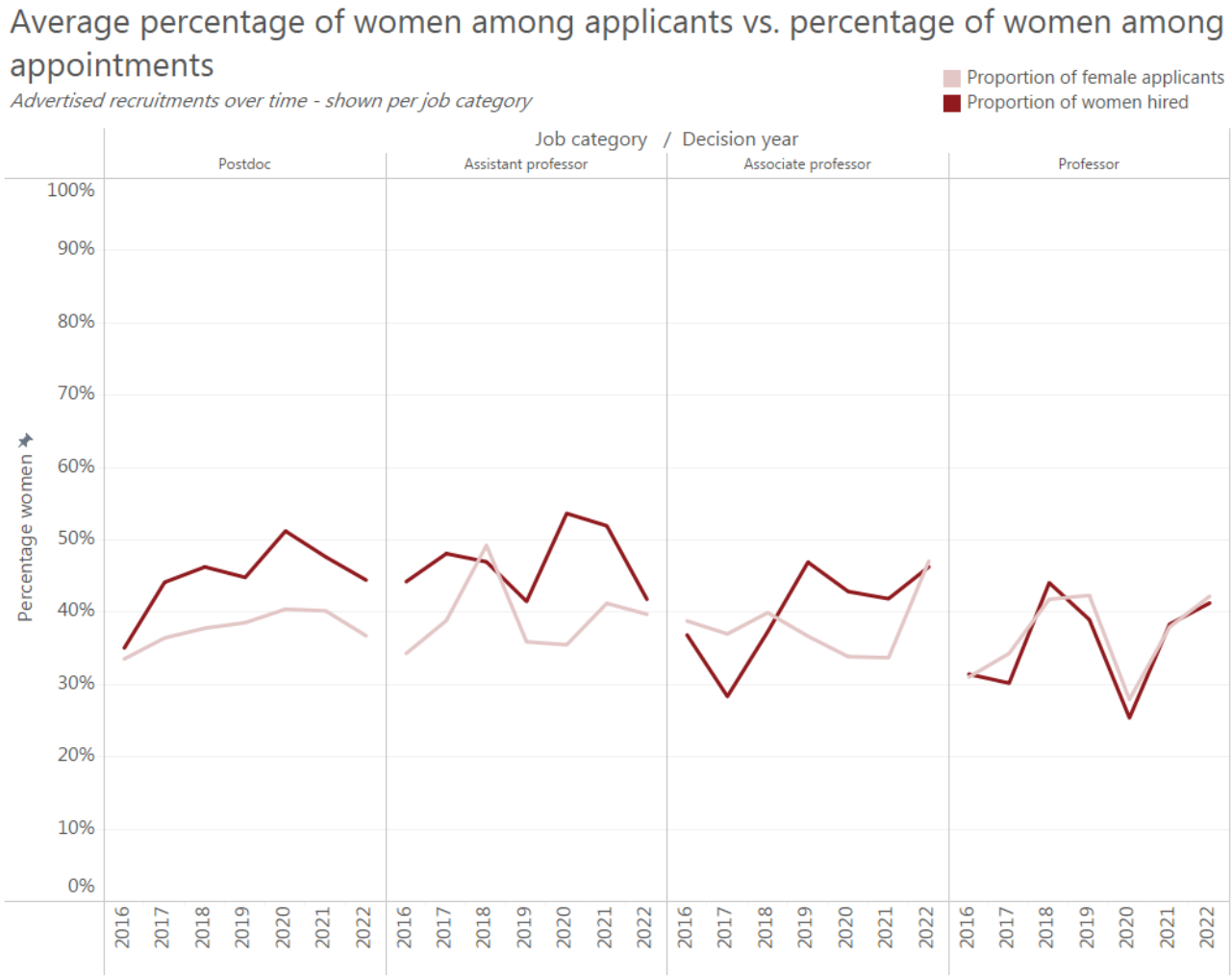
2.1 UCPH

2.1.1. Gender distribution in the recruitment process – open job postings



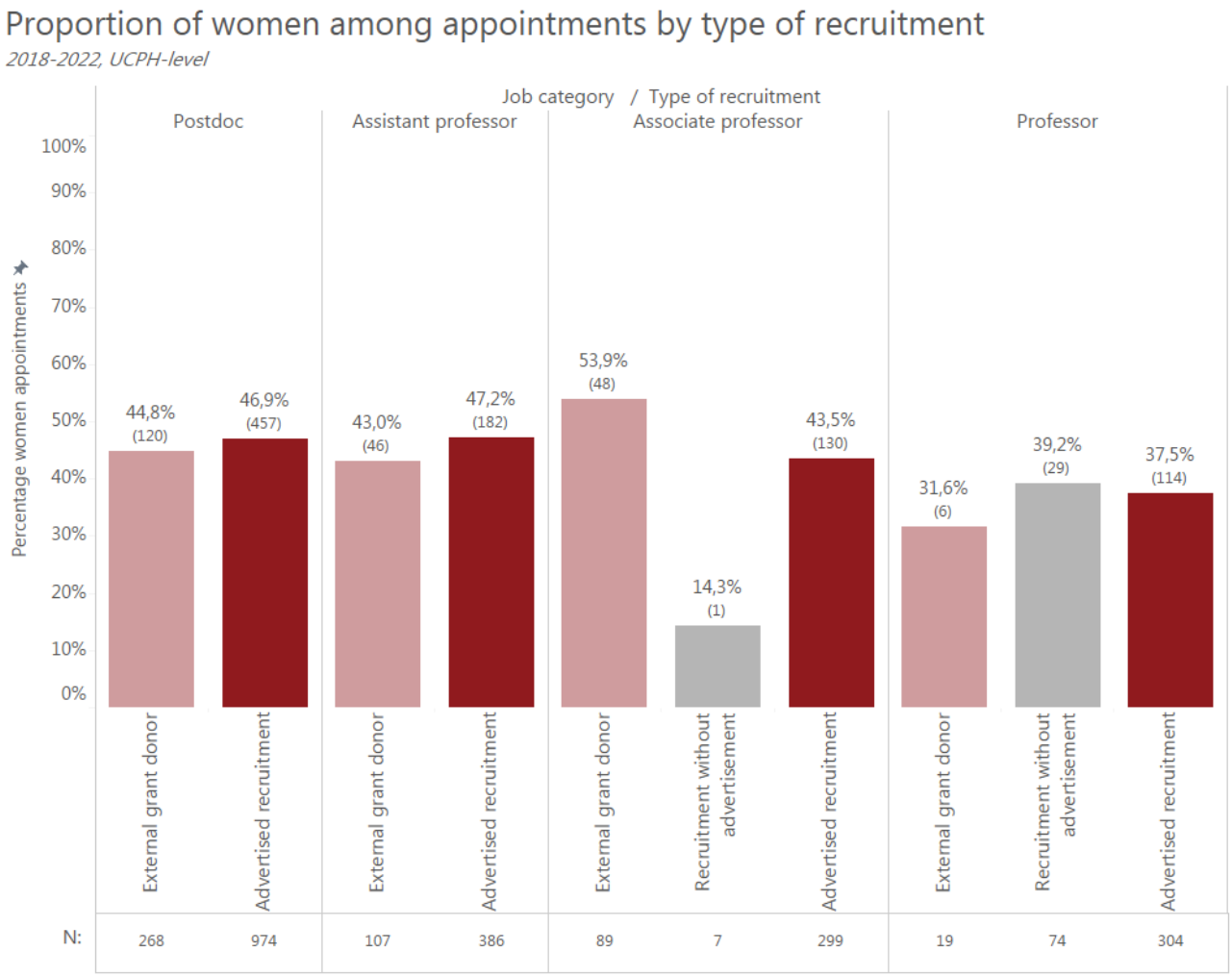
2.1.2 Women applicants versus women appointed – open job postings

The figure shows the average proportion of female applicants relative to the proportion of women who are appointed at postdoc, assistant professor, associate professor and professor level, and the trend over time. The figure gives an indication of whether, for certain types of position, there is a correlation or not between how many women apply and how many women gain employment.

