



Anti-Discrimination Working Group

Thursday, 25 January 2024

9.30, NCRR main meeting room (and online)

How are you feeling today?



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2



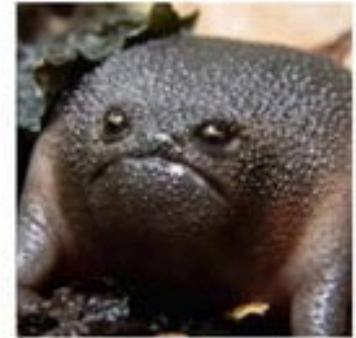
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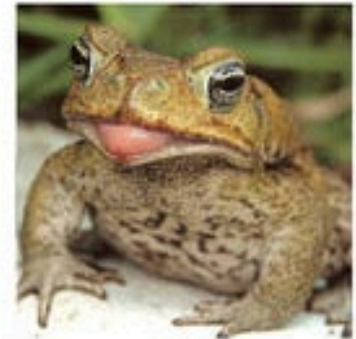
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9

Agenda

1. What is diversity? (5 min)
2. State of research in Denmark (15–20 min)
3. Intersectionality (10 min)
4. Discussion: Diversity and inclusion at the NCRR (15–20 min)
5. Reminder: Next meeting = book club (5 min)



Aims of the group

1. To strive for **equality**
2. To strive for **diversity**
3. To be **open & transparent**
4. To be mindful that **the topics we discuss may be triggering and upsetting**, impacting on people in different ways.
 - This is not a passive intellectual topic. It takes time to install the correct support and find solutions. This is a learning process.
5. To discuss ongoing issues with **discrimination in research**
6. To recognize **harmful structures and practices** of discrimination in research
7. To **advocate for changes** that promote equity in research

Diversity



<https://www.nature.com/articles/s41557-020-0529-x>

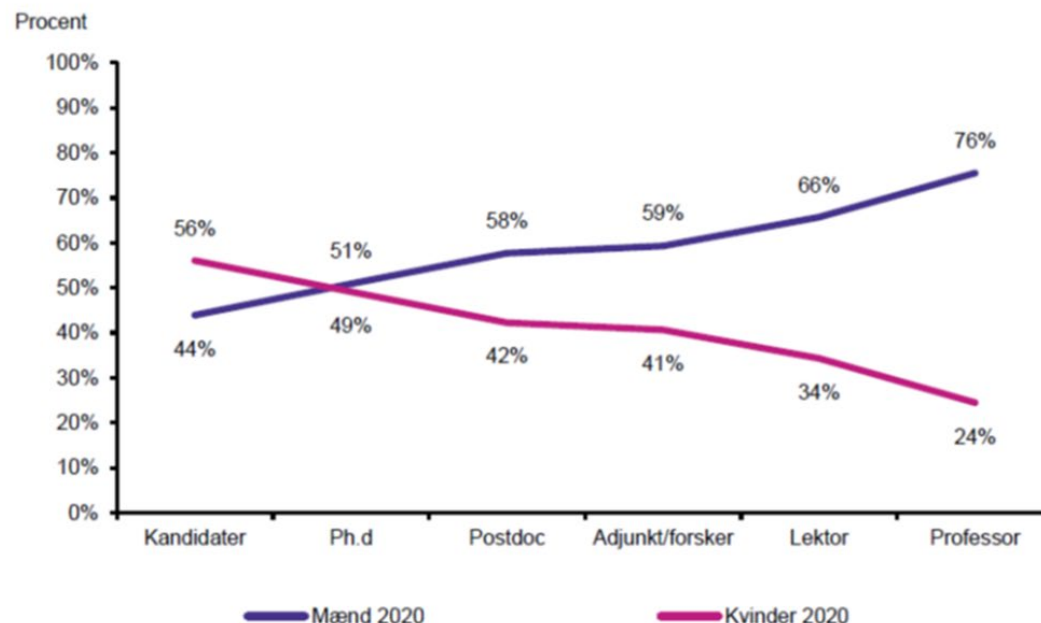
”the practice or quality of **including** or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.”

