

Action plan for gender balance, equality, and diversity

Department of Informatics

ACTION PLAN 2022 - 2025 // Department of Informatics. Version 1.0 (01.11.2022)

THE WORKING GROUP

As part of the GenderAct project at the Faculty of Mathematics and Natural Sciences, the department has been asked to prepare a "Local action plan for work with gender balance, equality, and diversity" (hereinafter referred to as the "Action Plan").

The working group has been composed of head of department Inge Jonassen (head), head of administration Linda Vagtskjold, deputy and head of teaching Fredrik Manne, associate professor Crystal Chang Din, associate professor Torstein Strømme and Professor Lilya Budaghyan.

The working group's mandate

- *The working group must prepare the Action Plan by the faculty's deadline of 01/11/2022.*
- *The group will have a primary focus on gender balance, equality and diversity, but will also see its work in the context of general conditions relating to the working environment, career development and recruitment of both employees and students.*
- *In its work, the group must place emphasis on informing other staff and students about its work and be open for input from them, for example through open meetings or surveys. This will in turn increase support for the measures the group comes up with in the Action Plan.*
- *The group will also give input to the departments' participation in subject evaluation directed by the Research Council of Norway in 2023 and especially to the department's self-evaluation.*
- *The group will further play a coordinating role in the implementation and evaluation of measures and propose adjustments to these, possibly also introduction of new measures during the period. Towards the end of the period, the group will write a report which summarizes what has been done, results and gives its input on how the work should be followed up in the future.*
- *The group will be active until July 2025 (out of the current head of department's term of office).*

The working group has had four internal meetings, participated in a two-day workshop together with the GenderAct project and the other pilot departments and had two meetings with GenderAct's professional resource team, Professors Siri Øyslebø Sørensen and Eva Amundsdotter.

DEFINITION AND FURTHER PROCESS

The working group's proposal is based on data from our own departments' gender statistics, as well as assumptions and indicators the GenderAct work has provided until now. Currently, the working group did not have the opportunity to obtain additional local data, within the 01/11/2022 deadline. However, the working group has included such data collection in their action plan.

The main focus of the actions plan's first version is on gender balance. Diversity has many aspects, such as culture, religion, LGBT+. We will keep these aspects, as much as possible, in mind when measures are planned and implemented. In addition, we hope that the work focused on gender (balance), will be useful in addressing more aspects of diversity in the next round.