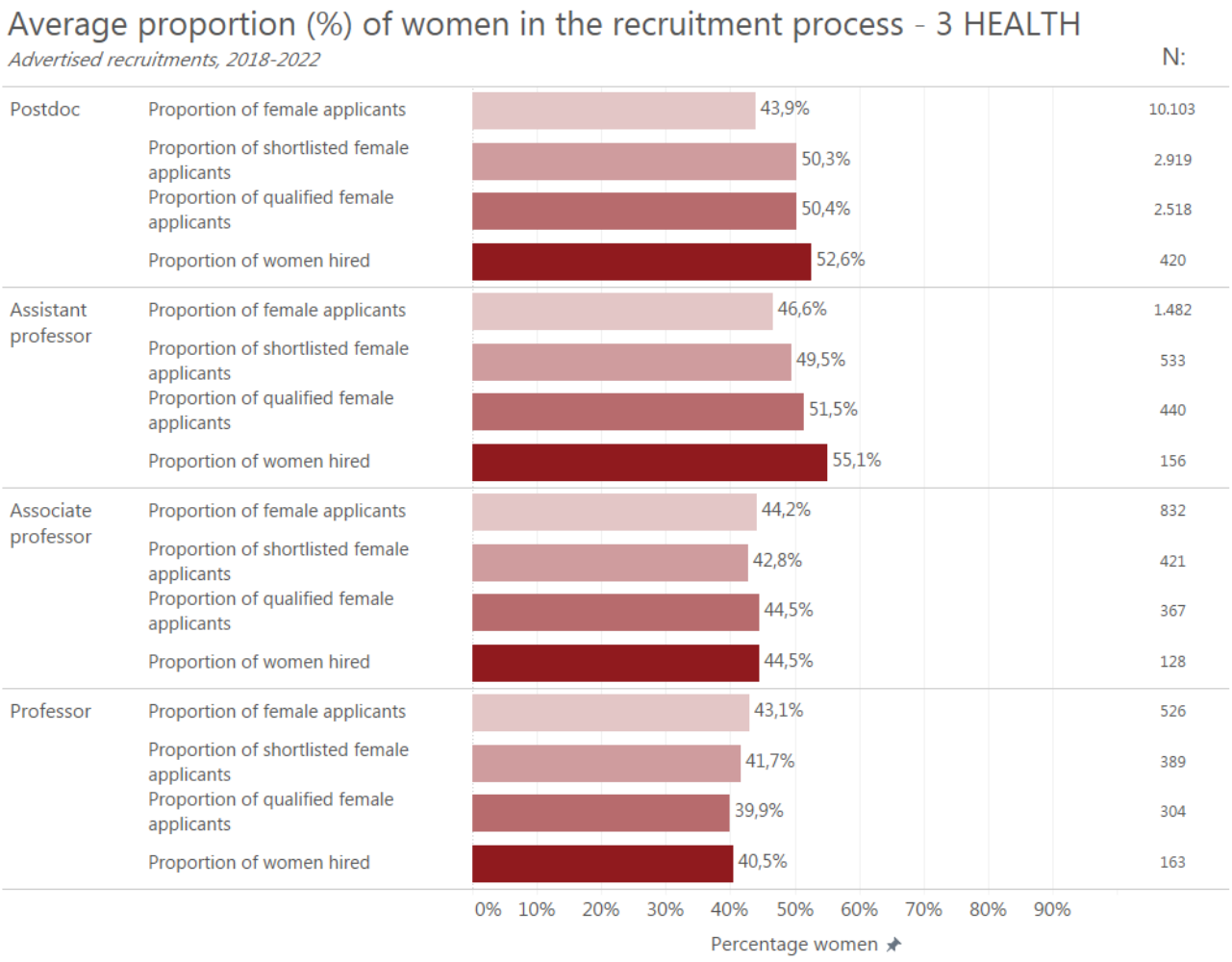


2.1.3 Gender distribution among appointments by type of job posting

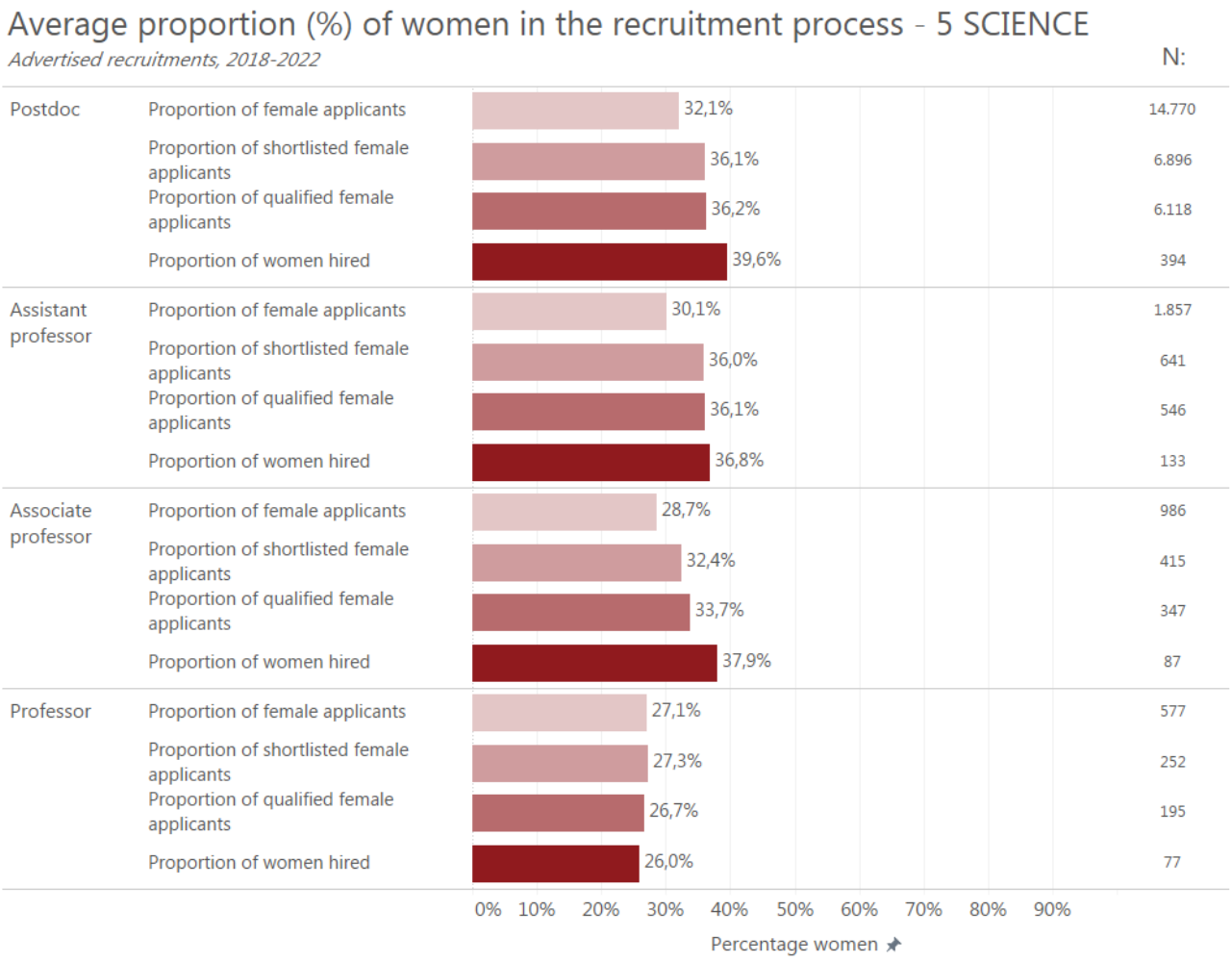
The figure shows the proportion of women who have been appointed to positions as postdocs, assistant professors, associate professors and professors based on different types of job postings. The figure gives an indication of whether female applicants are more frequently appointed based on certain types of job postings, and what the distribution looks like for different position levels.



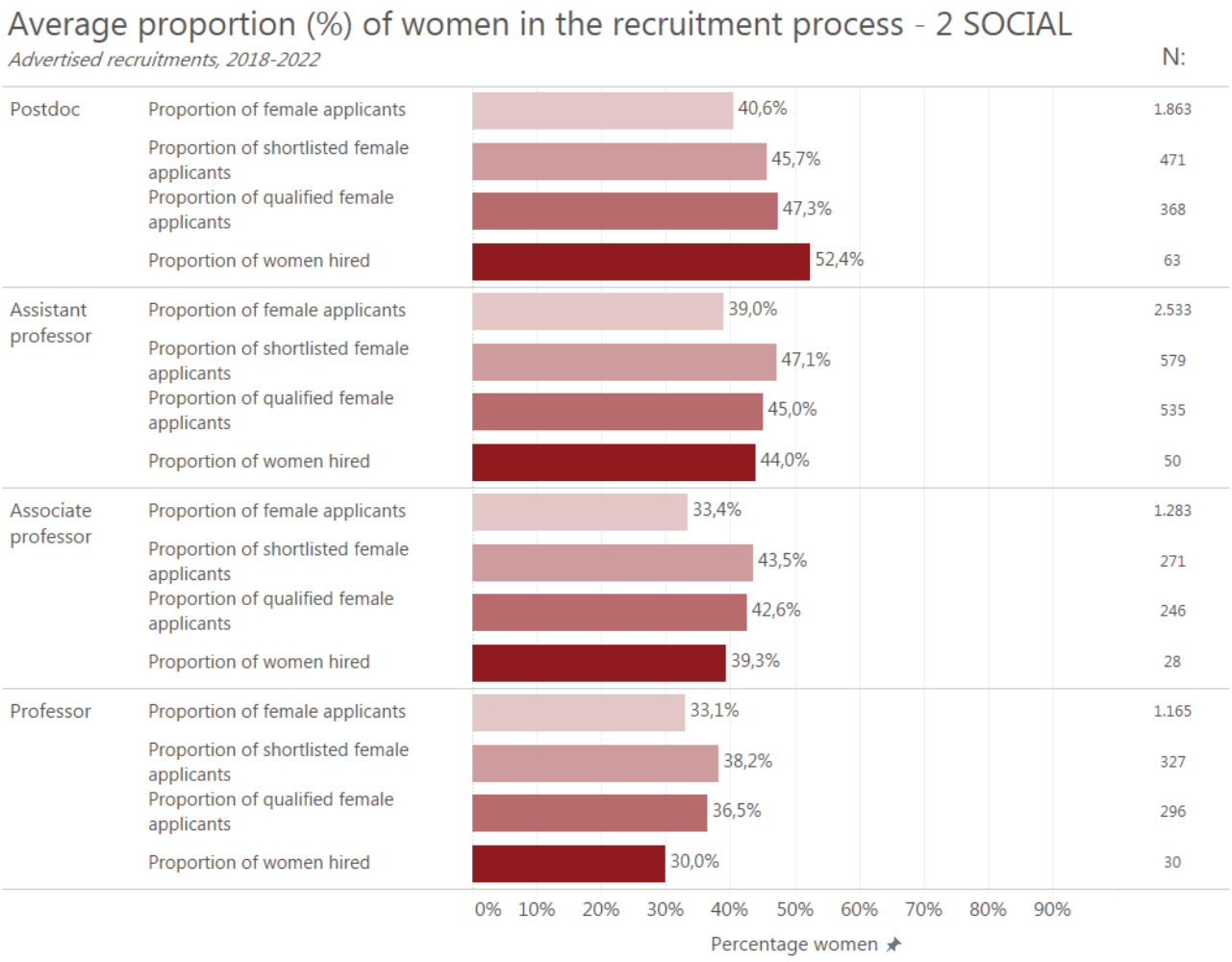
2.2 Faculty of Health and Medical Sciences



