

ANSÖKAN om särskilda medel för jämställdhetsintegrering

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1. Uppgifter om sökande

Namn på sökande Starla Glover & Sigrid Berglund	
Vetenskapsområde, fakultet, institution/motsv. eller annan organisation Fysikalisk kemi	
Organisationsnr./ Org. enhet Kemi Ångström	
Utdelningsadress Box 523	Ort (postnummer och ortsnamn) 751 20 Uppsala

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Eventuella medsökande/samarbetsorganisationer NA

2. Allmänna uppgifter

Projekttitel Building a framework for gender mainstreaming at the Department of Kemi-Ångström: generating potential for equal opportunities by increasing awareness and accountability via structured workshop series	
Sökt belopp (kronor) 107 383	Beräknad tidsperiod för projektet 7 månader
Bankkonto/giro (inkl. clearingnr.) eller Plusgiro Bankgiro 5048-1100	

Medel för projektet har även sökts från NA	Sökt belopp (kronor) 0
Medel för projektet har beviljats från NA	Belopp (kronor) 0
Medfinansiering Kemi - Ångström	Belopp (kronor) 27 920

3. Projektets innehåll

<p>Detaljerad beskrivning av projektets målsättning (motivering för projektets syfte, projektets teoretiska bakgrund, projektets frågeställningar och eventuella hypoteser)</p> <p>By Swedish Law (Discrimination Act 2008:567) employers and institutions cannot discriminate against employees based on gender, gender non-conforming identity expression, disability, age, ethnicity, sexuality, nor religion. Even though such a law has been in force for decades and has undergone several amendments to increase equality for those in Sweden, a decreasing level of diversity is observed among positions of increasing rank (e.g. from PhD students to Professors) in Swedish academic institutions. A lack of diversity in academic institutions is clearly a weakness. For example, a recent study found that research productivity is higher among research groups that were more diverse (where diversity was defined by the ratio of females to males in research groups).¹ Many academic institutions report to be committed in increasing their diversity by hiring and retaining female faculty members but have seen marginal progress at best.</p>

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Discovering ways to increase diversity at all levels is a big challenge; there is no one established solution and many variables that are systematic, conscious, or unconscious likely play a role in keeping academic workplaces homogenous. A recent meeting of Chemistry Section Faculty at Uppsala University took up the matter of increasing and retaining the number of female faculty members. After nearly one hour of discussion amongst more than 30 faculty members several things were clear: the gender imbalance is a recognized problem, there was general agreement that we should increase the number of female faculty, and there is no clear path forward. Even though members of the faculty are motivated, no concrete and actionable suggestions were brought forth during the faculty meeting. It seems that the Chemistry Section at Uppsala University, like many other Natural Science Departments at other universities, struggles with methodologies to be implemented that increase diversity and creating equal opportunities for peoples from underrepresented groups. The purpose of the seminar and workshop series is to equip the Chemistry Section at Uppsala University with knowledge and tools for developing an effective (and up to date/modern) gender mainstreaming initiative. To the best of our knowledge, the department of Kemi-Ångström currently does not have any well-defined goals or timeline for achieving gender equality amongst faculty and employees.

In the interest of tackling the lack of diversity, increasing equal opportunities, and realizing gender equality, the Chemistry Section needs to increase knowledge and awareness about: i) gender and diversity, ii) systematic, conscious, and unconscious biases, and iii) harassment. Furthermore, the faculty needs to iv) develop a system for accountability on an individual and department level in order to meet gender-mainstreaming goals. With money awarded from this proposal we will organize and host a series of seminars and workshops aimed to specifically address i – iv in the Chemistry Section. Once the seminars and workshops have been completed members of the Chemistry Section should then meet to agree upon specific actionable goals that work toward department diversity, define measures for accountability, and set up timeline and guidelines for revisions. The purpose of what is proposed here is to take us beyond the stage of "we are discussing" to the stage of "we are taking meaningful, effective action, and we are accountable."

1. GEDII - Gender Diversity Impact - Improving research and innovation through gender diversity (2018) doi 10.5218/zenodo.1442714. (url <https://www.gedii.eu/about/publications/>).