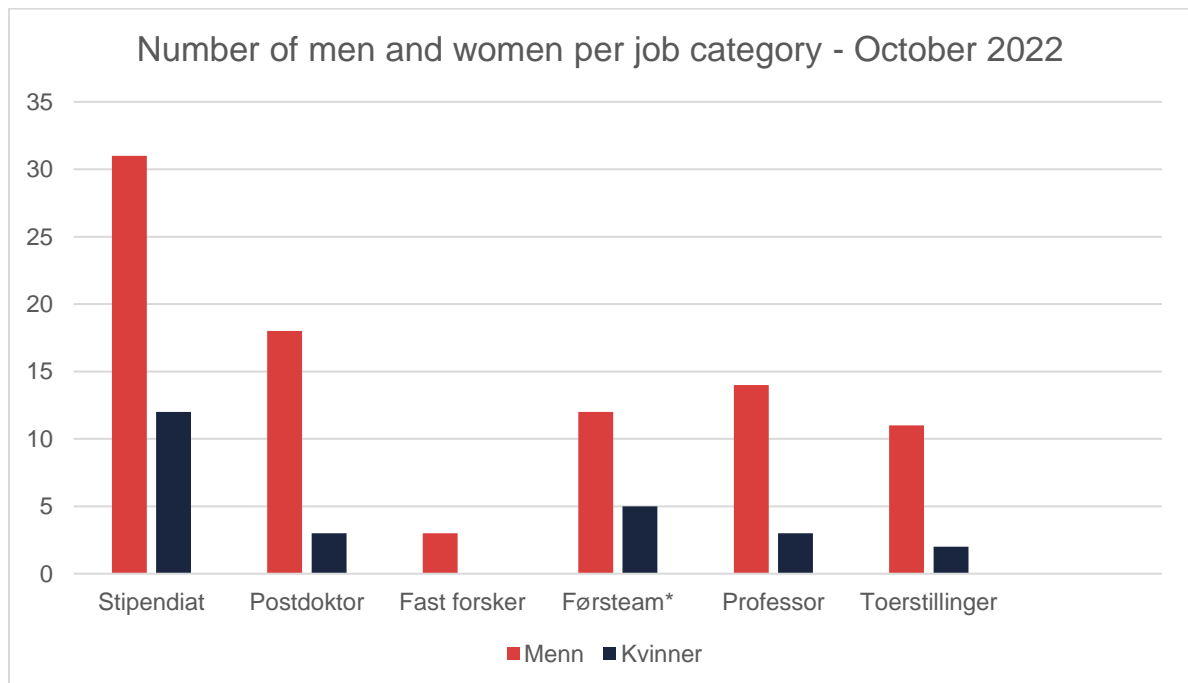
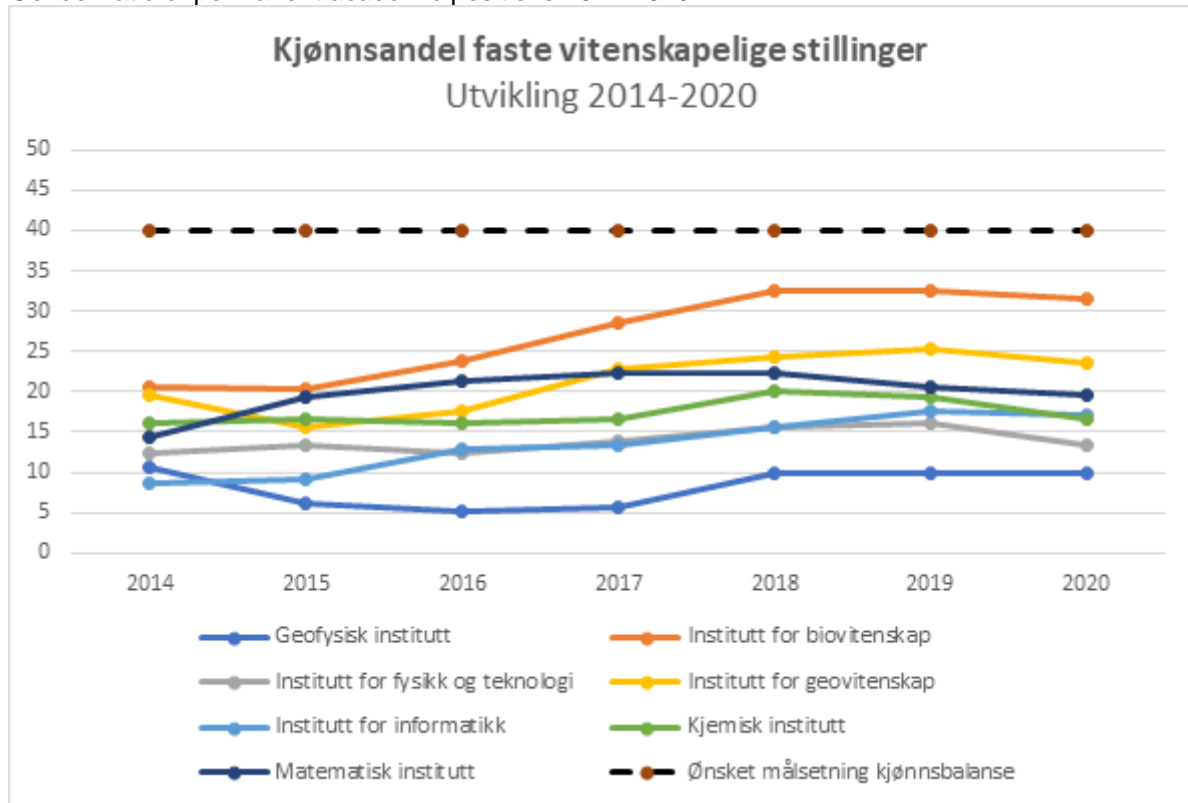
When it comes to gender balance, the challenges for scientific positions are partly different from those for technical/administrative positions. The focus of the action plan is initially on scientific positions where we have a clear imbalance in disfavor of women.

During the term of office, the action plan must be updated annually based on updated data and experiences with the measures as they are implemented. A revised Action Plan will be presented to the Department Council annually at its September meeting.