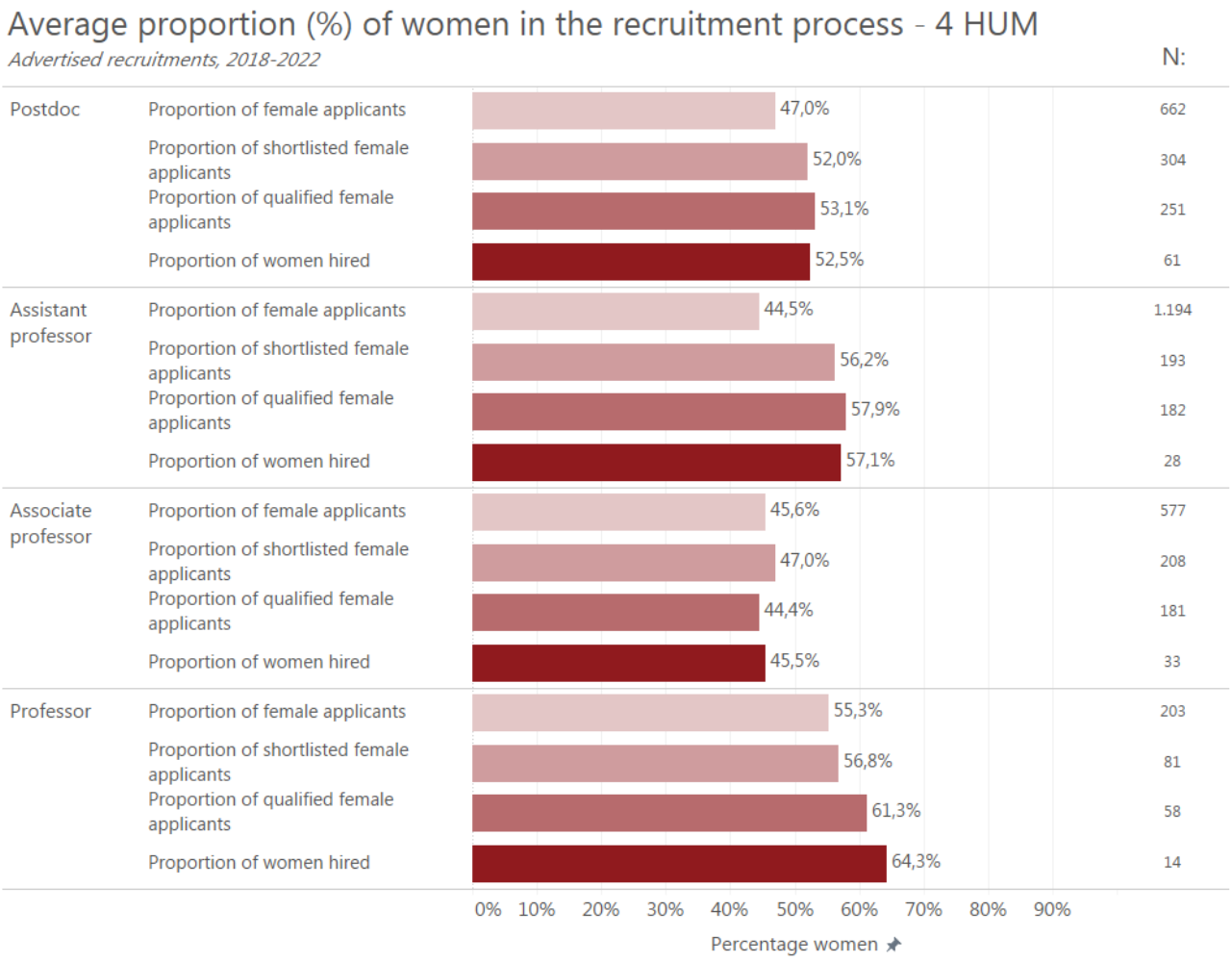
2.3 Faculty of Science



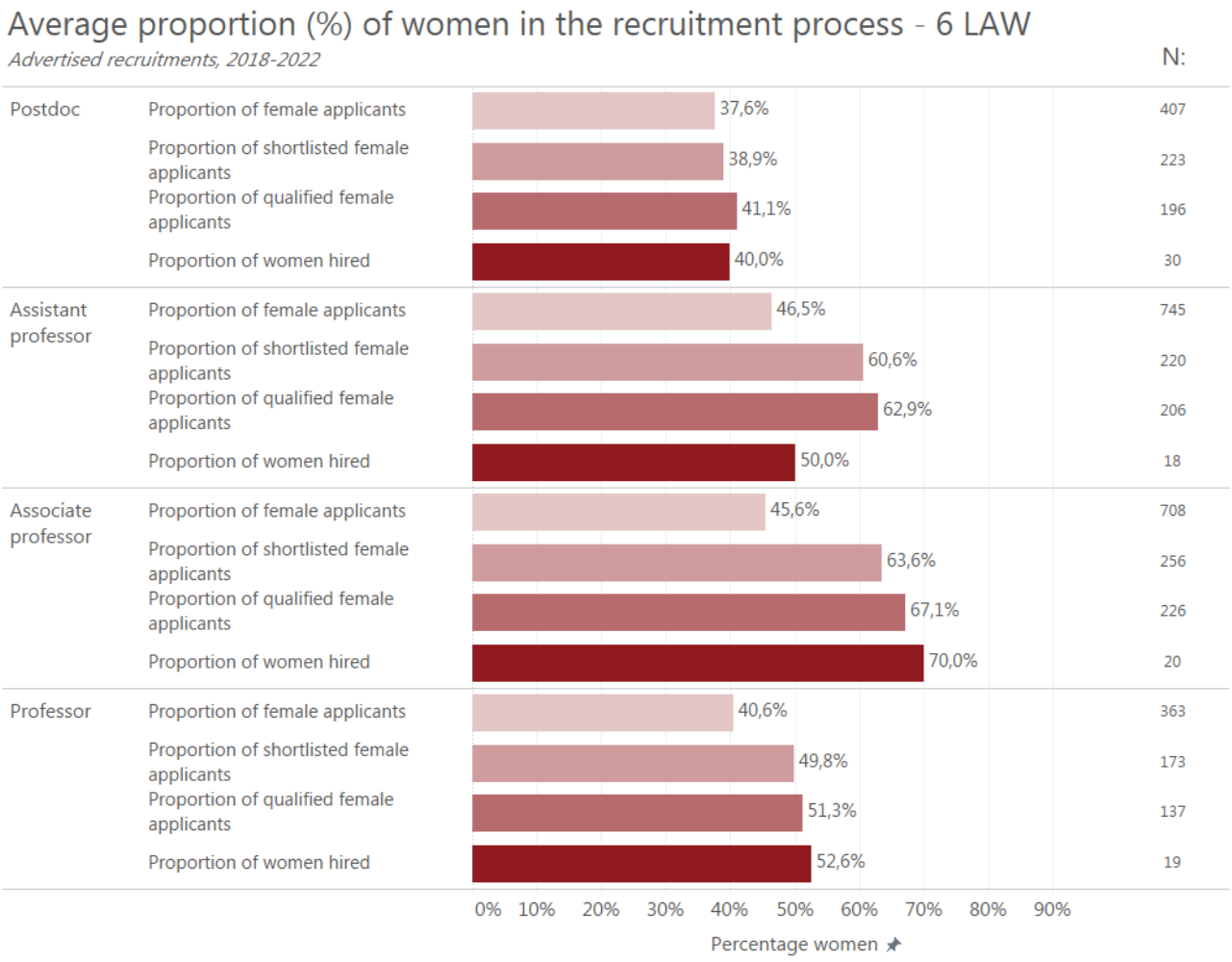
2.4 Faculty of Health and Medical Sciences



2.5 Faculty of Humanities



2.6 Faculty of Law



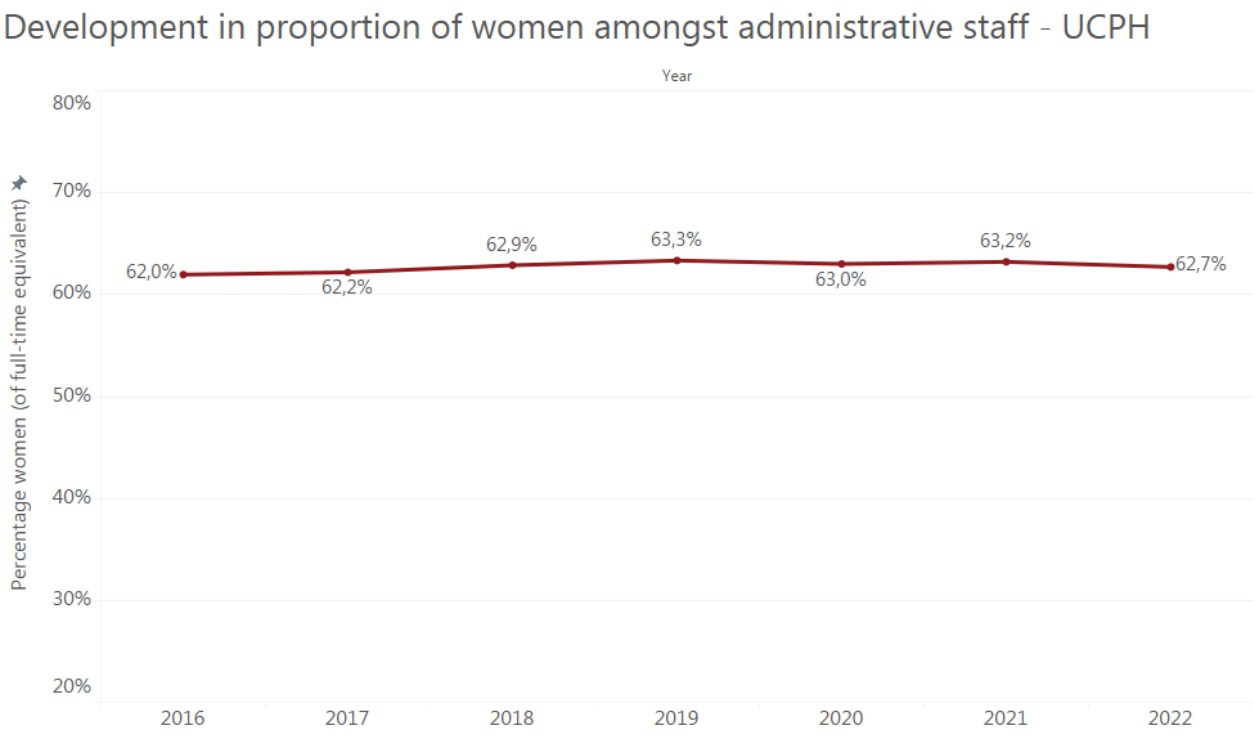
2.7 Faculty of Theology

3. Gender distribution among technical and administrative staff

UCPH also monitors numbers of relevance to the gender equality and diversity agenda for the large group of technical and administrative staff. However, UCPH does not have access to the same data for this group as it has for academic staff. For example, no data is available for the recruitment process for technical and administrative staff. This section presents the simple gender distribution among technical and administrative staff.

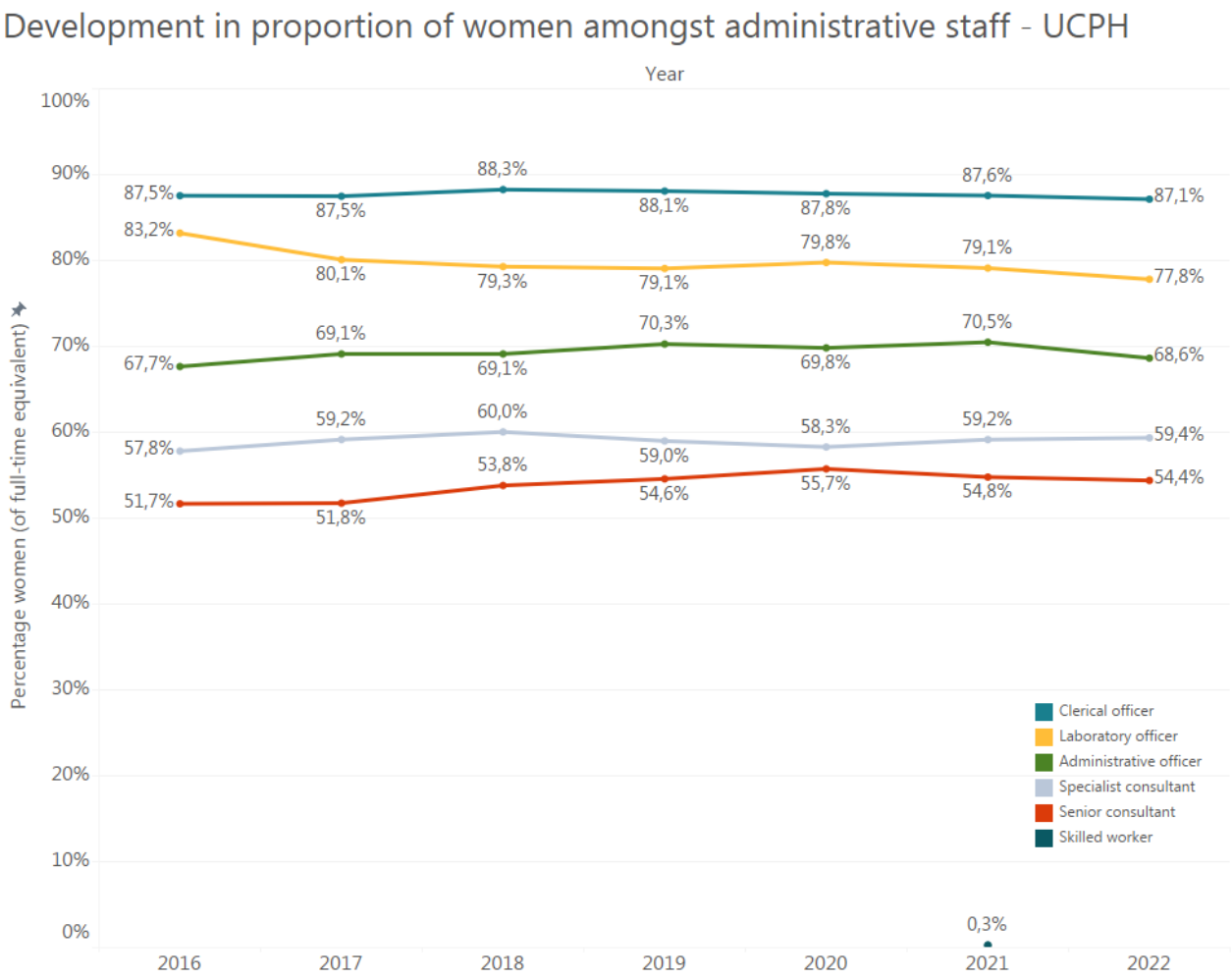
More than half of the technical and administrative staff are women across all job categories and for all years. The gender distribution is most equal for senior consultants, at 52-56% women. In other job categories, the proportion of women ranges between 58 and 88% – except for tradesmen who are all men.