Gender diversity at Danish universities



Figur 1.2

Andel mænd og kvinder fordelt på stillingskategorier, de danske universiteter samlet, 2020, procent



Anm.: Adjunktniveauet omfatter kategorierne: adjunkter, forskere og postdoc; Lektorniveauet omfatter: lektorer, docenter og seniorforskere; Professorniveauet omfatter: professorer, professor med særlige opgaver (professor MSO), og kliniske professorer

Kilde: Uddannelses- og Forskningsministeriet på baggrund af data fra Danmarks Statistiks elev- og ph.d.-register samt universiteternes indberetninger til Uddannelses- og Forskningsministeriet

Ministry of Higher Education and Science

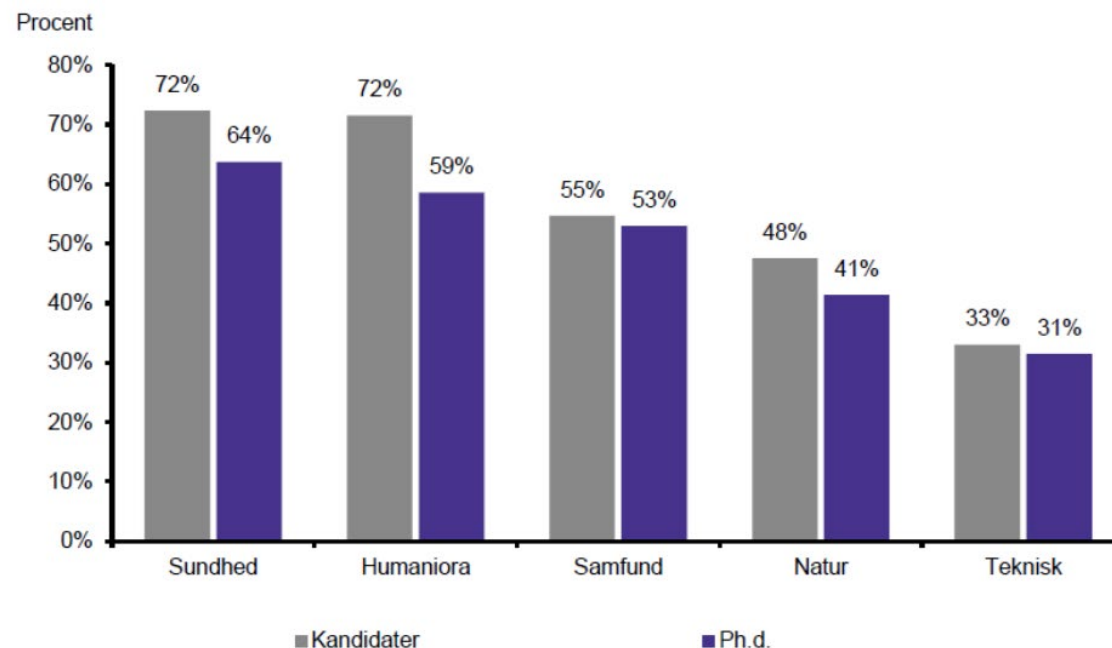
<https://ufm.dk/publikationer/2023/maend-og-kvinder-pa-de-danske-universiteter-danmarks-talentbarometer-2022>

Gender diversity at Danish universities



Figur 3.9

Andel kvinder blandt fuldførte kandidater og ph.d.-studerende på videnskabelige hovedområder, 2020, procent



Anm.: Andelen af kvinder blandt færdige kandidater i et givent år er beregnet med udgangspunkt i antallet af fuldførte kandidatforløb i perioden 1. oktober året før til 30. september i det angivne år. Andelen af kvindelige ph.d.er er beregnet på data vedr. det fulde angivne kalenderår.

