

Rules of procedure for Committee for Diversity, Equity and Inclusion at ITU

The IT University of Copenhagen's (ITU) mission is to deliver internationally leading teaching and research which enable Denmark to become exceptionally good at creating value with IT. ITU's ability to attract and retain talented scientific and administrative staff as well as students is key to the success of this mission.

ITU believes a diverse, equitable and inclusive work and study environment is a prerequisite for attracting and retaining qualified staff and students. To promote a diverse, equitable and inclusive environment at ITU the Executive Management has established a Committee for Diversity, Equity and Inclusion.

The purpose of the Committee

The committee is responsible for ensuring actions on initiatives that promote a diverse, equitable and inclusive work and study environment at ITU in alignment with ITU's mission, vision, and strategy. The goal is to ensure noticeable progress in areas where there is a defined goal due to inequality. The committee must especially focus on areas where there is limited progress and/or areas where special attention is needed to achieve the goal of a diverse, equitable and inclusive work and study environment that attracts and retains qualified staff and students.

The committee serves to advise Executive Management in matters related to promoting a diverse, equitable and inclusive work and study environment at ITU.

The composition of the Committee

The Committee consists of

- Rector (Chair)
- Head of HR
- Head of Education
- Head of Communication
- Two Head of section for scientific staff
- One working environment representative
- One student representative

HR will support the Committee's work.

The committee members act as ambassadors for the diverse, equitable and inclusive work and study environment at ITU and must thus support and work to promote initiatives and actions that strengthen the goals for diversity, equity and inclusion at ITU.

The tasks of the committee

The committee

- identify and recommend concrete goals to ensure the goal of a diverse, equitable and inclusive work and study environment at ITU
- identify and recommend initiatives, actions, and instruments that can be implemented to promote and ensure the goal of a diverse, equitable and inclusive work and study environment at ITU
- identify structural and cultural barriers for diversity, equity and inclusion at ITU
- works continuously on how to ensure local anchoring and action on the agreed initiatives, actions, and goals for the diverse, equitable and inclusive work and study environment at ITU
- is responsible for the diversity, equity and inclusion action plan for staff and students, including concrete initiatives, in a one-year cycle as described in ITU's gender equality plan (GEP) and the current goals for diversity, equity and inclusion. The action plan is to be approved by Executive Management.
- is responsible for annual reporting regarding staff and students as described in the ITU's gender equality plan.

Meetings

The Committee for Diversity, Equity and Inclusion convenes at five ordinary meetings a year. Duration 90 minutes per meeting. In addition to the ordinary meetings, the Chair may call for extraordinary meetings. Attendance is mandatory, no substitutes can be sent, but guests can be invited to participate when deemed relevant.

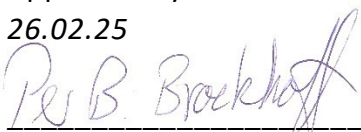
The Committee is served by HR who support the Chair with organizing meetings, proposing agendas, and meeting minutes.

Reference to the Executive Management

The Committee acts as an advisory body to the Executive Management in matters concerning diversity, equity and inclusion. The Chair informs the Executive Management of the work of the Committee and the Chair proposes recommendations, initiatives, etc., incl. funding, for decision and/or approval by the Executive Management.

Approved by:

26.02.25



Rector, Per Bruun Brockhoff