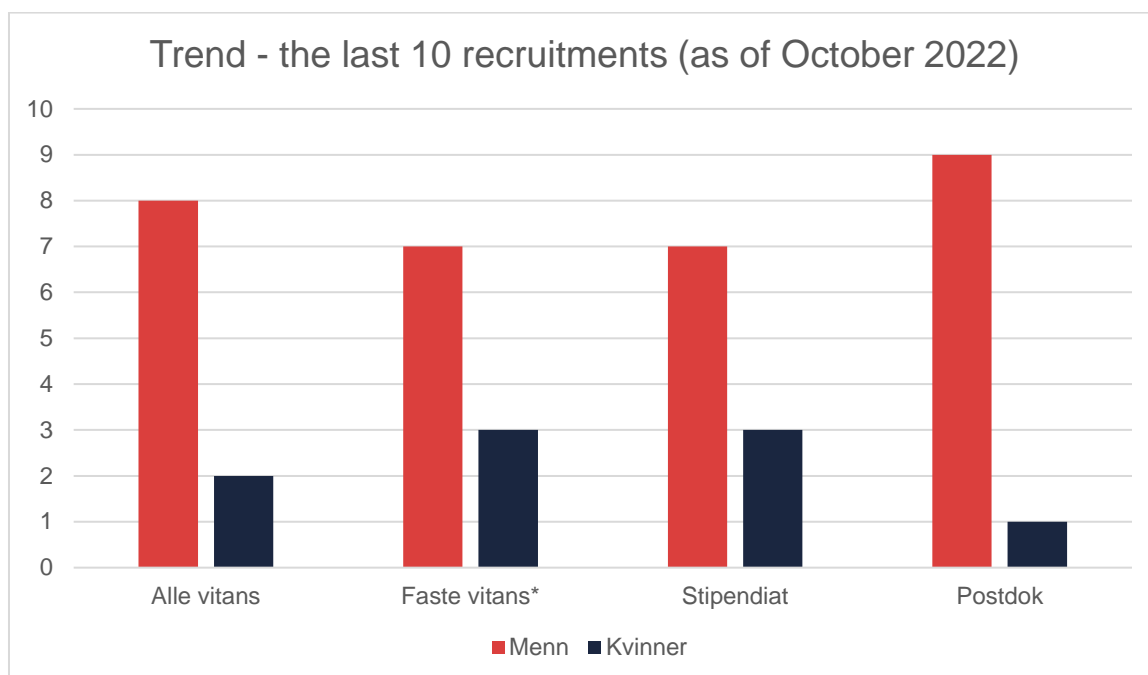
RELEVANT DATA

Statistics gender balance

Gender ratio of permanent academic positions 2014-2020



* Associate professor including tenure track and assistant professor ("amanuensis")



*incl. tenure track

Students, Bachelor, proportion of women:

Avdelingsnavn	2015	2016	2017	2018	2019	2020	2021	2022	Andel
Institutt for informatikk	14%	15%	14%	14%	14%	18%	23%	23%	Klar ubalanse

Students, Master, proportion of women:

Avdelingsnavn	2015	2016	2017	2018	2019	2020	2021	2022	Andel
Institutt for informatikk	12%	16%	19%	16%	26%	22%	26%	20%	Klar ubalanse

All students, proportion of women:

Avdelingsnavn	2015	2016	2017	2018	2019	2020	2021	2022	Andel
Institutt for informatikk	13%	15%	15%	15%	17%	19%	24%	22%	Klar ubalanse