Kilde: Uddannelses- og Forskningsministeriet på baggrund af data fra Danmarks Statistik

**Ministry of Higher
Education and Science**

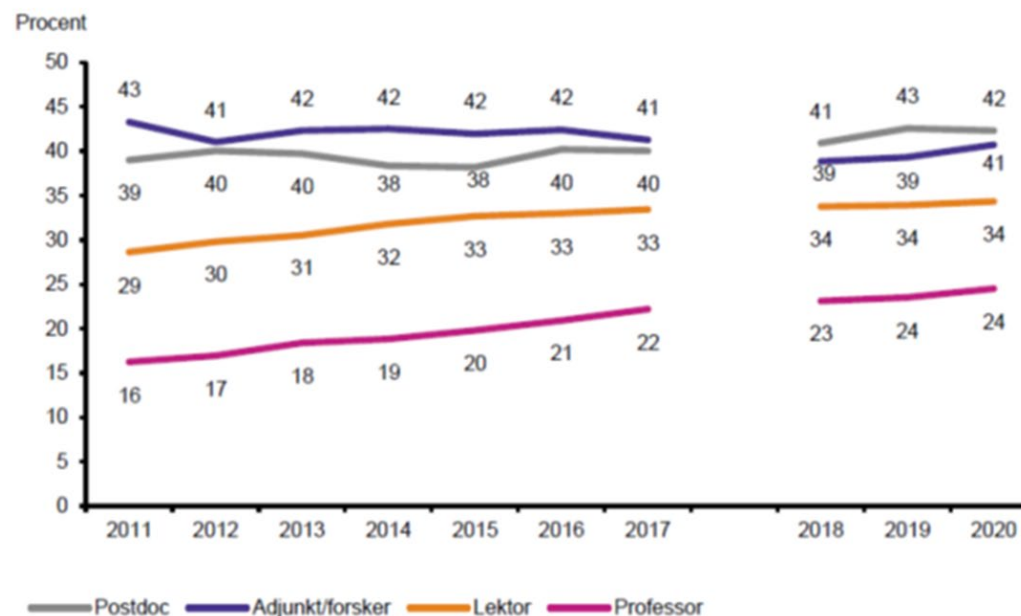
<https://ufm.dk/publikationer/2023/maend-og-kvinder-pa-de-danske-universiteter-danmarks-talentbarometer-2022>

Gender diversity at Danish universities



Figur 1.1

Kvinder blandt forskere (VIP) fordelt på stillingsniveauer på de danske universiteter, 2011-2020, procent



Anm.: Databrud mellem 2017 og 2018 betyder, at de to perioder før og efter ikke kan sammenlignes direkte. Adjunktniveauet omfatter kategorierne: adjunkter, forskere og postdoc; Lektorniveauet omfatter: lektorer, docenter og seniorforskere; Professorniveauet omfatter: professorer, professor med særlige opgaver (professor MSO), og kliniske professorer.

Kilde: Uddannelses- og Forskningsministeriet på basis af indberetninger fra universiteterne

