

# Action Plan for Diversity & Inclusion Activities - 2024

Listed below are the actions set for ITU in 2024.

Actions will form the base for the annual report on diversity and inclusion at ITU among other goals and indicators.

The action plan is approved by Executive Management in Marts 2024

## Diversity & Inclusion Actions 2024

Name of the initiative	Activity	Goal	Responsible	Co-responsible	Timeframe
<b>Best practice in recruitment</b>	Documentation of best practice in faculty recruitment at ITU.	Ensure reasonably uniform process for faculty hiring, interviews, meeting with colleagues, department talk, etc, starting 1 September 2024.	Head of CS	Head of HR	Sep, 2024
<b>Review of the recruitment process</b>	Mapping of the entire recruitment process to identify and thereby consider diversity in all stages of the process.	Improve diversity is considered at all stages of the process.	Head of HR	FIN & MS	Fall, 2024
<b>Expert lists</b>	Expert list ( <a href="#">Find en forsker (itu.dk)</a> ) – diversity among researchers on the list. The Press Officer will revise and update the expert list every six months (and/or when relevant).	The Press Officer will, as far as possible, maintain an even and proportionate gender balance on the expert list.	Head of Communications		Summer, 2024

<b>Tenure Track</b>	Initial analysis of the possibility of tenure track at ITU.	From 1 July 2025, it is possible to be tenure track assistant professor at ITU. This would enable ITU to attract stronger faculty and would allow us to apply for NNF Start Package grants for assistant professors, thus supporting them in career building.	Head of the scientific departments	HR	Dec, 2024
<b>Maternity/paternity /parental leave – folder.</b>	Editing of the maternity/paternity/parental leave folder to be compliance with the rules in the new legislation.	A new updated maternity/paternity/parental leave folder.	Head of HR	Head of Communications	Fall, 2024
<b>Students with impairments: Taskforce for Teaching Activities</b>	Restart of project “Students with impairments: Taskforce for Teaching Activities”.	To implement the prioritized recommendations: Update Teaching Guide; Explore alternatives to Mandatory Activities; Strengthen the support offered to students working in groups; Sound recordings in teaching.	Dean of Education	Head of SAP	May, 2024
<b>Introducing the sunflower at ITU</b>	Implementing the principle for the Sunflower <a href="https://hdsunflower.com/dk/">https://hdsunflower.com/dk/</a> at ITU and training relevant employees to embrace persons with disabilities.	Create a culture change so that employees and students with disabilities feel better met, understood and included.	Dean of Education (students)  Head of HR (employee)	Head of SAP (students)  Head of Communications (employee)	Fall, 2024
<b>Follow up on the Danish Student Survey</b>	Analysis and discussion of data from the Danish Student Survey 2023 about harassment, discrimination and inclusion with Board of Studies, Heads of Study	ITU’s action plan for the study environment 2024-2028, based on prioritized themes and actions to initiate to create and sustain a thriving learning and study environment at ITU.	Dean of Education  Board of Studies	DoES/Head of SAP	Fall, 2024

	Programmes, Dean of Education, Study and Career Guidance and other relevant stakeholders. This will take place at a workshop April 9, 2024.				
<b>Diversity and inclusion in Games</b>	Dadiu strategy for education as a game-changer of the industry and games as a platform for driving more inclusive behavior.	The forthcoming strategy for Dadiu (Games) will incorporate diversity as a means to influence the industry at several levels (operation, production, and use).	Dean of Education	External steering committee members of Dadiu	Summer, 2024
<b>Bias/diversity training</b>	BEWISE dialogs with HoSP identify programme-specific challenges and solutions and work with them in collaboration with fellow HoSPs. Follow up from bias training 2023. Continue with mini workshops for department specific HoSPs.	To support HoSPs and faculty through BEWISE dialogs in strengthening their local learning environment on program and classroom levels.	Dean of Education		December, 2024