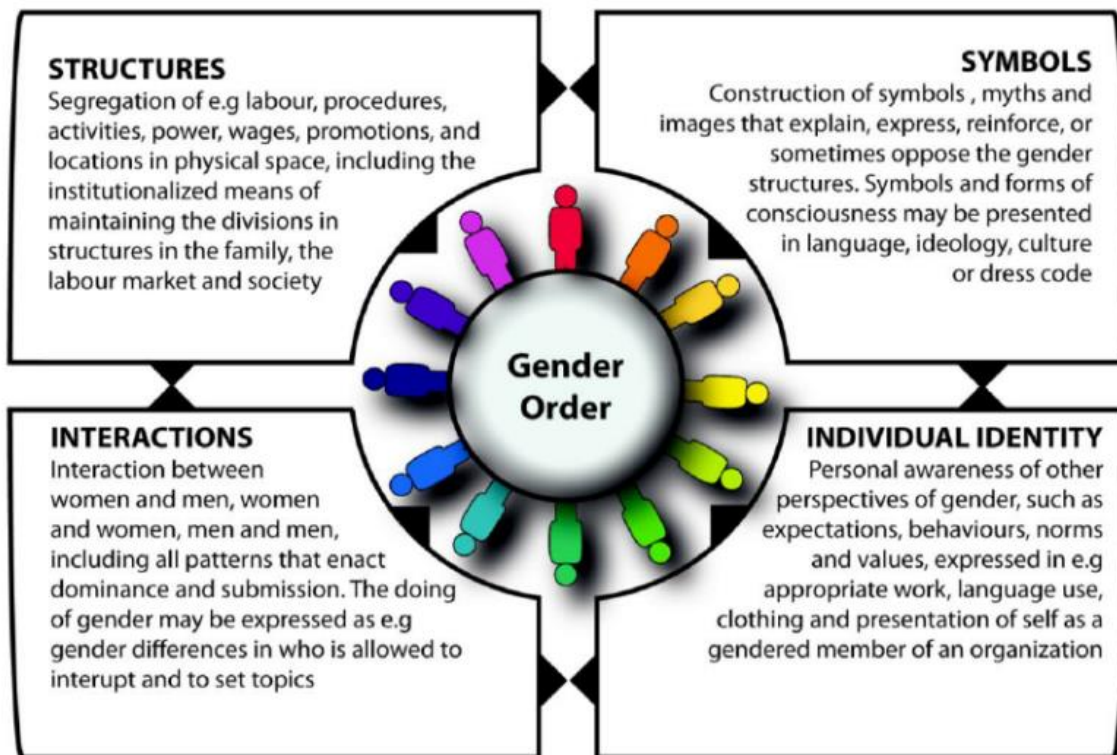
The GenderAct Project

The work on the action plan benefits from the work done in the GenderAct project so far. Crystal Chang Din and Inge Jonassen have also participated respectively in the GenderAct leader and top researcher programs, and the working group has also had conversations with professors Siri Sørensen and Eva Amundsdotter related to the project. We are also building on findings made in the FRONT project at the University of Oslo.

Based on this, some preliminary assumptions have been formulated about issues that the researchers in the GenderAct project believe to have observed at the MN faculty, but more research remains before anything more concrete will be presented.

At our department, the topic has so far been on the agenda once in a plenary session at the department gathering at Voss in October 2021. Moreover, the action plan has been briefly discussed in a group contact meeting and approved in a Department Council one hour meeting. The experience so far is that this is a sensitive topic, and that it has not yet proven fruitful to start from findings that applies to MNT subjects in general. To be able to obtain recognizing of the prerequisites within our department, there is a need to collect relevant data locally at the department.

The figure on next page has been central throughout the work with GenderAct. Factors that affect "Gender order" are divided into the four main groups of structure, symbols, interactions and individual identity. To move the culture in a good direction, we should take measures that affect all these areas.



The figure is borrowed from this paper:

<http://www.divaportal.org/smash/get/diva2:1003112/FULLTEXT01.pdf> (not yet published in a journal)

The FRONT project at the University of Oslo [Likestilling i akademien – fra kunnskap til endring](#) | [Nordic Open Access Scholarly Publishing](#)

The survey shows, among other things, that women experience negative social treatment three times as often as men, professional devaluation twice as often and professional isolation one and a half times as often. FRONT points out that there are systemic challenges with gender balance in academia and that women experience an accumulated disadvantage compared to men. Together, this creates obstacles that make it more difficult for women than men to achieve their career ambitions.

GOAL AND PURPOSE

The measures in the Action Plan aim to lead to an improved gender balance at the Department of Informatics in the long term. Just as important as improved statistics is the goal of improving conditions for the women who already work and study at our institute. We want them to experience that we are actively working to reduce the accumulated disadvantages they have as women in the MNT subjects. In sum, we want to achieve a good and inclusive working environment for everyone.

IMPLEMENTATION AND MEASURES

In the following, we list 5 effort areas A-E with target formulations and associated measures, main activities, person responsible, time and status. The person responsible and the time frame have not yet been filled in for all the measures, but we will work on this further when planning the details.

Some of the measures are continuations of measures that we had already introduced in the department before the work on the Action Plan started. Examples of this are initiatives in recruitment (for example search committees), women's network meetings and girls' lunches for the students. These are marked with "ongoing".

