Annual Report
on
Diversity and Inclusion

- 2022 -

IT University of Copenhagen

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Status statement of 2022

In the spring of 2022, the IT University of Copenhagen presented its Gender Equality Plan to ensure equal opportunity and an inclusive work and study environment at the university. When I took over as Vice Chancellor of the university in September of last year, the enormous effort to create a viable framework around equality work ensuring that initiatives are implemented systematically and on all layers of the institution was already well underway, and I am continually impressed by the dedication and commitment in the organization to this crucial agenda.

This, the first annual report from the IT University's Committee for Diversity and Inclusion, is a testament to the hard work put into the establishment of a system to secure greater equality university wide. We have dedicated resources to new initiatives, systematized our efforts, and devised ways of scrutinizing our practices and results.

In 2022, we have seen new equality and inclusion initiatives implemented in the organization. As a result of an inquiry made by Student Council, ITU has made all restroom facilities gender neutral. Similarly, the tutor group participated in a series of workshops with a consultant agency with the aim of creating an open and inclusive atmosphere for incoming students in the autumn.

On the staff side, ITU maternity and paternity leave materials for employees have been adapted to include families with same sex parents. Management Group has participated in a workshop on diversity, inclusion, and equality, and the Dean of Education's office has collaborated with outside consultants on advancing inclusion in the study environment.

In the coming year, ITU will undertake bias-awareness training of the key decisions-makers equipping and empowering a broader swath of employees in the organization with the tools and abilities to identify bias in, among other areas, hiring and recruitment practices.

In 2023, the university will also be required to set definitive goals for future hires on the executive as well as managerial levels of the organization to ensure a better gender balance. This is a law requirement under the Equal Treatment Act, and we will use the opportunity to examine how we can create a better gender balance beyond the aforementioned institutional levels as well.

Since the committee's work this year has focused on the creation of a Gender Equality Plan and associated actions, the primary focuses this year is gender equality. However, future annual reports will likely have a broader scope, because inclusion and equality go beyond the traditional binary gender divide.

Ultimately, we want the IT University of Copenhagen to reflect the surrounding society and ensure that our institution remains an open and inclusive environment where students and staff from all walks of life may thrive. We still have a lot of work in front of us, but with the Gender Equality Plan as our blueprint we have paved the way for future success.

Sincerely,

Per Bruun Brockhoff
Vice Chancellor

Introduction

The annual report on diversity and inclusion is part of the dedicated and structured framework for working systematically with gender equality that was set up with the launch of ITU's Gender Equality Plan.

The report refers to the overall goals for gender equality at ITU - goals that are based on the current university strategy, the vision statement for gender equality at ITU, the (education) Quality Policy, and the (ministerial) Strategic Framework Contract.

Based on the overall goals concrete actions has been specified within the three primary areas (as outlined below) in the action plan for 2022.

Area	Responsible
Staff at ITU	Head of HR, Kirsten Uldall Juhl
Recruitment of students	Head of Communications, Camilla Rosengaard
Study environment	Dean of Education (DoE), Pernille Rydén

The report provides a status on the specific actions for 2022, as well as additional initiatives, on diversity and inclusion within the organisation the past year.

The Committee for Diversity and Inclusion is responsible for gathering information and preparing the annual report on diversity and inclusion.

Status on Action Plan for 2022

The primary focus and purpose of the action plan for gender equality at ITU is to implement initiatives that increase gender equality among staff and students.

Below is a status on the planned initiatives for 2022 as outlined in the action plan.

Workshop for teachers in relation to Sexism

As part of the Gender Equality Plan and the strategic goals of creating an attractive and inclusive work environment, all teaching staff at ITU—from PhDs to full professors—must attend a workshop on social norms, bias training, and identifying sexism. This process was started in the autumn of 2022.

Two workshops entitled "An inclusive learning environment at ITU—identifying sexism and other kinds of un-equal treatment" were held in November 2022. The two-hour workshops were facilitated by two consultants from the NGOs Kvinfo and Normværk. A pilot workshop for a select group of teachers was conducted by the same consultants in the autumn of 2021 and the concept for the 2022 workshops was slightly revised based on the teacher feedback and input from Dean of Education Support (DoE Support).