Detaljerad beskrivning av projektets genomförande

To this end we will organize a total of five seminars and mini-workshops in 2019 focused on i – iv above. The target audience will be all persons working in the Chemistry Section including students, postdoctoral researchers, researchers, faculty and administrators. The proposed work will culminate in a group discussion with input from an external advisory panel wherein members of the Chemistry section will define concrete goals that work towards gender mainstreaming and also a system of accountability and assessment, to ensure that we reflect on progress (or lack thereof).

I. Understanding gender and how gender is defined - seminar by invited speaker, fika, and a thought-provoking activity.

For this seminar we will invite an external speaker who is an expert on gender and gender issues, Anneli Häyrén. Anneli held appreciated talks about what gender is and sexual – and gendered harassment in the workplace during the equal opportunities days arranged by Uppsala University in 2018. She is also involved in research regarding equality, gender and organization and masculinity at the Centre for Gender Research. These are all topics which we believe are all relevant for the Chemistry section to learn about to understand gender and why it matters in our workplace. Based on the current level of discussion within the chemistry section, "gender equality" is interpreted as having an equal or near equal number of male and female faculty. While this is a positive step forward, it may such thinking may inadvertently exclude individuals who do not identify themselves as traditionally male/female gendered. Contemporary definitions of gender, go beyond traditional male and female identities. Thus, it will be very instructive for the chemistry section to hear from an expert what is known and accepted about gender today.

The activity will be a group activity which explores definitions of gender and ways of thinking about gender that lead to biases. We will design the activity with the help of the external expert(s).

Anticipated outcome - The Chemistry section will be brought up to speed on contemporary gender issues and gender definitions. This knowledge will be used in creating a departmental initiative that is inclusive rather than biased.

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II. Breaking the silence on harassment - seminar by invited speaker, fika, then thought provoking group activity.

For this seminar we will invite an external speaker who is an expert on harassment. Though the speaker has not yet been identified, we will seek advice for the candidate from the TekNat Likavillkorsspecialist Nina Almgren. Harassment and bullying take many forms; it can be overt and obvious to victim and observers, or it can be covert and difficult to identify. Reasons for this could be a poor understanding of what sexual harassment is and a fear of one's social and professional life will suffer as a consequence of reporting. To remedy this a seminar and workshop about what harassment is and what the "culture of silence" (tystnadskultur in Swedish) is and how it impacts our decision making when it comes to reporting or talking about something that has happened. Harassment and bullying not only create an unhealthy working environment and lead to emotional and/or psychological damage to the victims, but it can also perpetuate negative gender bias, since it is women who disproportionately experience harassment in the workplace and elsewhere.² As of today, Uppsala University has established protocols to deal with incidences of harassment, but it can be that the protocols are not widely known. A further issue is that harassment may not be clearly identified nor reported.

The seminar by the external expert is intended to increase understanding of the forms of harassment and bullying. In the activity which follows the seminar, participants will learn how to officially report harassment within the University. We will develop group role playing exercises to build skills for handling harassment and bullying in "in the moment."

Anticipated outcome - Employees in the Chemistry section will be: 1) able to disambiguate actions that harass and bully, 2) well informed about how to report harassment through official channels, 3) able to shut down harassment and bullying in real time.

2: Vetenskapsrådet, (2018) Sexual Harrasment in Academia

III. Minimizing conscious and unconscious bias - seminar by invited speaker, fika, group activity

One way in which humans understand their environment is by the perception of how stimuli are different, and in this way human perception is inherently biased. Given this propensity of the human brain, it can be very difficult to recognize and change biased thinking and behaviours. The chemistry section at Uppsala University is very international and employees come from many cultures and ethnicities, which means that the nature of bias will likely come from a spectrum of beliefs. The Chemistry section needs to increase their knowledge about bias in general and learn how to identify and remediate bias from our work environment and evaluation (i.e. hiring and promotion) practices.

We will host a seminar with the purpose of increasing knowledge about bias with a focus on gender bias the workplace. We suggest two possible invited speakers to teach the Chemistry section about bias. One possibility is to host Dr. Carol Davenport from the Department of Mathematics, Physics and Electrical Engineering at Northumbria University. In the beginning of the year she hosted an 'Unconscious Bias Workshop' at Northumbria University. A second possibility would be to host the non-profit organization Portia, based in London. Their work is focused on gender issues in science and started the Gender Summit® event series as platforms for dialogue regarding gender and science. Both proposed guests have well-defined knowledge base and skill set for the goal of this session.