AREAS OF EFFORT FOR IMPROVED GENDER BALANCE, EQUALITY AND DIVERSITY FOR THE PERIOD 2022-2025

A. Knowledge and anchoring to ensure that all employees are aware of the challenges related to gender balance, equality and diversity and take this into account in formal and informal processes and activities at the department.			
Measures	Main activities	Responsible and timeline	Status
1. Anchoring in management - Gender aware leadership	Regular topic in the Department Council (the plan will be revised in the September meetings), the group contact meetings and other formal meetings.	Inge, Linda, all in management roles	Ongoing
2. Increased focus and knowledge of the topic among all employees Recognition on the collective level	<ul style="list-style-type: none"> • Regular topic in the newsletter • Topic at HSE seminar • Theme in smaller groups and network groups: e.g. in the research groups, the administration, the PhD network and the postdoctoral network • Specific examples that staff at the department can relate to will be an effective tool for increased understanding/anchoring. 	Inge Inge, Linda	Ongoing April 2023
3. Obtain local survey data with the main theme sense of belonging across gender and culture	Prepare a survey. The working group invites itself to a meeting with echo, Gnist, PhD and postdoc network, all the research groups. 10 minutes of the meeting are used to fill in the survey, the rest for information about the topic, discussion and feedback.	Dept gathering The working group	April 2023 Late spring or fall 2023
4. Encourage women in the target groups to participate in relevant development programs	Information about the offers and individual calls. Raised as a separate topic in employee appraisal interviews. Examples of such programs are Momentum, UIB FRAM and offers under the auspices of the GenderAct project.	Inge, admin	
5. Highlight/emphasize that "accumulated disadvantage" makes compensatory measures for women a necessity	<ul style="list-style-type: none"> • Emphasize that all measures which viewed in isolation may appear to favor women, are about equalizing the accumulated disadvantage for woman in science. Special measures targeting women are about creating equal opportunities and are intended to compensate for accumulated disadvantages. • Give precise information that specifies and makes clear that only moderate gender quota practices" applies in relation to recruitment processes and project allocation - radical quotation will not be applicable. Ensure that there is no room for the interpretation "you were hired solely because you are a woman". 		
6. Create/initiate a beneficial/positive network among women at the department	Continue to organize annual seminars for female employees and students which aim to provide mutual support, an environment where participants can speak freely, present their suggestions and proposals, learn from each other's experiences. Women's lunch twice per semester.	Inge, Linda Marta	Ongoing Ongoing
7. Annual department seminars to discuss the subject of equality	During the department's Thursday seminar series.		

B. Good, safe and inclusive working environment. A working environment that is good for everyone also promotes equality and equal opportunities

Measures	Main activities	Responsible and timeline	Status
1. Formulate a code of conduct for an inclusive work environment	Request input from all groups + admin through group contacts. Write a draft. Gather for discussion and finalization of document.	TBD	Not started yet
2. The local balance work is linked to the ongoing systematic HSE working environment measures	Include relevant topics on gender balance in the systematic HSE work at the department, for example for HMS seminars, women's network seminars, etc.	Inge, Linda, VO	Ongoing

C. More equal opportunities in connection with recruitment, career development and assignment of tasks. Compensating for accumulated disadvantages for women

Measures	Main activities	Responsible and timeline	Status
1. Recruitment	<p>Follow measures for recruitment processes in the faculty's Handbook for local work on gender balance:</p> <ul style="list-style-type: none"> a) Read through announcement drafts with gender perspective in mind b) Use search committees c) Gender balance in employment committees and interview groups d) All committees must complete the e-learning course before getting started e) During interviews, emphasize how candidates have contributed to inclusion and a good working environment <p>Continue to largely use entry-level /tenure track positions for new recruitment.</p> <p>Recruit women for adjunct professor positions to a greater extent.</p> <p>Rely more on "self-produced candidates", and not only base our recruitment on candidates from the international market.</p>		<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Initiated</p> <p>Ongoing</p>
2. Career planning and qualifications for promotion	<p>Follow the measures for career development and promotion qualification in the faculty's Handbook for gender balance.</p> <ul style="list-style-type: none"> • encouragement and support in writing applications for professor promotion • employee interviews with concrete, (binding) career planning • support (encouragement, shielding and practical help) when writing applications for research funding. 		Initiated
3. Mentors	<ul style="list-style-type: none"> • Mentors for everyone (both men and women) in entry-level positions, as well as for postdoctoral and PhD positions will continue. Women in early-stage career positions will also be given a mentor. Quote Torstein: "Having a good mentor who really cares about your career can be absolutely crucial" • Mentor mandate and follow-up, topic for appraisal interview 		Partly ongoing
4. Offer Internships to strong female students	<p>This is an expensive measure, but it can potentially have a good effect. Can be carried out with the proviso that we are granted Equality Funds for 4-6 Vit.ass 20% part-time positions per semester offered to good female students. The idea is that vit.ass will work on support tasks within research together with one or more researchers in the</p>		Not yet started