Ministry of Higher Education and Science

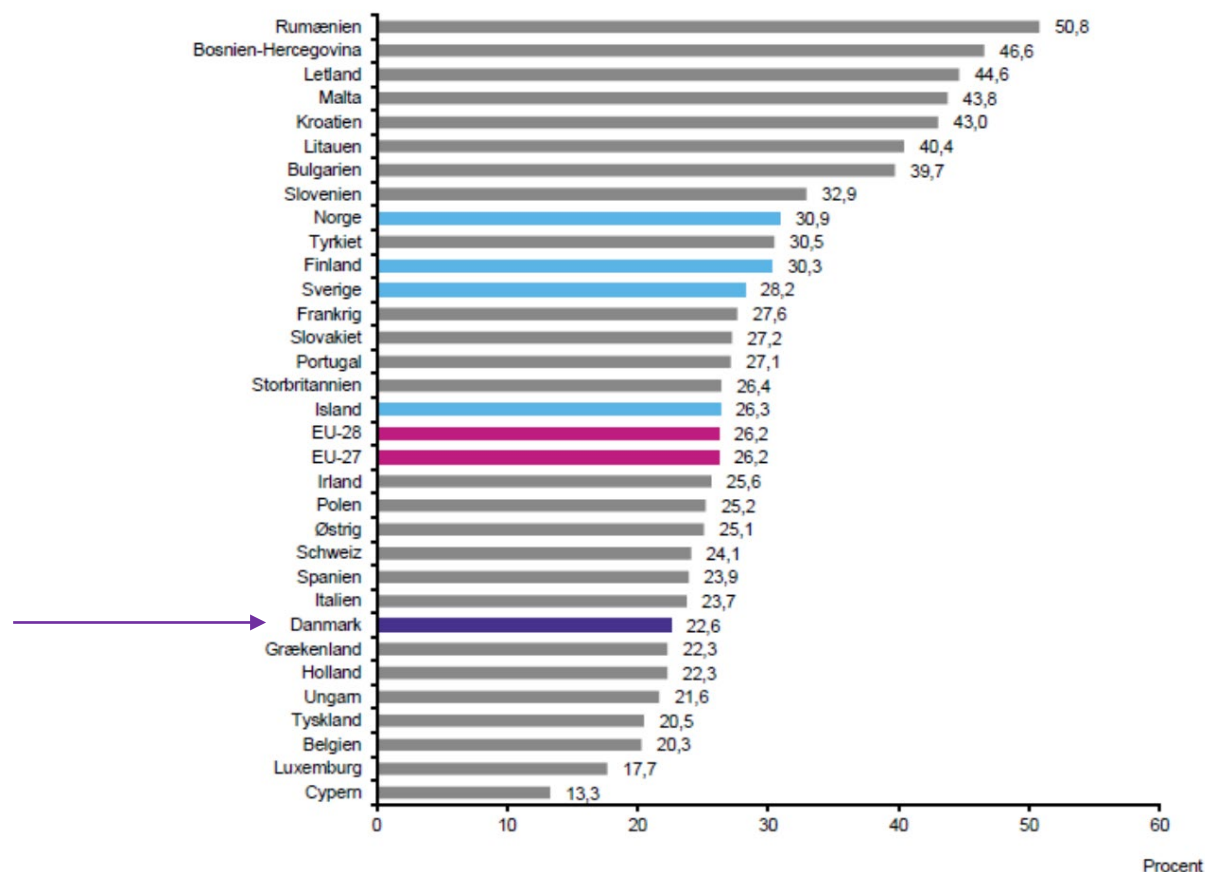
<https://ufm.dk/publikationer/2023/maend-og-kvinder-pa-de-danske-universiteter-danmarks-talentbarometer-2022>

Gender diversity at Danish universities



Figur 2.3

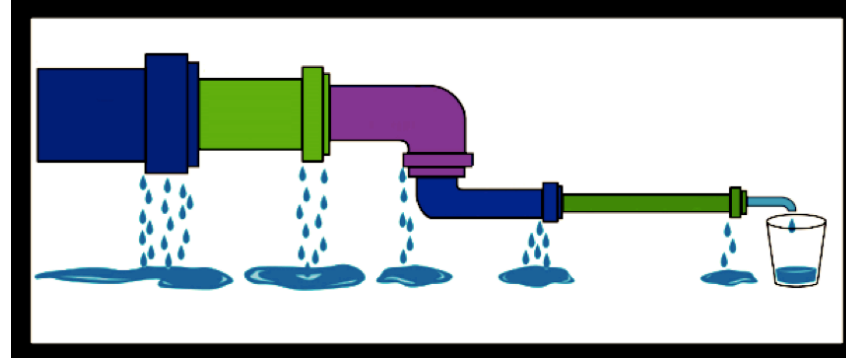
Andel kvinder på professorniveau på de højere læreanstalter (målt på antal personer), Europa m.fl., 2018



Ministry of Higher Education and Science

<https://ufm.dk/publikationer/2023/maend-og-kvinder-pa-de-danske-universiteter-danmarks-talentbarometer-2022>

"The Leaky Pipeline"



