

## Comments on the proposal "Gender Equality, Equal Treatment and Diversity Plan for the Faculties of Humanities and Theology 2013-2015" (Dnr HT 2012/377)

### Equal Opportunities Group at the Department of Philosophy, Lund university

- First of all - when speaking of diversity - we suggest that all important documents are available in **English**. Two out of six in our JLM group needed an English translation of the proposal. Also, all of the documents referred to in the Plan should be in English. It will be a way of promoting equality and diversity.
- We suggest that the **legal status** of the Plan is clarified. Is the Plan imperative or does it merely state goals that the various departments can fail to achieve without sanctions? In other words, what is the legal force of the following sentence: "Departments and other units at the HT Faculties have a **responsibility** to consider and actively work on gender equality, equal treatment and diversity, in **accordance with this policy**" (p. 1)
- What is the **time-interval** of the Plan? There are some confusing statements about this. According to the main heading, the Plan covers the years 2013-2015, but in the text it is stated that the Plan is revised every year.
- The Plan is somewhat biased towards gender issues. We would like to see more ideas about how to promote **cultural, ethnic and social diversity**, at all levels of the faculties. In other words, this issue should be systematically specified in the action plan, for both students, doctoral students and staff.
- We suggest that some **comparative, statistical investigation** is conducted on the issue of cultural diversity: do the various departments differ on this factor? Is it a challenge to meet diversity or can it be used as a resource? One possible action could be a panel discussion that would follow after such a investigation.
- We think that the **structure of the document** (or at least its Actions part) would be improved when organized in two parts: "*Promoting equality*" (devoted to the actions aiming at the understanding of the *actual* situation of the employees, stipend holders and students) and "*Promoting diversity*" (an action plan of how to attract to the university people with different background).

- Under the heading “Discrimination” it is talked about “the contents of the **action plans against discrimination**” (p. 2). What are these action plans? This is not made entirely clear. Is the Plan referring to the leaflet that is under construction or to some other document(s)?
- Sometimes the **action plans focus on some specific level** of the faculties (e.g. under the heading *Recruitment*, doctoral students are in focus). We would like to see action plans for all levels under all headings.
- There are **no specific action plans** collected under the headings *Leadership* and *Pay Rates and Other Terms of Employment* -- why?
- It might be profitable to add “**see document X**” clauses in the text, and not just list the relevant documents at the end of the Plan.
- On page 2 it says that “Equal treatment means that everyone should be treated with respect and consideration”. Shouldn’t equal treatment rather be understood as: everyone have the unconditional right to be treated with the **same** respect and consideration?
- On page 2 it says that: “Lunds University’s aim is for all students and employees to be **knowledgeable** about the content of the action plans against discrimination such as harassment”. Is it not also an aim of the University that students and employees **act** in accordance with these?

### **Equal Opportunities Group at the Department of Philosophy**

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