3.1 Proportion of female technical and administrative staff at UCPH level over time



3.2 Proportion of female technical and administrative staff for selected staff groups[4]

When technical and administrative staff are broken down into groups as shown in the figure below, it is possible to see gender distribution characteristics for the various positions, and whether women are over-represented in certain groups.

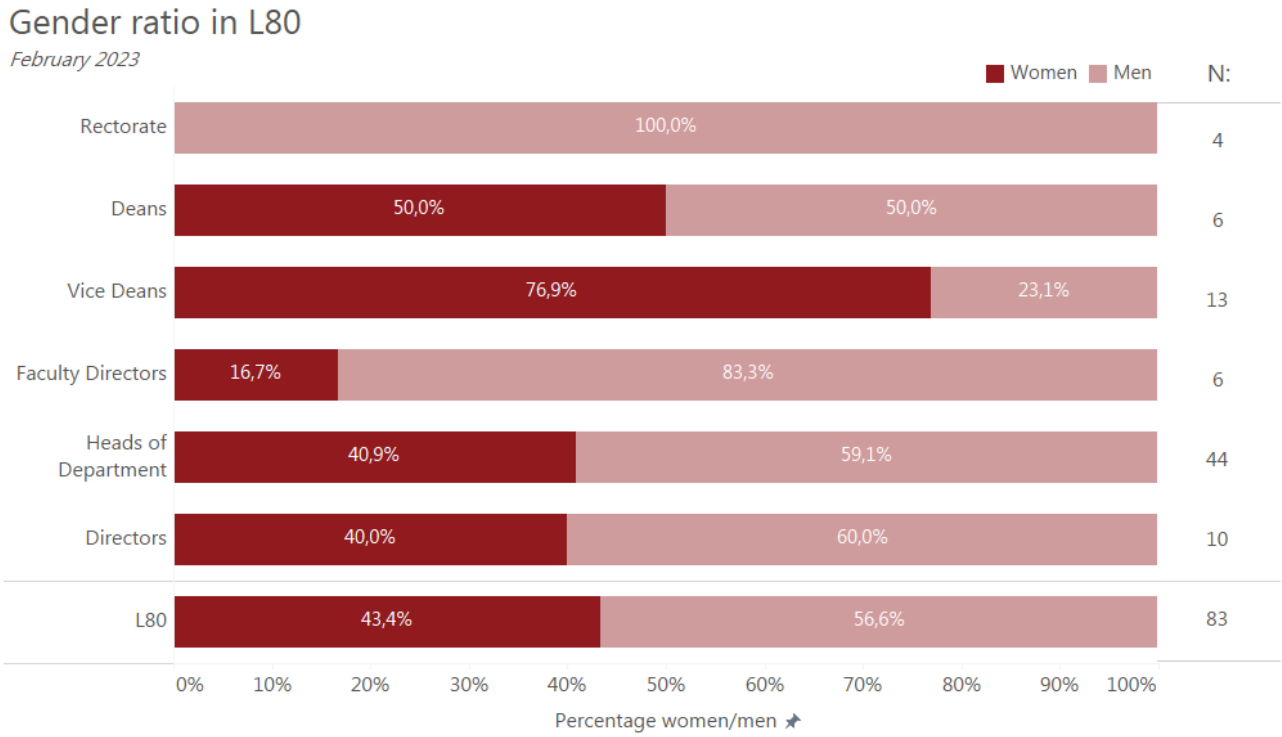


[4] The technical and administrative staff groups have been defined based on UCPH's pay grades

4. Gender distribution in the university management

The figure below shows the gender distribution in the UCPH management, defined here as the L80 management group. This consists of the roughly 80 top management positions at UCPH – the rectorate (including the university director), deans, associate deans, faculty directors, heads of department[5] and directors. The figure shows the gender distribution as of February 2023.[6]

The gender imbalance is most pronounced in the rectorate and among the faculty directors (all or almost all of whom are men) and among the associate deans (of whom around three-quarters are women). Overall, there is a slight predominance of male members of the UCPH management.



[5] The heads of department group in the figure includes heads of departments, directors of centres and heads of schools.
[6] Karen Rahbek became director of UCPH IT on 1 July. Since the data is from February 2023, Karen Rahbek has not been counted in the group of directors in the statistics.

5. Gender distribution among students

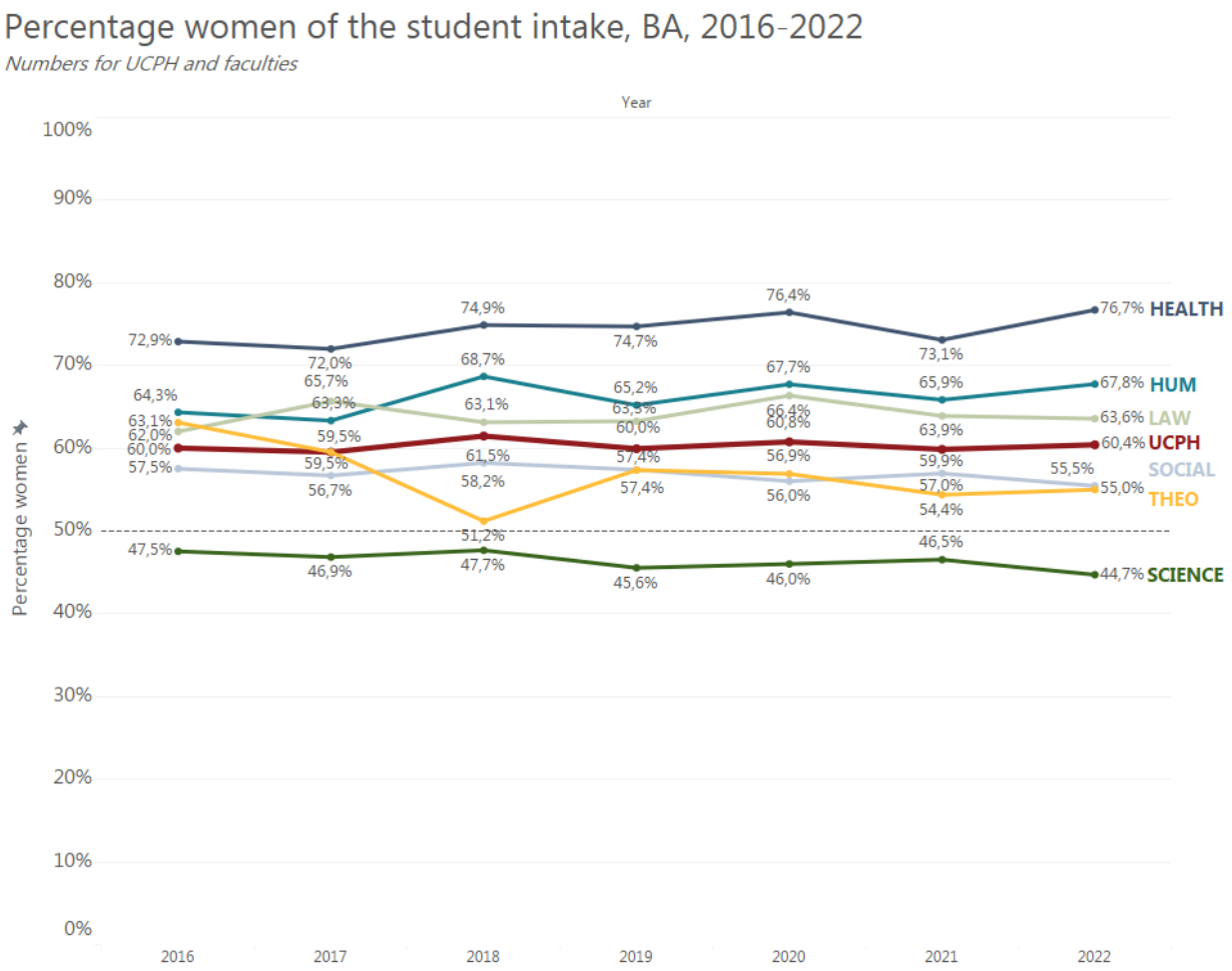
UCPH's diversity goal also applies to students. It is therefore also important to monitor the gender distribution among students. Moreover, the gender distribution among students is relevant also as a basis for comparison with the gender distribution among academic staff: For example, a situation with few female academic staff at a faculty that also has few female students would suggest a need to improve gender diversity in the recruitment to the degree programme, and not solely in the transition from student to academic staff.

This section shows the gender distribution for BA and MA students, and for graduates.[7] The figures show the numbers at UCPH level and for the faculties.