All Heads and Co-Heads of Study Programme, associate professors, and assistant professors were invited to the workshop. In total, 43 participated. An advisor from DoE Support and Learning Support participated in the workshops as well to provide practical support and for evaluation purposes. It was their impression that there was an intense and engaged discussion among faculty members, but also that participants differed a lot in their knowledge of and approach to this subject. Moreover, whereas some teachers had numerous examples of having experienced or witnessed sexism and other non-inclusive behaviour at ITU (the majority were women), others had found it hard to believe that such incidents occur at ITU.

A short evaluation survey with questions made by DoE Support was sent out by Kvinfo. In total, 34 responded to at least one survey question, 16 completed the survey. The evaluations point in many directions and answers also differed between participants from the two workshop days. To the question of whether the workshop provided participants with tools and insights on how to respond to sexism and other inappropriate behaviour, 55 % of the respondents from the first workshop and 83 % from the second workshop answered in the affirmative ('to some extent' or 'to a large extent'). The open answer responses provided a lot of useful insights such as suggestions to include more examples of grey areas and micro-aggressions in the workshop and to take account of the differences between departments (gender distribution and knowledge of the subject).

Evaluation meeting with the Kvinfo and Normværk consultants was held in December. At the meeting, Dean of Education Support and the facilitators agreed on a few revisions of the workshop description, content, and format to respond to the feedback from workshop participants and to better accommodate for the needs of ITU's faculty in future workshops. Among the revisions were to include more vignettes based on anonymized examples from ITU participants.

Further workshops on this theme will be conducted in 2023.

Unconscious bias training (planning process)

The process for a plan for conducting bias-awareness training in relation to "decision processes", especially in hiring and recruitment processes, among key decision-makers at ITU has been initiated. Workshops are planned to be held in the autumn of 2023.

Job posting review

HR, Communications, and Dean of Education will use the text processing tool Develop Diverse for a trial period of one year and each have 50 possible uses of tools.

HR will apply this tool on all research postings in consultation with the hiring manager and thereby ensure more inclusive wording in the job postings.

The Head of Communications and Dean of Education have not yet employed the tools on any documents or webpages.

The Committee for Diversity and Inclusion will continuously evaluate the use of this tool with input from HR, Communications, and the Dean of Education.

IT Camp and Coding Café for female high school students

About Coding Café and IT Camp for Women

Coding Café and IT Camp for women are two of the outreach activities that are anchored in the IT University's Communication Department. Coding Café for women is held twice every semester over the course of five weekdays outside of normal school and working hours. IT Camp for women is a two-day course held in both the Easter break and Autumn break. Both activities are offered to women aged 16-25 and are held at the IT University (ITU).

Participants at both Coding Café and IT Camp are introduced to basic programming. Female role models from the BSc programmes in Software Development and Data Science teach disciplines that represent their studies and share their own thoughts on choosing an education within IT. Both activities include a presentation by an alumnus providing perspectives on future career options upon graduation from ITU.

Purpose of the Activities

Both activities aim to support the increase of female applicants to ITU's BSc programmes with an uneven gender balance.

Participation in 2022--

The following numbers reflect the number of registered participants for all Coding Cafés and IT Camps for women in 2022.

Activity	Registered participants
Coding Café #1	22
Coding Café #2	*Cancelled*
Coding Café #3	32
Coding Café #4	18
Total for Coding Café	*72*
IT-Camp #1	38
IT-Camp #2	23
Total for IT Camp	*61*
Total for all activities	*133*

Evaluation of 2022

Evaluation forms submitted by this year's participants contain predominantly positive feedback. The following is a selection of responses to some of the evaluation questions that were used at all the activities. Questions as well as answers have been translated into English after the completion of the evaluation.

Examples of answers to the question *"Has the activity increased your interest in applying for an IT education?"*:	
Participant at Coding Café #1	"Yes, definitely. I was hesitative before attending Coding Café and am now way more certain that I want to study IT. #WomenInSTEM"
Participant at IT Camp #2	"Yes, I was very surprised about how creative software development is and realized what the programme is actually about. I discovered that the education I thought was the right choice for me might not suit me at all but that a different option sounds way more exciting."
Participant at Coding Café #4	"Yes! Had no clue about software development (or any of the other programmes) but felt good to get introduced to and them and understand what they actually include"
Examples of answers to the question *"Did the fact that the activity was women-only have an influence on your participation in the activity?"*	
Participant at IT Camp #2	"It was very significant to my participation. I felt safer when asking questions, and it felt great that the instructors were women too. It gave me the courage to apply for an IT programme in the future."

