

Appendix – Overview and brief descriptions of DE&I initiatives and projects at DTU

Initiative/Project name (<i>Working title</i>)	Status	Purpose	Stakeholders (<i>working list</i>)	Target group	Coordinator
Diversity Report	Further development	To report on progress, effect and results at DTU on various initiatives	Public, DTU employees and students, corporate partners, international partners, academic institutions, EU, funding organisations	Public, DTU employees and students, corporate partners	AHR
Training for Corporate HR	New	Train the trainer to reduce bias and prepare Corporate HR to support the processes and implementation of the GEP activities	All of Corporate HR, HR management and departments which benefit from the competency development of HR	All of Corporate HR	AHR
Inclusive Management	New	Train all leaders in inclusive management. Under the perception that inclusion is a key factor in equity and an effective competence in countering the difficulties of intersectionality, all leaders at DTU must be competent and comfortable in performing inclusive management. Obligatory module in Leadership programme. Voluntary to leaders outside of programme.	DTU management, Heads of Departments, Heads of Sections	All managers at DTU	AHR
Bias training (Module)	Initial stage	Training the organisation in recognizing and addressing own unconscious biases. Introducing bias training as a module on Leadership Programme, obligatory for leaders, voluntary for everyone else. Consider ways of addressing biases in student groups.	Trainers (Partners, HR Strategic Development), DTU Management	Management level, recruiters, employees	AHR; AUS

Salary Statistics	Initial stage	Analyse ways of presenting pay gap statistics. Introducing into DTU Diversity Report	Managers, Corporate HR,		AHR
Recruitment (strategy & process)	Initial stage	Create a recruitment strategy and process which incorporates and reflects on diversity and inclusion parameters	Corporate HR, DTU Management, Heads of Departments and Heads of Sections, all formal or informal managers periodically engaged in recruiting	Corporate HR, recruiters	AHR
Career Progression report	Initial stage	Present internal career progression statistics for Heads of Departments to reflect upon in connection with recruitment and annual management cycle. Analyse and evaluate actual career paths of young researchers.	DTU Management, Heads of Departments, Corporate HR,	Research staff, Management	AHR
DEI in Career Progression	New	Analyse and evaluate actual career paths of young researchers. Adapt learnings into addressing challenges of retention and attraction of qualified and divers research staff.	DTU Management, Heads of Departments, Corporate HR, early stage researchers	Research managers, early stage researchers, Heads of Departments	AHR; AFRI; AUS
Gender Budgeting	New	Present a critical review of how budgetary allocations affect the economic and social opportunities of women and men, and seeks to restructure revenue and spending decisions to eliminate unequal outcomes, while understanding the contexts in which those differences arise.	Research staff, Heads of Sections, Partners from HR Strategic development, funding support units, managers at all levels	Research staff, Heads of Sections, Heads of Departments	AHR; AØR
DEI in employee policies	Further development	Adjust all employee policies to be attentive of diversity, equity and inclusion, and guidelines to be actionable in terms of achieving DTU target lines on DEI	Corporate HR, HSU, DTU Management	All employees and future employees, potential candidates	AHR

DEI in student policy	New	Address DTU student policy to be attentive of diversity, equity and inclusion, and incorporate DE&I attentiveness into ways if working with the student environment.	Students, PF, AUS	Student, current and future	AUS
Community	Initial stage	Offer a platform for employee and student discussions and input on the DEI agenda. Allow for a bottom-up perspective on the need and wishes of the organisation.	DTU employees, students, HSU/TRs, Corporate Communication, volunteers, equal opportunity officers	All DTU employees and students	AHR
Prevention of harassment	Also Incorporated into bystander	Train leaders, key staff, union representatives and PF representatives etc. in how and what to be aware of in order to prevent harassment. Consider how to address training among students		All employees, students	AHR; AUS; PF
Bystander training	Further development	Develop a methodology for bystander training of employees, which can also be used by students. Development will be done in dialogue with PF, who already has experience with bystander training of vectors. Bystander training should address harassment in broad terms to counter challenges of intersectionality, including gender based harassment			AHR; AUS; PF
Balance in leadership	New	Develop and adopt methodologies that allows for DTU to reach the diversity target line.			AHR
Balance in committees	New	Develop and adopt methodologies that allows for DTU to reach the diversity target line.			AHR
DEI in R&D content - GDiR&I (voluntary module in leadership programme)	New	Develop a module to leadership programme that addresses how to think in diversity and equity terms in the research management and research design process.	All PIs, everyone performing research management, everyone applying for HE or ERC grants	All research managers	AHR; AFRI

Action plans	Further development	Ensure representation of DEI perspectives in annual management cycle for department to report and reflect	DTU management, Heads of Departments, Partners HR Strategic Development, local diversity committees, DTU Board	Heads of Departments	APR
DEI in teaching content	New	Ensure a DE&I aware teaching design, focusing on content, curricula and classroom management.			LearningLab
Publication and dissemination	New	Information on DTU's efforts within diversity, equity and inclusion is readily available publicly at DTU.dk, updated regularly and presented in a clear, concise and structured manner	Public, DTU employees and students, corporate partners, international partners, academic institutions, EU, funding organisations	Public, DTU employees and students, corporate partners, international partners, academic institutions, EU, funding organisations	AKM
Internal communication	Further development	Regular internal communication on the diversity, equity and inclusion efforts and progress, learnings and adaptation on the GEP. Internal communication also reflects a diversity, equity and inclusion angle	AKM, Departments, Equal opportunity officers, employees, internal and local networks	DTU employees and students, equal opportunity officers, departments	AKM
Student recruitment: Engineering camp for girls	Further development	To give all prospective students, regardless of gender and background, equal access and opportunity to discover and realize their potential in STEM	Prospective female students	Prospective female students	AKM
Student recruitment: Girls' Day in Science	Further development	To give all prospective students, regardless of gender and background, equal access and opportunity to discover and realize their potential in STEM	Prospective female students, high school teachers	Prospective female students	AKM

Annual cycle of work	Further development	The focus on inclusion and diversity applies across all communication activities, including student recruitment, and is expressed through i.g. use of inclusive language and photos and choice of role models.	General public, present and prospective students and employees	General public, present and prospective students and employees	AKM
SoMe	Further development	Portraits of students and researchers on social media to showcase the diversity at DTU and to empower present and prospective students and researchers.	General public, present and prospective students and employees	Present and prospective students and researchers	AKM
Employer Branding	New	Present DTU to possible candidates as a DEI aware workplace, embracing DTU for those who can and will, and presenting that DTU walks the talk.	Employees in AKM, Corporate HR, everyone engaged in external communication	Public Denmark, funds, potential candidates and collaborators	AHR; AKM