Anticipated outcome - Employees in the Chemistry section have tools to identify gender biased thinking and take actions on an individual and departmental level.

IV. How to be accountable for gender mainstreaming - seminar by invited speaker, fika, group activity

Accountability is a necessary component of making change. To the best of our knowledge, there is no departmental system for accountability for monitoring gender equalization in the Chemistry section. The Chemistry section needs to develop methods to monitor progress, analyse strategies that are (in)effective, and make changes as needed. For this, we will host invited speaker who has been active in gender mainstreaming activities at an external academic institution, within industry, or as a consultant. The seminar will be followed by a brainstorming group activity where we collect ideas for ways we can be responsible individually, as co-workers in research groups, and as a department for promoting gender equality.

Anticipated outcome: strategies for accountability will be realized

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V. Panel discussion with external expert(s) and department members - plus fika

The final stage of this proposed project is to develop well-defined goals, create actionable plan, and making a timeline for work toward gender equality. The discussion should involve those employed within the Chemistry section and overseen by an external advisory panel. The advisory panel will provide feedback and guidance on the structure of our mainstreaming initiative. TekNat at Uppsala University has recently hired Nina Almgren for a jämställdhetsintegrering position. We feel that her expertise will provide the kind of effective feedback needed to develop a realistic plan. What is developed in the panel discussion will be an agenda item in the Chemistry Section board meeting in the Fall of 2019.

Anticipated outcome: the first actionable gender mainstreaming plan will exist for the Chemistry section at Uppsala University.

Beskrivning av planerad fortsatt verksamhet efter avslutat projekt/bedömning av projektets förväntade bestående effekt

The last activity in our program plan is a panel discussion where we plan to jointly work out a gender mainstreaming plan which can be brought to the chemistry section board meeting. With the help of the board we can put the plan into action not only in the department but in the education as well. We expect the project to give a lasting change in attitudes towards gender and gender equality in the work place, which will help cultivate an intra-departmental culture of equality.

Dokumentation, uppföljning/utvärdering och resultatspridning

After each activity a short summary will be written, together with input from the speaker/leader and participants. This way we can evaluate several different parts of the activity, how it was perceived by the participants, the speaker/leader and the organizers. The results can be spread as a final compiled report together with the gender mainstreaming plan, which can be shared perhaps first with Chemistry – BMC, but also with other departments within TekNat and the university at large.

4. Budget

Timeline and Budget		
Date (approximate)	Activity (descriptions above)	Budget (SEK)
February 2019	I	7000 ^{a,b}
March 8 2019	II	21000 ^{a,b,c}
April 2019	III	21000 ^{a,b,c}
May 2019	IV	7000 ^{a,b}
June 2019 and sept 2019	V	14000 ^{a,b}
Salary compensation Starla Glover	10% salary jan-june	37383
		Total: 107 383

Budget codes: ^aseminar room rental (1400), ^bfika (5600), ^ctravel expenses for invited speaker (14000). Travel expenses are estimated for one international flight within the EU and one night's stay at a hotel in Uppsala. Overhead fees: set at 26% of total budget are 27 920 SEK and will be co-financed by the Department of Kemi-Ångström.

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5. Övrigt och underskrifter

Övriga upplysningar

According to the finance officer at our department there should not be a need for bank information as this is money that will be transferred internally in the university and provided us with the bankgiro number of Uppsala universitet, which is what we filled in the box where this was asked for. If we need to clarify or change this, please contact us.

Datum

2018-10-31

Sökandens underskrift

Namnförtydligande

Sigrid Berglund

Sökandens underskrift

Namnförtydligande

Starla Glover

Underskrift från behörig företrädare (prefekt/ordförande/motsv.)

Namnförtydligande

Jan Davidsson

Senast den 31 oktober 2018 måste din ansökan ha inkommit. Skannat och underskrivet original kan skickas till ann-sofie.wigg-bodin@uadm.uu.se och originalhandlingar skickas till:

Ann-Sofie Wigg Bodin
HR-avdelningen, HR-enhet MedFarm
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