Berryman, S. 1983. *Who will Do Science? Minority and Female Attainment of Science and Mathematics Degrees: Trends and Causes*. New York: Rockefeller Foundation



Women disproportionately leaving academia



Concept criticised for ignoring pull factors and for being too simplistic

Barriers



Novo Nordisk + Villum Fonden

Carlsberg Foundation

- ➔ Uncertainty in employment
- ➔ Women found they did not fit the profile
- ➔ Experienced not belonging to the group or were treated differently
- ➔ Lack of access to informal networks and strategic guidance
- ➔ "Rip-Rap-Rup effect" – easier to choose a profile that resembles one's own

Recommendations

Novo Nordisk + Villum Fonden

- ✓ Recruit diversely: [ITU Computer Science](#) invites minorities first to interviews
- ✓ Celebrate the group and disperse information systematically: [ITU Computer Science](#)
- ✓ Level the playing field for strategic mentoring: [SDU bifocal mentoring](#)
- ✓ Educate managers – tackle unconscious bias: [Dark Cosmology Centre](#)

Beyond gender diversity?

We can learn from U.S. history:



White feminism

<https://chacruna.net/how-white-feminists-oppress-black-women-when-feminism-functions-as-white-supremacy/>

vs.



Intersectional feminism

<https://medium.com/the-underdog-writing-project/the-evolution-of-feminism-7e68de256166>