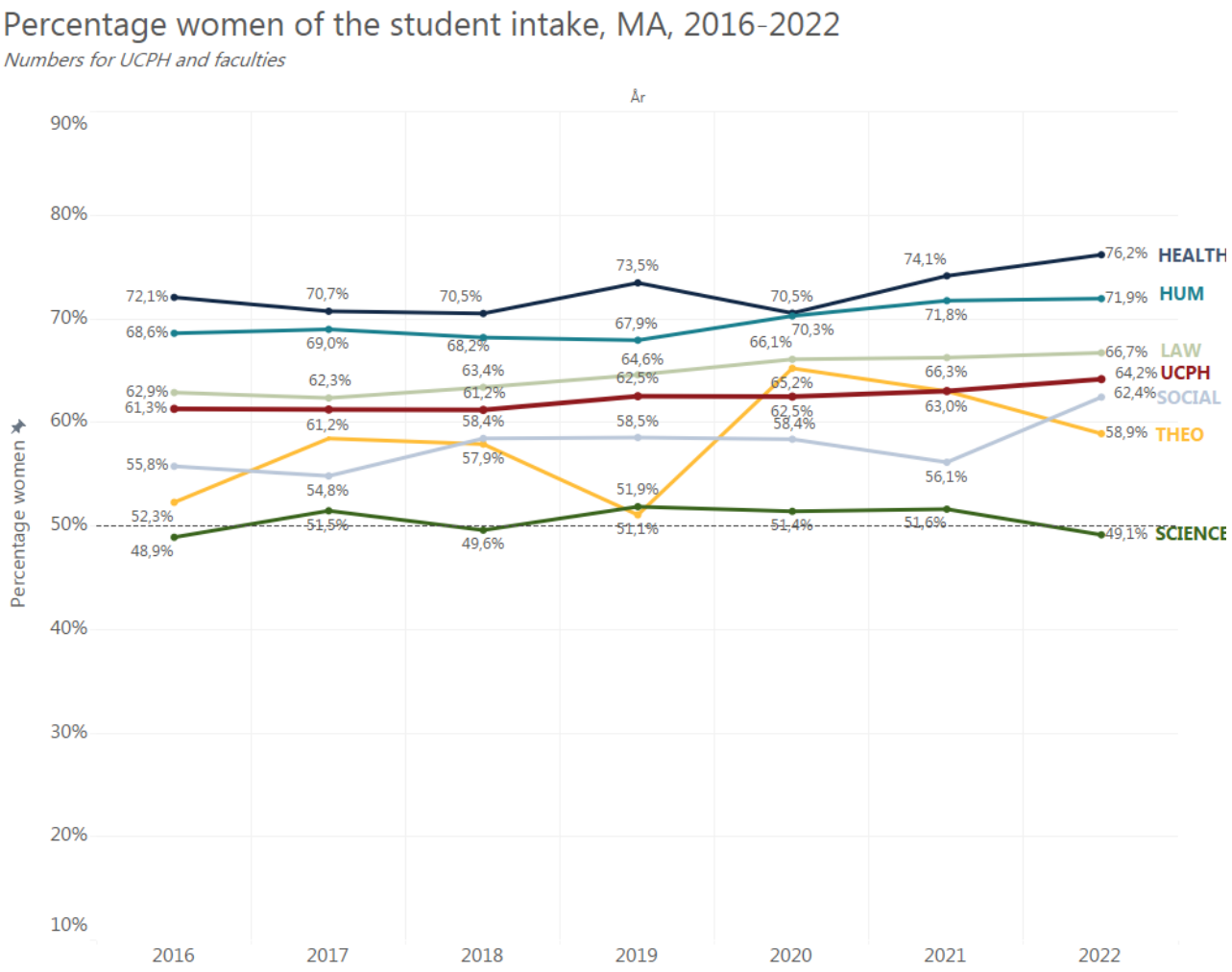
The highest proportion of women is admitted to the Faculty of Health and Medical Sciences, and the highest proportion of men to the Faculty of Science. Across UCPH, the share of women admitted at BA level is between 57 and 61% for the entire period. At MA level, the proportion of women admitted at UCPH is between 61 and 66% for the period. The proportion of women admitted at both BA and MA level is lowest at the Faculty of Science. Looking at MA graduates, the completion rate for female students admitted at MA level at the Faculty of Science is higher than for male students during the period, with one exception in 2018.

[7] Data for BA and MA intake is as of 1 October 2022. The data source is STADS. For data on graduates, the data source is data reported to Statistics Denmark.

5.1 BA intake


Percentage women of the student intake, BA, 2016-2022
Numbers for UCPH and faculties
Year
Percentage women
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
2016
2017
2018
2019
2020
2021
2022
HEALTH
HUM
LAW
UCPH
SOCIAL
THEO
SCIENCE

5.2 MA intake


Percentage women of the student intake, MA, 2016-2022
Numbers for UCPH and faculties
År
Percentage women
90%
80%
70%
60%
50%
40%
30%
20%
10%
2016
2017
2018
2019
2020
2021
2022
HEALTH
HUM
LAW
UCPH
SOCIAL
THEO
SCIENCE
72,1%
70,7%
70,5%
73,5%
70,5%
74,1%
76,2%
68,6%
69,0%
68,2%
67,9%
66,1%
70,3%
71,8%
71,9%
62,9%
62,3%
63,4%
64,6%
66,1%
66,3%
66,7%
61,3%
61,2%
61,2%
62,5%
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64,2%
55,8%
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57,9%
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58,4%
56,1%
62,4%
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48,9%
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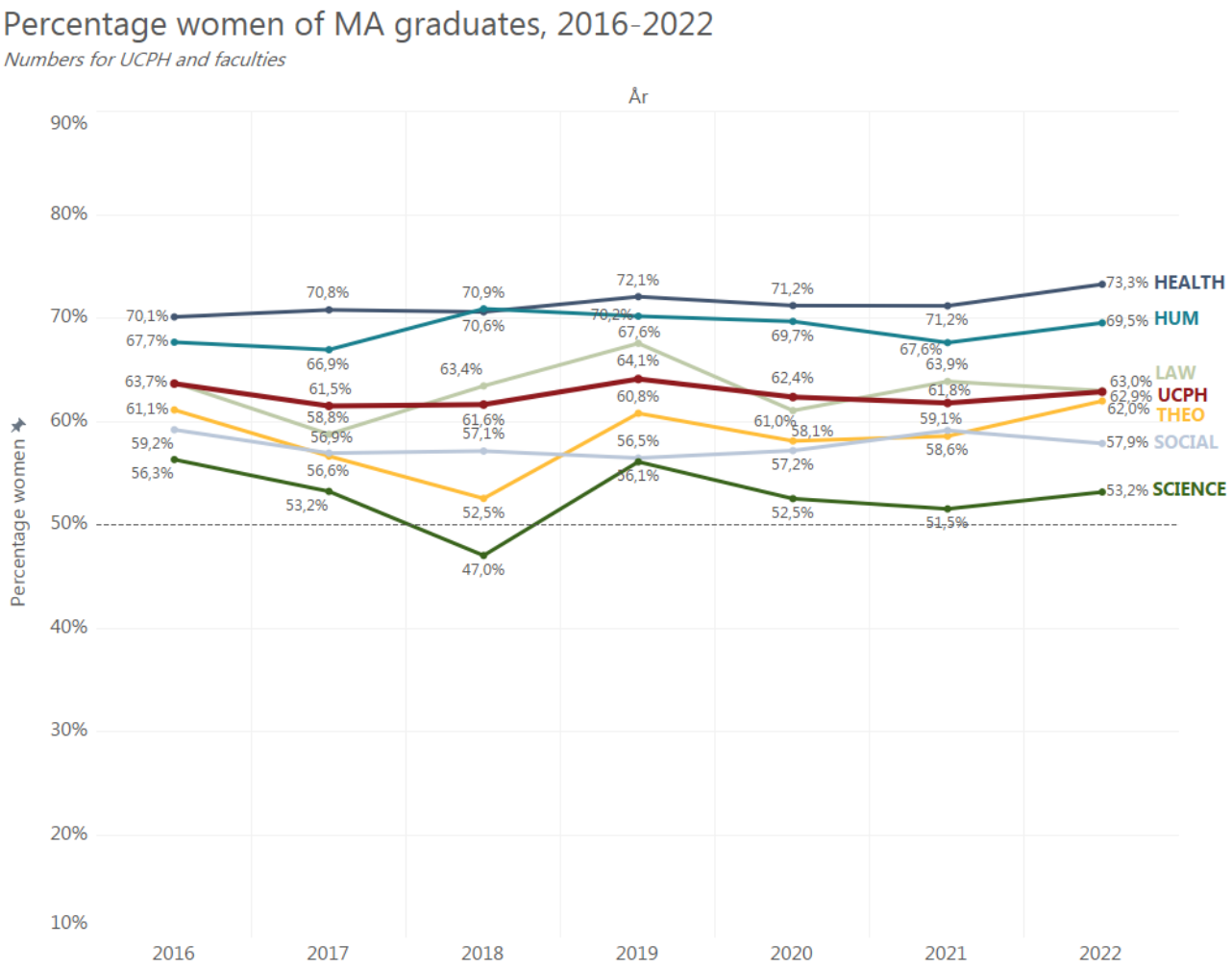
49,6%
51,1%
51,4%
51,6%
49,1%

5.3 MA graduates



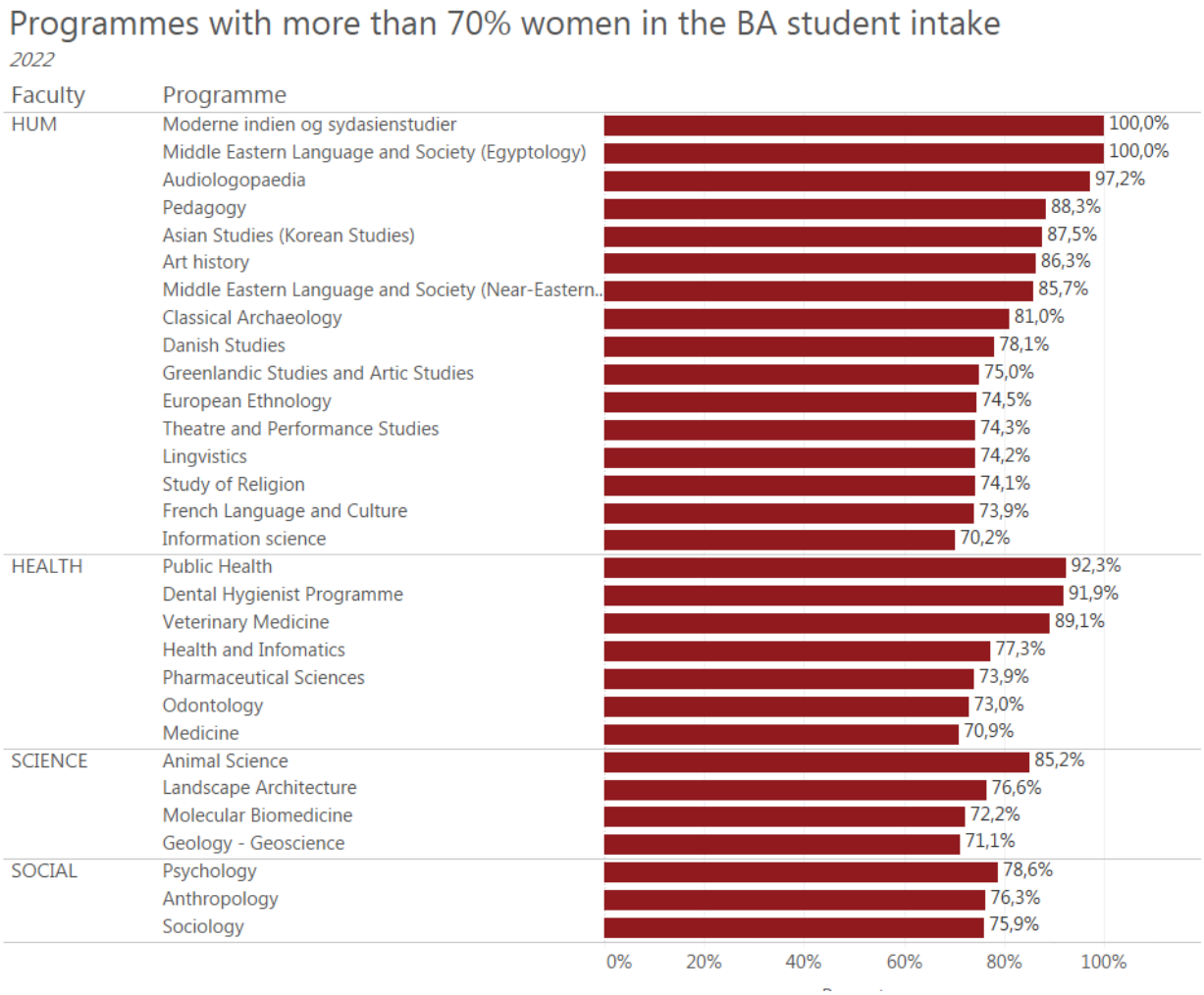
6. Degree programmes with the strongest gender bias

Quite apart from the fact that UCPH generally has a higher proportion of female students, a number of degree programmes also have a significant gender bias.

