

# Gender Equality Plan

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**Decicion-maker:** Vice-Chancellor Anders Fällström.

**Responsible function :** The Strategy Group for Equal Opportunities

**Administrator:** Co-ordinator for equal opportunities and gender mainstraming, Lasse Reinikainen

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**Summary:** The aim of this document is to describe how Mid Sweden University works with gender equality and equal opportunities, in accordance with the requirements from Horizon Europe, when applying for EU funds. This document is only a descriptive document in English of existing processes at Mid Sweden University.

**Previous versions:** ---

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## Introduction

The aim of this document is to describe how Mid Sweden University works with gender equality and equal opportunities, in accordance with the requirements from Horizon Europe, when seeking EU funds. Mid Sweden University has a well-structured equal opportunities work that includes and addresses gender equality and gender mainstreaming. The term *equal opportunities* is an umbrella term used for our work with gender equality, diversity and inclusion, and it is based on the Swedish Discrimination Act<sup>1</sup>, the Work Environment Act<sup>2</sup> as well as the Swedish Government's national policy goals for gender equality<sup>3</sup>.

## Organisation and aims

The work is led by a strategy group for equal opportunities, which acts as an advisory body for the university's management. The composition of the strategy group is as follows:

- Chairperson: the Pro Vice-Chancellor of Mid Sweden University
- The Dean of each faculty
- A representative from the Forum for Gender Research<sup>4</sup>
- A representative for the university's heads of department
- Student representatives from each university campus
- The university's central coordinator for equal opportunities and gender mainstreaming
- Three equal opportunities representatives (one for each faculty and one for the administration)

The composition of the strategy group shows that the work with gender equality and equal opportunities is well anchored at management level. The strategy group is responsible for developing the university's central

<sup>1</sup> <https://www.do.se/choose-language/english/discrimination-act-2008567>

<sup>2</sup> <https://www.government.se/government-policy/labour-law-and-work-environment/19771160-work-environment-act-arbetsmiljolagen/>

<sup>3</sup> <https://swedishgenderequalityagency.se/gender-equality-in-sweden/>

<sup>4</sup> Forum för Gender Research (FGV) is an interdisciplinary platform to initiate and coordinate research in gender studies at Mid Sweden University.

<https://www.miun.se/en/Research/researchgroups/forum-for-genusvetenskap/>

action plan for equal opportunities<sup>5</sup> with activities and objectives linked to equal opportunities and gender mainstreaming, both at the university-wide level and at the faculty and department levels. The plan is an appendix to Mid Sweden University's general activity plan<sup>6</sup>.

The aim of the activities in the plan is to strengthen gender equality and equal opportunities through operational development, education, and competence development. The activities are also in line with Mid Sweden University's central strategy (Mittuniversitetets strategi 2019–2023<sup>7</sup>). The strategy states that "gender equality and diversity are fundamental principles for our entire organization" and that "our education and research should be consistently oriented towards building a resource-efficient, equal, gender-equal and sustainable society". Hence, a standing theme in the action plans is to integrate equal opportunities and gender equality into all activities and decisions in all parts of the university's organisation. This is also in accordance with the Swedish Government's goals for gender mainstreaming in government agencies<sup>8</sup>.

The central coordinator's role is to support and monitor external and internal processes on a central university level, whereas the equal opportunities representatives work on a local level. The equal opportunities representatives support the managers and heads of department regarding equal opportunities and gender equality, and they work directly with the departments at the faculties and the administration. In practice, this often means ensuring that knowledge about equal opportunities and gender equality is distributed in the organisation in different ways and at different levels, for example:

<sup>5</sup> <https://www.miun.se/globalassets/styrdokument/organisation-och-styrning/lika-villkor/miun-2021-2643-plan-for-jamstalldhetsintegrering-och-lika-villkor-2022.pdf>

<sup>6</sup> <https://www.miun.se/globalassets/styrdokument/organisation-och-styrning/verksamhets-aktivitetsplaner/miun-2021-2643-mittuniversitetets-aktivitetsplan-2022-och-intern-fordelning-av-medel-3.0.pdf>

<sup>7</sup> <https://www.miun.se/globalassets/styrdokument/organisation-och-styrning/strategier/miuns-strategi-2019-2023.pdf>

<sup>8</sup> <https://www.government.se/articles/2020/04/gender-mainstreaming-in-government-agencies/>

- Inform co-workers as well as students in different contexts (workshops with research groups, participation in workplace meetings, central and local collaboration groups etc)
- Contribute with expertise on specific occasions (evaluations, conflicts in staff or student groups, creation of policies)
- Support heads of department as well as researchers, teachers and students.

## **Training and capacity-building**

Mid Sweden University continuously offers two types of training/courses for management and co-workers with focus on equal opportunities and gender equality.

- *A course on leadership with focus on gender, diversity, and power:* This course is aimed towards people in different leading positions and is offered once a year or once every other year.
- *A course on equal opportunities for co-workers:* This course is open for all co-workers in all positions and is offered every year.

The aim of these courses is not only to increase awareness of equal opportunities, gender equality and gender mainstreaming; they also focus on enabling concrete change in the organisation. The goal is to change and develop the university's processes and structures by enabling both managers and co-workers to take gender equality and equal opportunities into consideration in day-to-day operations.

## **Dedicated resources**

Mid Sweden University funds many different activities related to gender equality and equal opportunities as well as staff working with these issues:

- The position of coordinator for equal opportunities and gender mainstreaming as well as the three equal opportunities representatives are funded by the university.
- The leadership course and the course for co-workers described above are developed, operated, and funded by the university.

- The strategy group has its own budget for different activities such as organizing an annual Equal Opportunities Day with invited speakers or collaborations with different national networks regarding gender equality and equal opportunities.
- Recurring calls for research or projects that address questions or problems related to equal opportunities or gender equality.

### **Data collection and monitoring**

In Sweden, collection of gender-based statistics is mandatory for all government organisations including universities. Mid Sweden University presents its data regarding education, research, and staff in the annual report<sup>9</sup>. The data is also used by the departments, the administration, and the equal opportunities representatives as they conduct internal analyses of data on a more detailed level, for instance regarding the distribution of research funding, the composition of research groups and student groups at specific departments, recruitment etc. In addition, questions concerning discrimination, gender equality and equal opportunities are also addressed in recurring employee surveys and interviews, as well as in student surveys. These data are also used for the overall analysis of gender equality at the university.

Mid Sweden University

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Anders Fällström, Vice-Chancellor

<sup>9</sup> <https://www.miun.se/globalassets/forvaltning/arsredovisningen/arsredovisning-2021.pdf>