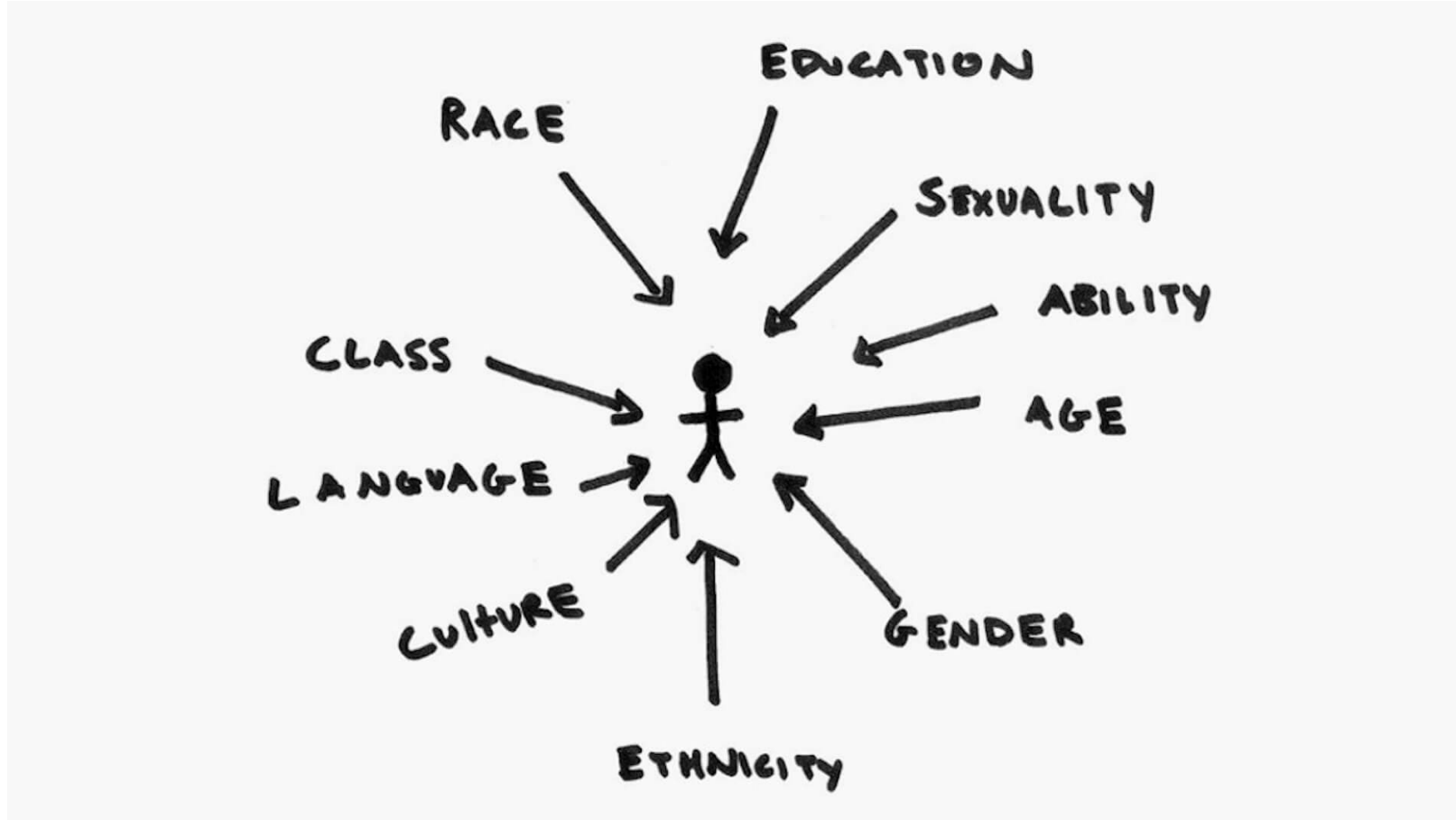
intersectionality noun

in·ter·sec·tion·al·i·ty (in-tər-ˌsek-shə-'na-lə-tē )

: the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or **intersect** especially in the experiences of marginalized individuals or groups

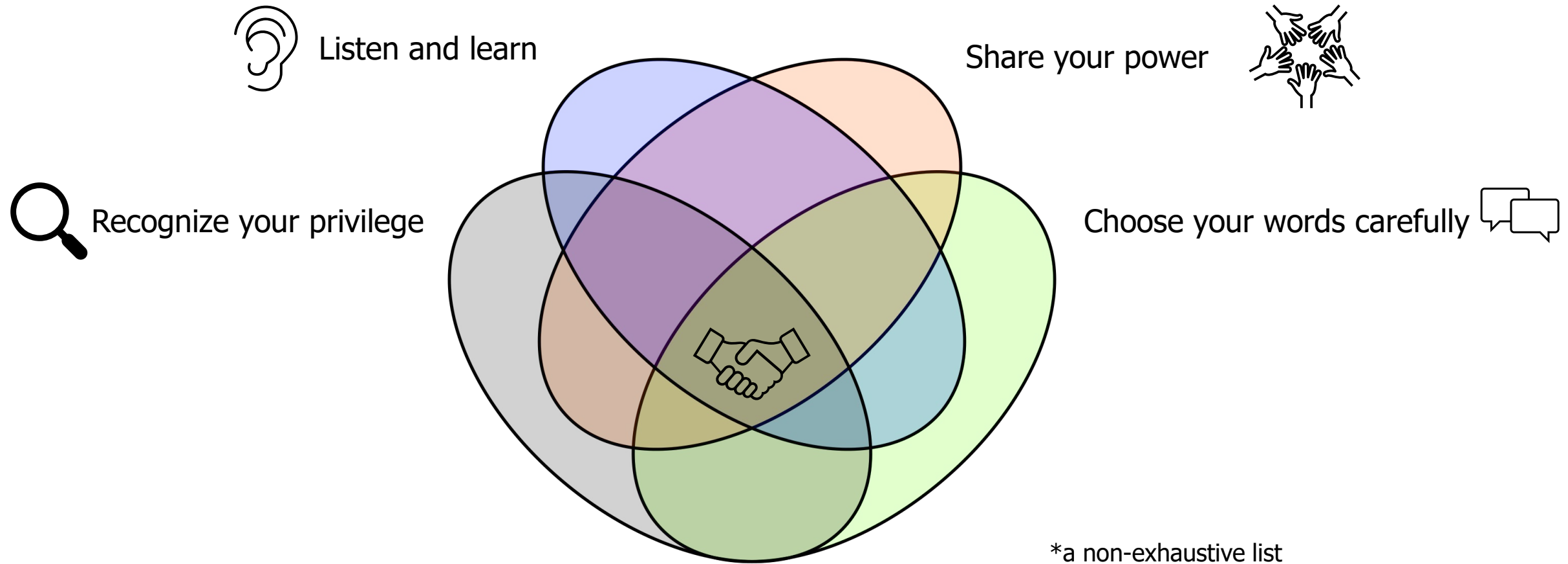
"Intersectionality." *Merriam-Webster.com Dictionary*, Merriam-Webster, <https://www.merriam-webster.com/dictionary/intersectionality>. Accessed 22 Jan. 2024.

