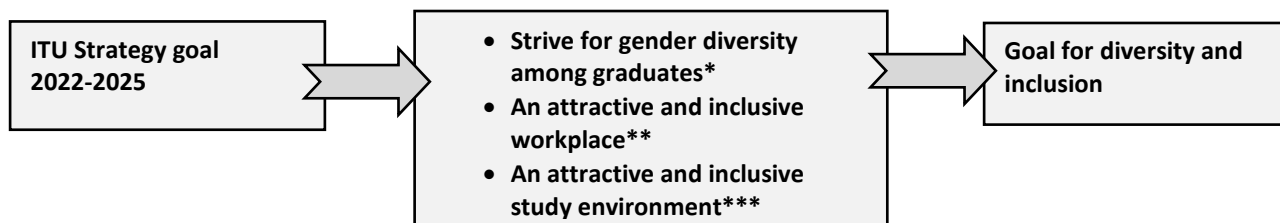


# Goals for Diversity and Inclusion

2022 – 2025



## Staff Recruitment

- A goal is set for balance among female and male applicants
  - The percentage of female applicant for the VIP positions (More female applicant for the VIP positions)
  - The percentage of female applicant invited for interviews (Invite more female applicant for interviews)
- Bias training for all who take part in a recruitment process

## Workplace and staff

- Completion of sexism workshop for all teachers
- A goal is set for the balance among female and male staff
  - VIP employees
  - TAP employees
  - Management
- A goal is set for the development of the figures for specific points in the Workplace Assessment (APV) or for the Perception Gap Analysis (PGA)
  - Job and work balance
  - Offensive behavior /bullying

## Student environment and students

- A goal is set for the distribution among female and male student (cf. Goal 1 in Strategic Framework Contract 2022-2025 with the ministry<sup>1</sup>)
- A goal is set for the student environment (cf. Goal 2 in Strategic Framework Contract 2022-2025 with the ministry<sup>2</sup>)

*Approved by Executive Management October 2022.*

\*At present, only approx. 30% of employees in the Danish IT sector are women. Gender diversity is a national focus area and ITU is committed to supporting this objective on all levels – from bachelor to PhD graduates – and in all educational programmes.

\*\*ITU can only fulfil its mission if we have highly competent people on all vital posts – education, research, and administration – and we will only be able to attract and retain the right people if we are able to provide our employees with an attractive and inclusive workplace – this entails a clear focus on diversity across all parts of the organization.

\*\*\* An attractive and inclusive study environment is necessary to attract motivated and qualified students and ensure the desired volume of applicants. It will also help students thrive socially and academically – and motivate them to finish their degrees on time.

<sup>1</sup> **Fastholde andelen af kvindelige studerende:**

Andel af kvinder optaget på IT-Universitetets bacheloruddannelser. (Baseline 2021: 30,6 pct.; Kilde: Uddannelses- og Forskningsministeriets datavarehus; opgøres årligt).

**Fastholde frafaldsprocenten blandt kvindelige studerende:**

Frafald på første studieår blandt kvinder på bacheloruddannelserne. (Baseline 2021: 19,9 pct.; Kilde: IT-Universitetet; opgøres årligt).

Look here for further information: <https://ufm.dk/uddannelse/institutioner-og-drift/strategiske-rammekontrakter-og-tilsyn/strategiske-rammekontrakter/it-universitetets-strategiske-rammekontrakt-2022-2025.pdf>

<sup>2</sup> **Styrke trivsel blandt studerende:**

"Der er et godt socialt miljø". (Baseline 2021: 4,0 på en skala fra 1-5; Kilde: Uddannelses- og Forskningsministeriet, Danmarks Studieundersøgelse; opgøres i ulige år).

Look here for further information: <https://ufm.dk/uddannelse/institutioner-og-drift/strategiske-rammekontrakter-og-tilsyn/strategiske-rammekontrakter/it-universitetets-strategiske-rammekontrakt-2022-2025.pdf>