<p>5. Strive for gender balance in leadership roles at the department</p> <p>6 In general have a clear and conscious attitude when distributing tasks and resources between women and men</p>	<p>group. The idea is that in this way we can increase the chances that more female students will choose to apply for a research position later - because they enjoyed research work and because they (perhaps) showed talent in that direction. This measure is introduced with the proviso that the students support it. This will be taken up with echo, the student committee that represents all our students</p> <p>Head of department, deputy head, head of teaching, head of research training/PhD program, heads of program committees, group contacts, center heads, project heads, WP leaders, etc</p> <ul style="list-style-type: none"> • Examples: <ul style="list-style-type: none"> ⇒ Assessment committees PhD: female opponent, not committee leader/ administrator ⇒ Assessment committees, positions: ensure that women do not assume the majority of "secretary responsibility" • Be aware of which tasks are meritorious and which are not - make sure that they are distributed fairly. • Initiate a national network women in informatics in Norway, perhaps using the model of the already existing "Women in mathematics"? • Participation in international projects such as "European Network for Gender Balance in Informatics" 		<p>Not yet started</p> <p>Not yet started</p>
---	--	--	---

D. Using female role models to inspire young women to choose a career in computer science			
Measures	Main activities	Responsible and timeline	Status
<p>1.Role models on the wall</p> <p>2. Correcting biases in symbol usage</p> <p>3. Strive for gender balance among speakers where we ourselves are the organizers</p> <p>4. Female TAs and group leaders</p> <p>5. Programming competitions</p> <p>6. Use of alumni</p>	<ul style="list-style-type: none"> • In each corridor/per research group, a "wall of fame" with photos of those who have defended their dissertation from and including 2020. • Posters with famous women and men (balanced) in computer science, ex. Ada Lovelace, Alan Turing, etc. • The Echo reading room – set up a series of portraits of all echo leaders from when echo was established (2019?) <ul style="list-style-type: none"> • Illustrative images on the web, images in the hallways, themes in exam papers, etc. • Ensure diversity in web illustrations. <p>For example, the department seminars, our conferences, department gatherings, invited speakers in other forums or events.</p> <p>Gender balance for TAs on the major courses. Particularly good female TA on INF100, which is the first course for all our students.</p> <ul style="list-style-type: none"> • Encourage female students/pupils to participate. • Organize competitions/hackathons with a more subdued competitive element. <ul style="list-style-type: none"> • Create more web articles about the female candidates who have entered the workforce in recent years - we know many well and it should be easy to get in contact with good candidates. • Do something similar to NORA's "women in AI"? Women in informatics? - female alumni from computer science. 		

E. Students - recruit and keep female students			
Measures	Main activities	Responsible and timeline	Status
1. Mapping	Meeting with echo: <ul style="list-style-type: none"> • How do the students feel that the gender imbalance effects them on a daily basis? • Do the students have suggestions for points of improvement/measures? • Suggestions for how we can make our study programs more attractive for women/girls? 		
2. Targeted recruitment work	Campaigns/recruitment initiatives that are aimed specifically at girls.		
3. Prevent dropouts among female students	<ul style="list-style-type: none"> • Support Gnist's work • Continued support for monthly girls' lunch • Employ girls as group leaders • Be conscious when designing cases in exam papers 		Ongoing Ongoing Ongoing Ongoing
4. Profiling strategies	<ul style="list-style-type: none"> • Profile informatics as an area with the opportunity to take great social responsibility • Reduced focus on "hard/tough" aspects of the subject and greater focus on the subject's social utility, health, care etc. 		