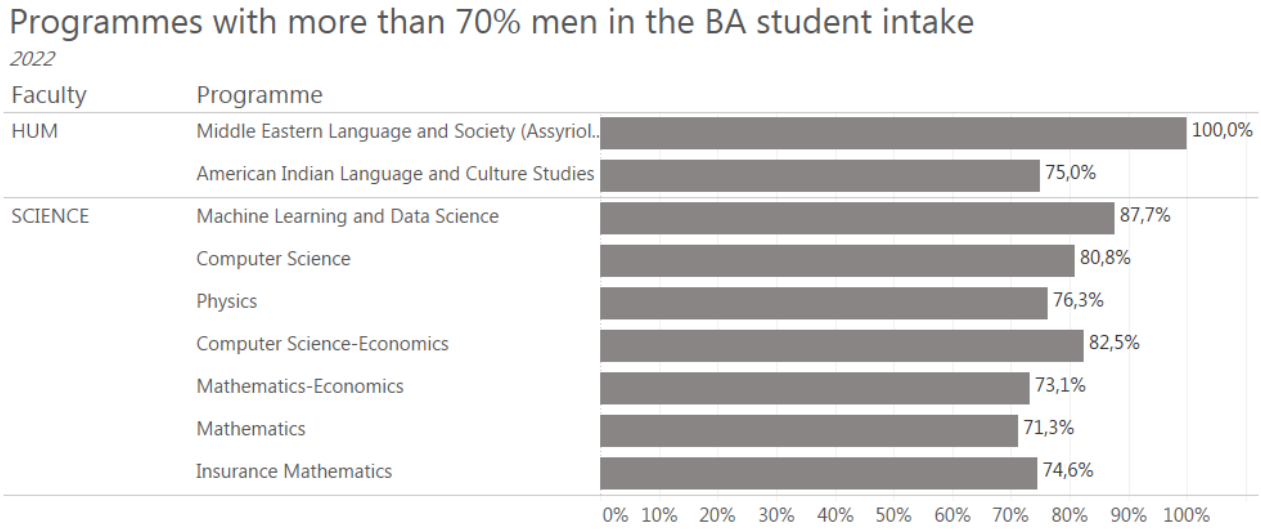
The figures in this section show the UCPH degree programmes where the BA intake in 2022 exceeded 70% of either female or male students. The figures thus show both the number and distribution of specific degree programmes with the greatest gender imbalances.

For BA admissions, there are 30 programmes with an over-representation (over 70%) of female students, and nine programmes with an over-representation of male students. There are 15 degree programmes where more than 80% of the students are either male or female. The over-representation of female students is most widespread at the Faculty of Humanities, while the over-representation of male students is most pronounced at the Faculty of Science. For both genders, it is worth noting that for some of the programmes the intake is very small. In some cases, the visualisations are therefore based on only a single or very few observations.

6.1 BA programmes with intake of more than 70% women



6.2 BA programmes with intake of more than 70% men



7. Offensive behaviour

It is particularly important to monitor offensive behaviour, discrimination etc. as part of UCPH's efforts to support and promote well-being and a sense of security among staff and students at UCPH. This is essential for UCPH to be a diverse workplace and educational institution, where many different types of employees and students thrive.

The following two sections present selected results from the WPA survey conducted among staff in 2022[8] and the study environment survey conducted among students in 2021[9]. The results derive from the same surveys that appeared in the 2022 monitoring report, as no more recent WPA and study environment survey results were available at the time this report was produced.

7.1 Employees

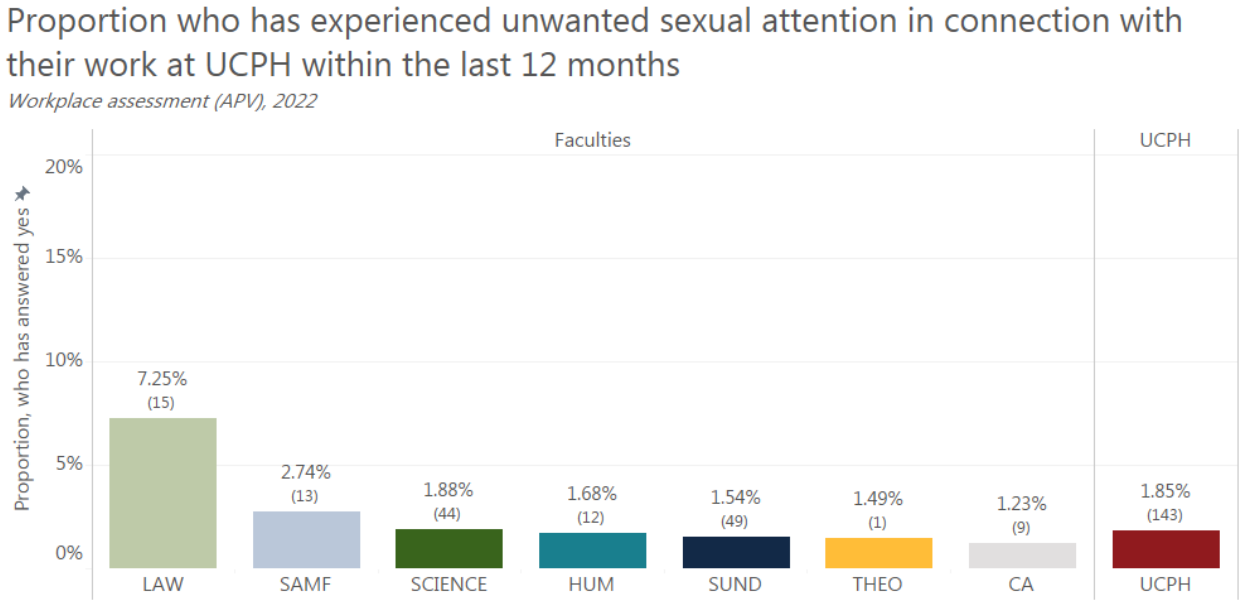
The WPA survey conducted by UCPH in spring 2022 expanded on the questions in the previous WPA survey in 2019. The purpose was to improve the knowledge base for cases of offensive behaviour and discrimination against employees and more fully reveal any unreported incidents.

[8] The WPA survey was conducted in spring 2022. The survey was completed by 7818 respondents, corresponding to a response rate of 79% across UCPH as a whole. The percentages shown are out of the total number employees who completed the WPA survey.

[9] The study environment survey was conducted in autumn 2021. It is based on 9534 responses for all of UCPH, corresponding to a response rate of 26%. The percentages shown are out of the total number of students who completed the study environment survey.

7.1.1 Unwanted sexual attention

The figure shows the proportion of employees who have experienced unwanted sexual attention in connection with their work at UCPH within the past 12 months. The figure also shows a breakdown by faculty at UCPH – including the Central Administration.



For UCPH as a whole, those who reported having experienced unwanted sexual attention in the WPA indicate that this came primarily from colleagues (55%) or colleagues with a higher position in academia (35%), and predominantly occurred in the workplace in professional or social contexts (58% and 49%, respectively[10]).

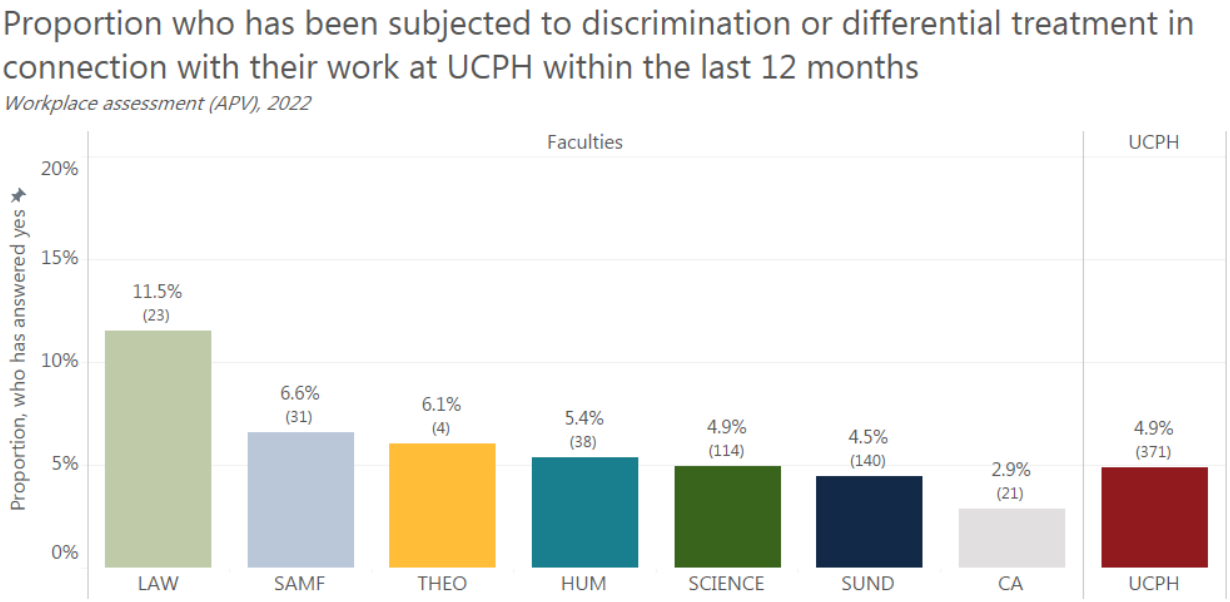
Among those who experienced unwanted sexual attention and did not take any action in the situation or afterwards, 25% stated that they did not think it would make a difference if they did something, while 14% were worried about their own employment or career situation, and 7% were worried about the reactions from one or more managers.

Among those who did something in the situation or afterwards, 27% told one or more of their colleagues, but only 10% reported the incident to their manager.

[10] Multiple categories can be selected, which is why the percentages do not add up to 100.

7.1.2 Discrimination

With regard to discrimination, 5% of employees at UCPH have experienced this in the past 12 months. Broken down by gender, 6% of women and 4% of men have experienced discrimination.