Participant at Coding Café #3	"Subconsciously – absolutely! I quickly felt calm in the atmosphere that was created by the fact that there were only women, and even though some participants had more experience there was a very good environment. Due to this I bonded with some girls that I met at the café and doubt that I would've had this connection with more genders present."
Participant at Coding Café #4	"Yes, men generally seem like they're ahead and can take up a lot of space in a room. Like this it was way more calm and less stressful"

Applicants to ITU's BSc programmes
Collectively, more than 20 pct. of the activities' registered participants from Spring 2018-Spring 2022 have subsequently applied to one of ITU's BSc programmes.

Further initiatives on Diversity and Inclusion

The heads of the Communication Department and the Computer Science Department gave a presentation and took part in a hearing organized by the Danish Parliament's Equality Commission (Folketingets Ligestillingsudvalg) on May 2, 2022.

The head of the Computer Science Department gave a presentation on developments at ITU CS at the Gender Equality for Excellence Initiative (Genie) at Chalmers University of Technology in Göteborg April 28, 2022, and in September became a member of Genie's international Advisory Board.

In 2022, female faculty in the Computer Science Department are planning a Women in Research workshop, to be held tentatively Friday February 10, 2023, the day before the UN Women and Girls in Science Day.

Presentation on diversity, inclusion, and unconscious bias for all Heads of Study programme
In February 2022, DoE initiated a collaboration with Develop Diverse as part of the strategic goal of creating an inclusive study environment, i.e., to encourage a diverse, respectful, and tolerant ITU community culture that contributes to an inspiring learning environment and higher learning quality. Bias awareness as a precondition for developing inclusive practices and HoSPs found it relevant with an introduction to bias training. Subsequently, grounded in research, the CEO of Develop Diverse, Jenifer Clausell-Tormos gave an interactive presentation on diversity, inclusion, and unconscious bias at the All HoSP Summer lunch meeting on August 17, 2022.

Awareness-workshop for the Management Group
In November 2022, the Committee for Diversity and Inclusion hosted an awareness workshop for the Group of Managers. Diversity and inclusion specialist, Marie Valentin Beck from BureauM, spoke about what is at stake for Generation Z (ITU's students and younger employees, born 1995-2005) who are engaged with questions of identity, diversity, inclusion, and equality. The workshop was set up to support the Management Group's reflection on how trends concerning identity politics may influence the workplace. Marie Valentin Beck elaborated on the impact of terms such as Norm-critique/Privileges, Suppression/Resistance, Dominance/Power. She also reflected on intersectionality and creating psychological safety in the workplace. In light of the presentation, the Management Group discussed how to secure an inclusive organization.

Maternity/paternity leave folder
ITU maternity */paternity* material for employees going on maternity */paternity* leave has been adapted to support employees with different family constellations, including families with same sex parents, etc.

Student Council - Student organizations
Facility Management has implemented gender-neutral toilets acting on an inquiry from Student Council to ensure that ITUs infrastructure may reflect the times we live in and support students and employees who do not self-identify according to the gender binary.

Student Council has launched an initiative aimed at students with challenges in terms of mental or physical disabilities. Student Council is also in the process of developing a network for women in IT to make sure that women at ITU stay at ITU.

Training of volunteers - Workshops for students
In spring 2022 head tutors and tutors (BSc and MSc volunteers in the Study Start) received coaching and training in planning an inclusive study start, ensuring activities that apply to a diverse student body. They participated in a three-hour long workshop held by external consultants from Awakeconsulting (https://awakeconsulting.dk/). The content was focused on power, privilege, and blind spots when planning study start activities and they developed an 'Activity Compas' to ensure that all new students may participate in all the study start activities without any risk of humiliation or personal boundaries being crossed.

As a result, 89% of the BSc-students, who have responded to the Study Start Evaluation survey, felt included during the study start period at the IT-University.

New hirings of the underrepresented gender in the Computer Science Department
In 2022, five female assistant professors joined the Computer Science Department, and three existing female assistant professors were promoted associate professors. Contractual agreements for additional female faculty to join the Computer Science Department in 2023 have been finalized.

Data on Gender Equality at ITU

The efforts to promote equality and diversity at ITU are supported by monitoring and annual follow-up of key figures of the distribution of men and women. This includes student applicants, student admissions, students graduated and recruitment of scientific staff, technical and administrative staff, and managers which may be accessed here.