Intersectionality



<https://wfe.org.au/intersectional-feminism/>

How to be an ~~intersectional~~ feminist ally*





Diversity and inclusion at the NCRR

Inspiration and discussion

2024-01-25

Diversity and inclusion at the NCRR

➔ Offer diversity and inclusion trainings and workshops at AU



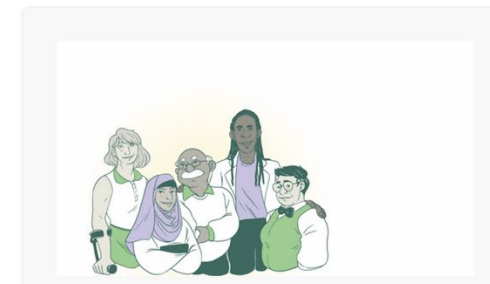
Description



Please note that if less than 15 participants register for the workshop the 2 workshops will be combined.

The Unconscious Bias workshops will provide you with insights into how unconscious bias influences inclusion in relation to different forms of diversity, eg. gender, cultural background, etc.

We will work to pinpoint specific processes and situations in the organization, where there may be opportunities to develop more effective inclusion of diverse staff, and design specific and concrete actions and behavior to enhance inclusion. You will learn:



<https://aau.plan2learn.dk/KursusValg.aspx?id=90993>

Diversity and inclusion at the NCRR



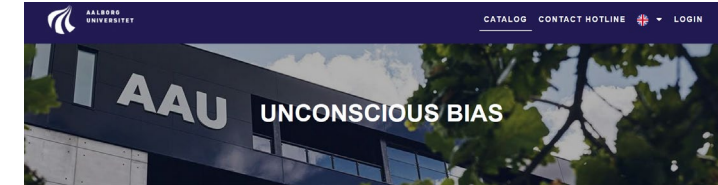
Living Institute
Diversity Intelligence Consultancy

- ➔ Unconscious Bias Training
- ➔ Inclusion Survey
- ➔ Talks and Keynotes
- ➔ Open Courses and webinars

Diversity and inclusion at the NCRR

➔ Offer diversity and inclusion trainings and workshops at AU

➔ Use inclusive language in job ads



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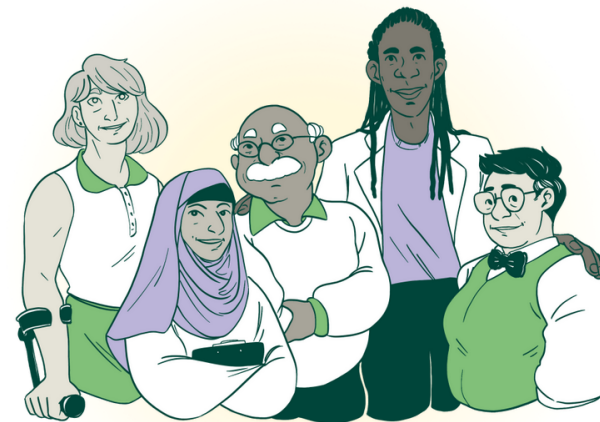


Increase team diversity through inclusive communication

Write inclusive hiring and employer branding content with our inclusive writing platform and attract more diverse candidates.

[Book demo](#)

Available in English, Swedish, and Danish.