Around 2% of the employees at UCPH stated that they had been discriminated against based on gender (167 persons), while language, age, cultural background and ethnicity were also among the most frequently cited causes of discrimination (98, 80, 55 and 53 persons, respectively).

For UCPH as a whole, 39% of those who reported having experienced discrimination (regardless of the reason) stated that it was a manager who had discriminated against them, 38% said it was a colleague, and 36% said it was a colleague with a higher position in academia[11]. In 84% of cases, the discrimination occurred in the workplace in a professional context.

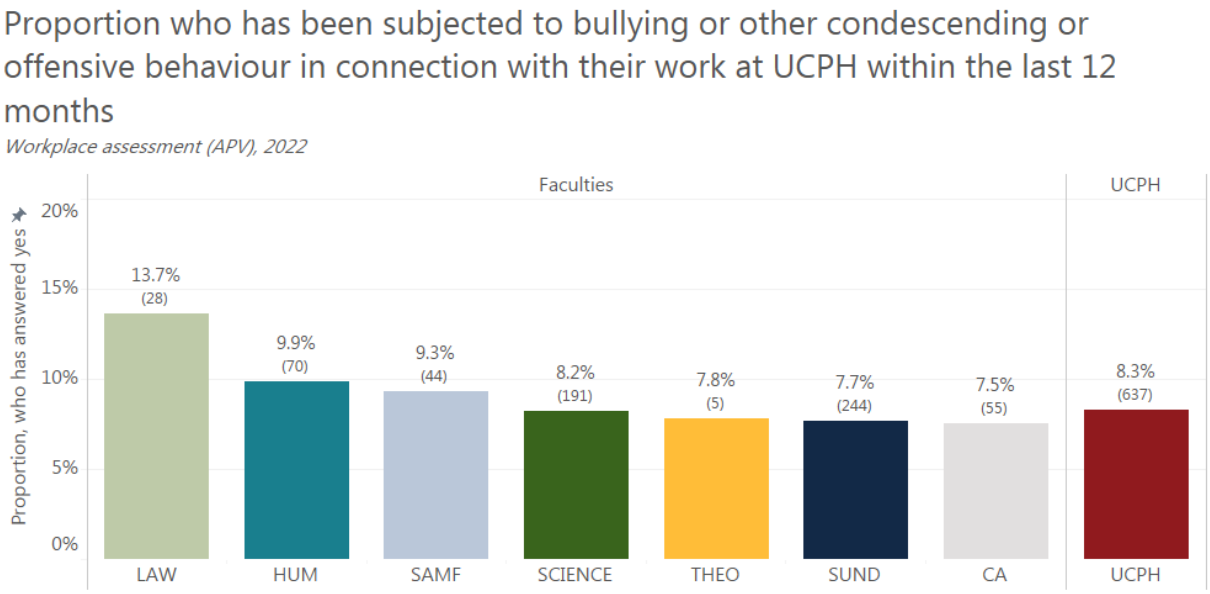
Among those who experienced discrimination and did not take any action in the situation or afterwards, 37% stated that they did not think it would make a difference if they did something, while 19% were worried about their own employment or career situation, and 12% were worried about the reactions from one or more managers.

Among those who did something in the situation or afterwards, 21% told one or more of their colleagues, but only 11% reported the incident to their manager.

[11] Note that it was possible to tick several answers in the questionnaire.

7.1.3 Bullying

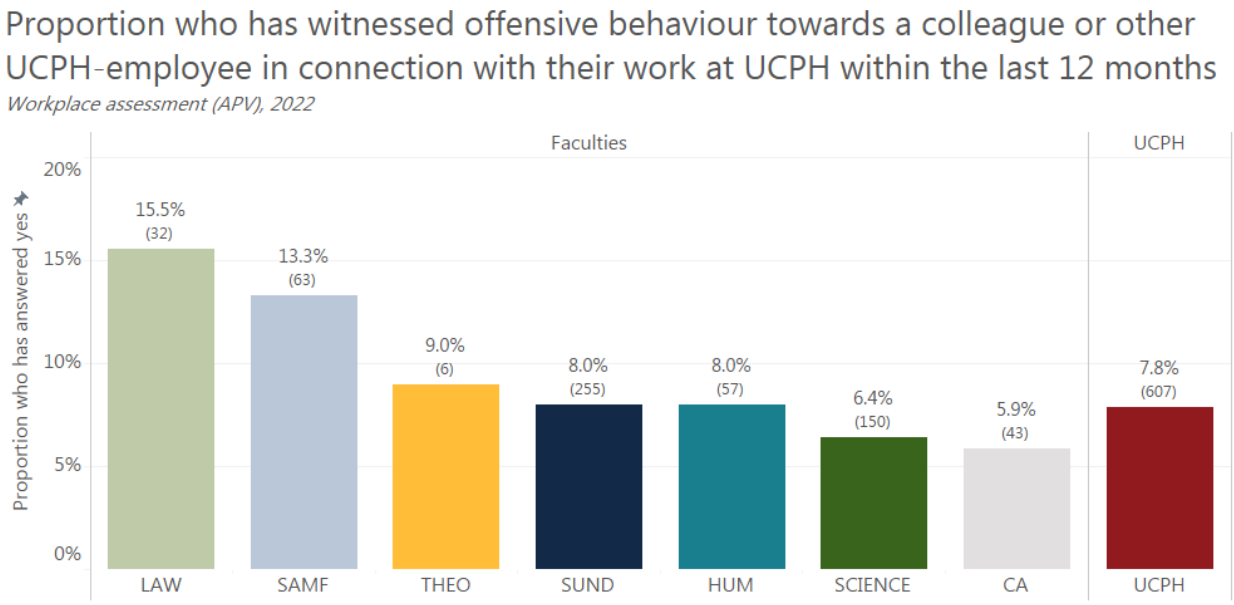
The figure below shows that 8.3% of employees – corresponding to 637 persons – at UCPH have experienced bullying or other condescending or offensive behaviour within the past 12 months. For UCPH as a whole, 9% of women and 7% of men have experienced bullying or other condescending or offensive behaviour.



For UCPH as a whole, 40% of those who say they experienced bullying or other condescending or offensive behaviour indicate that it was a manager who did this. 38% report that it was a colleague, and 26% that it was a colleague with a higher position in academia who displayed such behaviour. In 90% of cases, it occurred in the workplace in a professional context.

7.1.4 Witnesses to offensive behaviour

The WPA also showed that 7.8% of UCPH's employees have witnessed offensive behaviour against a colleague or other UCPH employee in the past 12 months.



In general, a higher proportion of respondents report having witnessed offensive behaviour than having experienced unwanted sexual attention, discrimination etc. It seems logical that there could be more witnesses than people who have experienced offensive behaviour directly. But the figures also highlight the importance of including questions such as these, as people who have experienced offensive behaviour directly may not want to report or describe this in a questionnaire, while witnesses may feel less vulnerable doing so. This is supported, for example, by the fact that among those who witnessed offensive behaviour and did something in the situation or afterwards, a larger proportion reported it to their manager (21%) compared to those who experienced unwanted sexual attention or discrimination directly.

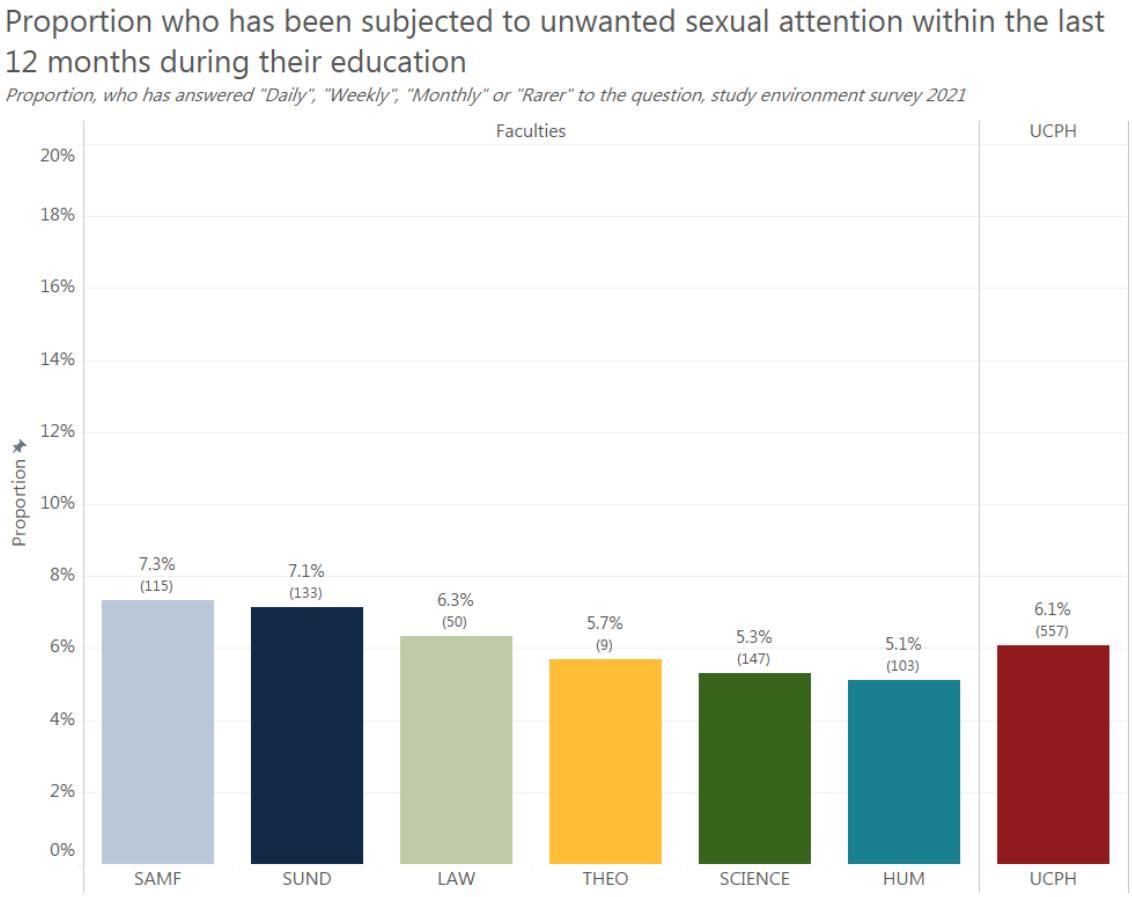
7.2 Students

In the study environment survey conducted in autumn 2021, the questions regarding offensive behaviour were also expanded compared to the previous study environment survey.

7.2.1 Unwanted sexual attention

The figure shows that the proportion of students who have experienced unwanted sexual attention during their studies at UCPH within the past 12 months is 6.1%, for UCPH as whole. The unwanted sexual attention primarily came from fellow students (70%). Moreover, more female students experience unwanted sexual attention (7%) than male students (4%).

