

Action Plan for Diversity, Equity & Inclusion Activities - 2026

Listed below are the actions set for ITU in 2026.

Actions will form the basis for the annual report on diversity, equity, and inclusion at ITU among other goals and indicators.

The action plan is approved by University Management in April 2026

Diversity, Equity, and Inclusion Actions 2026

Name of the initiative	Activity	Goal	Responsible	Co-responsible	Timeframe
Inclusive Leadership	In accordance with ITU’s strategic goals for 2026, a plan will be developed outlining how ITU Managers will work with and implement relevant leadership principles, with a focus on inclusive leadership.	A plan for how IT managers will work with and implement inclusive leadership principles.	Head of HR	Rector	Q4, 2026
Being aware of and supporting employees with children in attending events	Identify needs and strategies for supporting employees with children attending events outside of regular working hours.	Establish guidelines that support the inclusion of employees with children in work-related events through family-friendly and flexible participation options.	University Management		Q4, 2026
Promotable tasks	The following actions will be undertaken to address the challenges associated with non-promotable tasks:	Ensure that the outcomes of these considerations are either implemented or formally documented.	Prorector		Q4, 2026

	<ol style="list-style-type: none"> 1. As part of revising the Competence Profiles, identify and describe which organisational tasks at ITU are promotable. 2. Consider how "institutional tasks" can be distributed in a pragmatic and equitable manner. 				
Information to employees on the Intranet	Clear and accessible information and guidelines on the Intranet to help employees navigate in Danish rules and regulations.	Restructuring the intranet to make it more user-focused by establishing new pages on the Intranet and updating existing pages. Possibly a FAQ page.	Head of HR	Head of COMM	Q3, 2026
Techniques for inclusive teaching (avoid the need for too many exceptions for e.g. neurodiversity)	Investigate how to structure teaching and examinations in more flexible ways, to include as many students as possible in the default scenarios and reduce the need for exemptions.	Ensure a more inclusive learning environment by adopting strategies that accommodate more students' needs, with the aim of reducing the need for individual exceptions. This would (a) reduce the administrative burden of dealing with exceptions and (b) reduce the need for students who are in possibly fragile situations to need to deal with the added stress of applying for an exemption and raising attention to themselves.	Head of Education	Head of SAP	Q4, 2026
Ongoing education and awareness among ITU managers on DEI topics	Explore and discuss what a framework for ongoing education and awareness on DEI topics for ITU managers could look like.	Decide on a framework to ensure an ongoing education and awareness among ITU managers on DEI topics.	University Management		Q3, 2026

DEI Reading club	DEI Awareness Bookshelf.	Establish a physical bookshelf at each ITU building at an accessible location and populate it with books on DEI topics.	Rector		Q2, 2026
Attraction and retention of researchers	Completing the implementation of tenure track at ITU to strengthen the ability to attract and retain researchers.	The ITU tenure track framework, including concept, rules, guidelines, and processes, has been fully implemented, and the first tenure track candidate has been successfully appointed.	Prorector	Head of HR	Q4, 2026
Fairness and bias in student evaluations	Improving fairness and counteracting bias in student evaluations.	Redesigning course evaluations to be more holistic and take student bias into account.	Head of Education		Q4, 2026
Unified Code of Conduct for staff and students at ITU	Efforts are ongoing to develop a unified Code of Conduct for staff and students at ITU, including defining its scope and content in collaboration with relevant stakeholders across the organisation.	At a minimum, a thorough and solid foundation has been established for what a unified Code of Conduct for ITU should entail.	Head of HR & Head of SAP		Q4, 2026
Bias training	Explore and implement online bias training for all employees and/or selected target groups.	All employees with a focus on leadership and HR have access to online bias training.	Head of HR		Q2, 2026