<https://www.developdiverse.com/>

Diversity and inclusion at the NCRR

- ➔ Offer diversity and inclusion trainings and workshops at AU
- ➔ Use inclusive language in job ads
- ➔ Implement neurodiversity hiring programs



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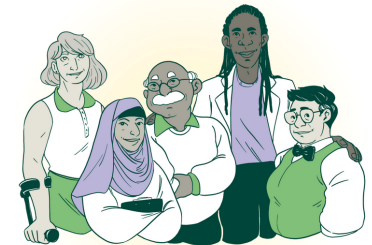


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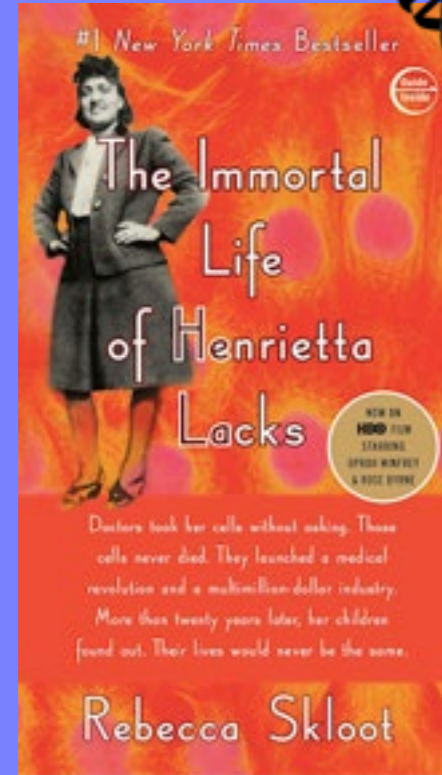
How to increase diversity and inclusion at the
NCRR?

Reminder: Book club February 22nd

We will be discussing this book at our meeting.

We hope that you will buy or loan the book to read, listen to the audiobook, or watch the movie.

But you can also just show up!



Anti-Discrimination Working Group website

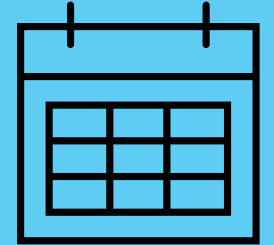
<https://ncrr-adwg.github.io/>



- Slides
- Linked journal articles
- Additional resources: Movies, podcasts, books, etc.

Share with colleagues at other institutions!

Next meeting:
February 22nd



Thanks!

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Jette Steinbach

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 jst.ncrr@au.dk

 lbager@au.dk

 @asmhall

References & further resources

- *Nature Chemistry* article: "A diverse view of science to catalyse change": <https://www.nature.com/articles/s41557-020-0529-x>
- AU's Committee for Diversity and Gender Equality: <https://medarbejdere.au.dk/en/strategy/gender-balance-in-research/committee-for-diversity-and-equality>
- DR series "De skjulte talenter" (hiring of individuals with autism spectrum disorder): <https://www.dr.dk/nyheder/tema/de-skjulte-talenter>
- <https://www.developdiverse.com/>
- <https://cbswire.dk/ambitious-analytical-and-team-player-cbs-new-ai-tool-will-tell-you-to-keep-these-words-out-of-job-ads/>
- <https://www.autismeforeningen.dk/news/nyheder-2017/projekt-faar-mennesker-med-autisme-i-arbejde/>
- <https://www.novonordisk.com/sustainable-business/diversity-and-inclusion/including-the-excluded.html>
- <https://www.novonordisk.com/sustainable-business/diversity-and-inclusion.html>
- <https://hbr.org/2022/02/is-your-company-inclusive-of-neurodivergent-employees>
- <https://www.microsoft.com/en-us/diversity/inside-microsoft/cross-disability/neurodiversityhiring>

References & further resources

Courses & training:

- <https://aau.plan2learn.dk/KursusValg.aspx?id=90993>
- <https://aau.plan2learn.dk/KursusValg.aspx?id=91030>
- <https://aau.plan2learn.dk/KursusValg.aspx?id=91034>
- <https://international.au.dk/education/admissions/summeruniversity/course/diversityandinclusion>
- <https://livinginstitute.com/>