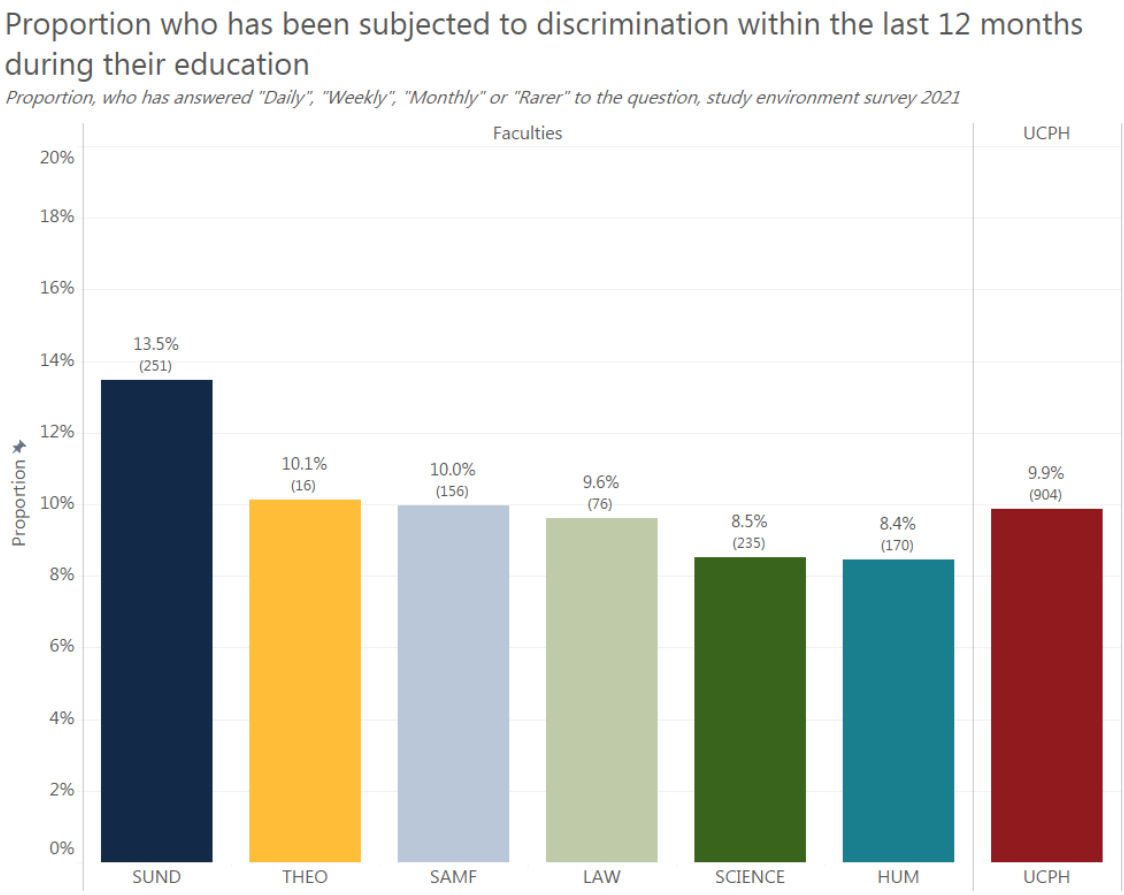
The figure also shows the proportion of students who responded that they had experienced unwanted sexual attention within the past 12 months at the various faculties at UCPH.



7.2.2 Discrimination

With regard to discrimination, 9.9% of students at UCPH have experienced this in the past 12 months. Again, it was primarily fellow students who were responsible for the discrimination (42%), but in 32% of cases it was teachers. There are also more female students who experience discrimination (11%) than male students (7%).

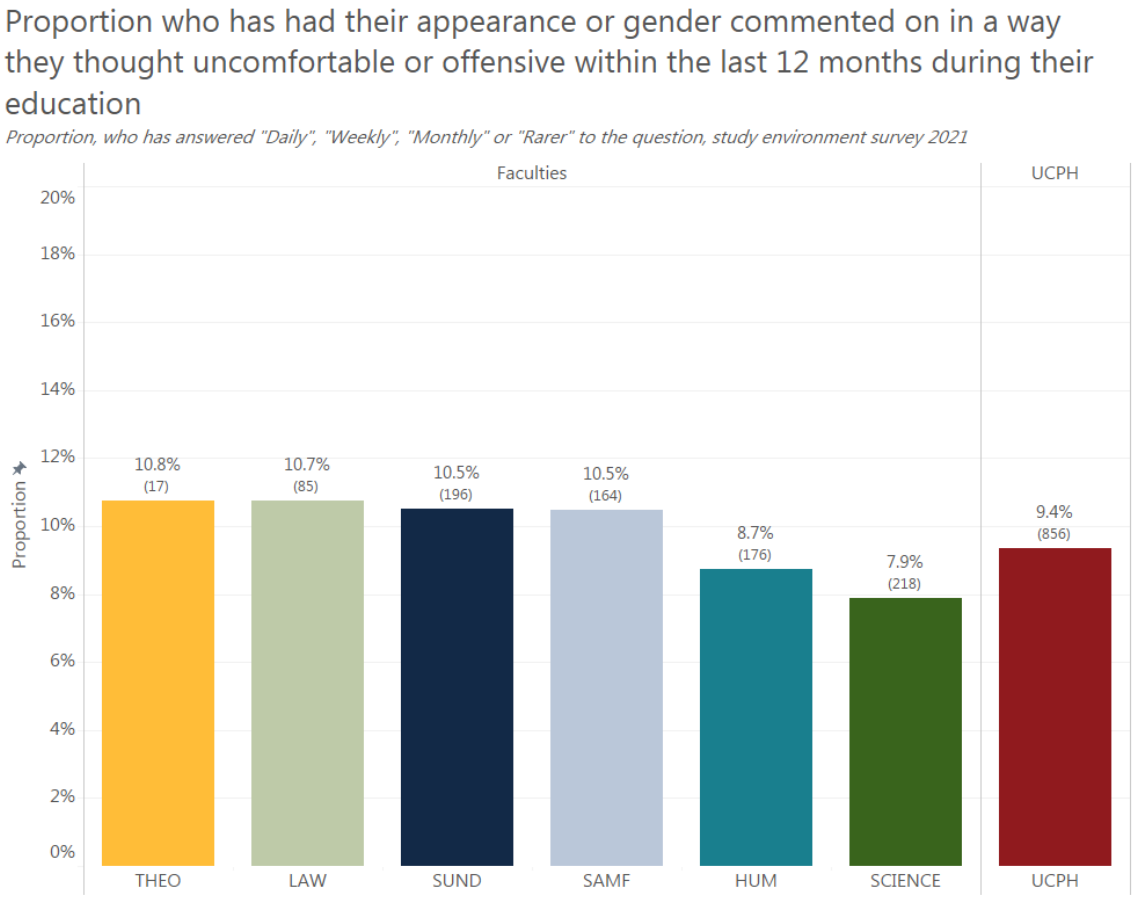
The figure also shows the percentages by faculty at UCPH. These show that the Faculty of Health and Medical Sciences has a larger proportion of students who have experienced discrimination than the UCPH average. However, there is no significant difference here between the experiences of female students (13%) and male students (14%). The group reported to be primarily responsible for the discrimination at the Faculty of Health and Medical Sciences is the teachers (37%).



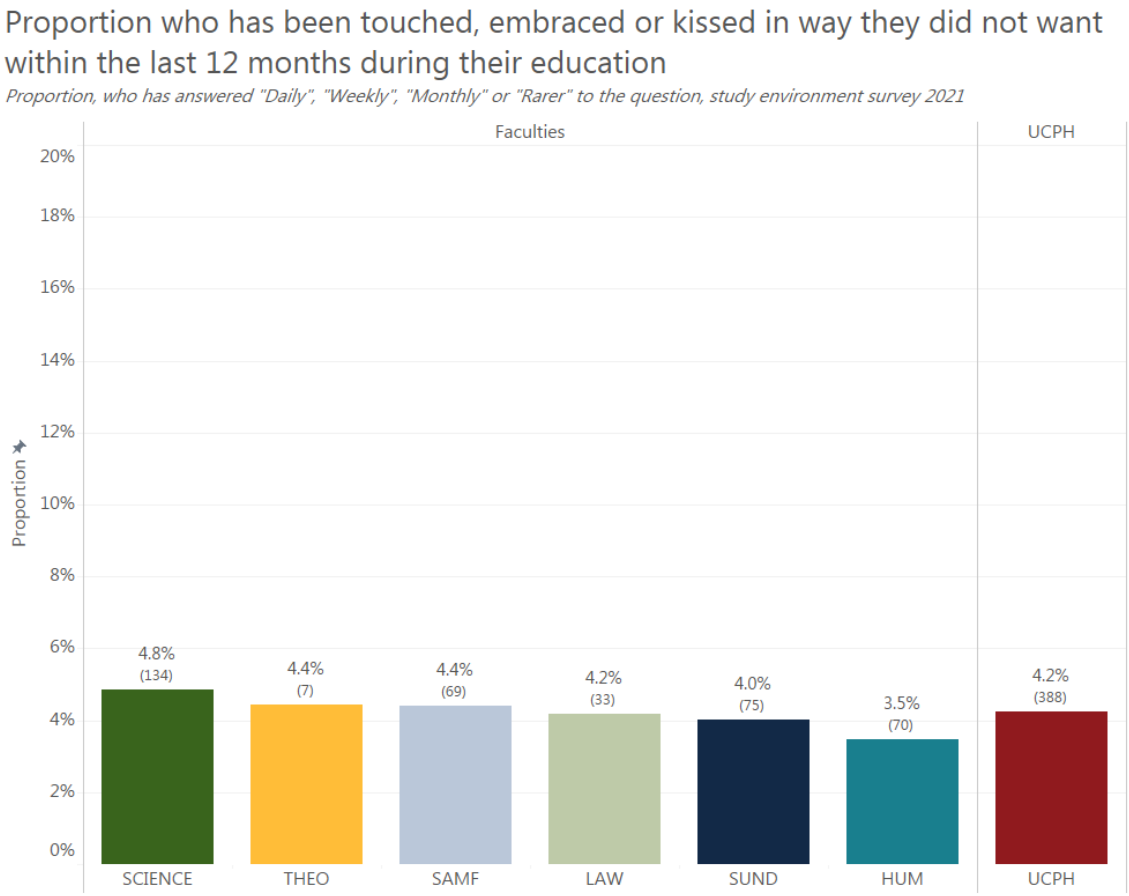
7.2.3 Comments on appearance or gender

9.4% of students at UCPH have received comments on their appearance or gender that they found unpleasant or offensive in the past 12 months. Again, it was primarily fellow students who were responsible (61%), but in 18% of cases it was teachers. There are also more female students who experience discrimination (11%) than male students (7%).

The figure also shows the percentages by faculty at UCPH.



7.2.4 Touched, embraced or kissed

4.2% of students at UCPH experienced being touched, embraced or kissed in an unwanted manner within the past 12 months during their studies. It was primarily fellow students who were responsible for these incidents (77%), and they occurred more often in other study-related contexts (70%), rather than at the place of study (30%). There is no difference between the proportions of female and male students who have experienced such behaviour.

The figure also shows the percentages by faculty at UCPH.