



UNIVERSITY OF GOTHENBURG
FACULTY OF FINE, APPLIED AND PERFORMING ARTS

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Dean

EQUALITY AND DIVERSITY 1 / 5
ACTION PLAN 2010
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EQUALITY AND DIVERSITY ACTION PLAN 2010

The Faculty of Fine, Applied and Performing Arts

This document contains the Faculty's priorities for 2010 and the measures to be carried out during 2010.

The Faculty's Priorities for 2010

During the coming year, the Faculty of Fine, Applied and Performing Arts shall, besides following the general priorities, guidelines and regulations for equality and diversity set forth by the University of Gothenburg, be especially committed to a) following up the work the Faculty undertook last year in this area and b) developing the work being done in prioritised focus areas. The overall working methods to be used by the Faculty in its work on equality and diversity will be: *organisational integration, follow-up, education/training* and *focusing processes*, which means that

- the work undertaken on issues relating to equality and diversity is to be an integral part of the work carried out at every level of the organisation; this work is to be based in and on the organisation. It is primarily the responsibility of the Heads of Schools/Departments (or their equivalents) to ensure that this work becomes an integral part of the organisation.
- the efforts of previous years are to be completed, evaluated and followed up; models used in this work are to be evaluated and developed.
- in-house training programmes are to be carried out with the aim of increasing our knowledge of the subject; programmes organised by the Faculty should primarily concern members of staff responsible for the integration of equality and diversity issues, i.e. members of the Faculty Board, Equality and Diversity Representatives, Heads of Schools/Departments (and also the members of staff the latter choose to delegate this work to) etc., and work that is delegated is, whenever necessary, to be accompanied by appropriate training.
- targeted efforts are to be carried out within a few specific areas of our organisation during the course of 2010, and, as was the case in 2009, questions concerning accessibility and widening participation are to be discussed.

Harassment and Discrimination Prevention at the Faculty of Fine, Applied and Performing Arts

Measures to be carried out in 2010:

In-house training of a) all Heads of Schools/Departments in charge of staff issues and b) all Equality and Diversity Representatives – with focus on how discrimination and harassment are to be dealt with at the Faculty. Routines for how discrimination and harassment are dealt with at the schools and departments of the Faculty are to be examined and evaluated with the aim of making these routines more explicit.

Persons in charge:

The Dean in collaboration with the Faculty's Equality and Diversity Representatives and the Faculty's HR Officers.

Provision and Recruitment of Staff and Provision of Competence/Skills at the Faculty of Fine, Applied and Performing Arts

Measures to be carried out in 2010:

The Faculty is to work actively in ensuring that there is more equal representation of the sexes in all staff categories. The Equality and Diversity Representatives should be involved in all recruitment processes at the Faculty's schools and departments.

Persons in charge:

The Dean in collaboration with the Faculty's Equality and Diversity Representatives and the Faculty's HR Officers.

Recruitment of Teachers and Researchers – and Representation of the Sexes - at the Faculty of Fine, Applied and Performing Arts

Measures to be carried out in 2010:

Together with its schools and departments, the Faculty is to actively work for more women applying for promotion. This will be carried out in collaboration with the Heads of Schools/Departments (or their equivalents). In the ongoing revision of qualification and promotion criteria, the equality and diversity perspective shall be paid particular attention. The newly appointed Academic Appointments Board is to conduct an active discussion on the criteria for assessing qualifications so that a gender equality perspective is incorporated. As regards the Faculty's aim to achieve an equal representation of the sexes among Senior Lecturers and Professors, we should, in addition to actively working for more women applying for promotions, also follow up the results of the salary survey and the annual financial report from 2009. In connection with this, the entire recruitment process should be revised from an equality and diversity perspective.

Persons in charge:

The Dean in collaboration with the Academic Appointments Board.

Teaching/Research at the Faculty of Fine, Applied and Performing Arts

Measures to be carried out in 2010:

During 2010, the Faculty is to continue to examine and follow up the actual effects of different forms of support. In addition to this, there are now conditions that are new to some extent and these have arisen as a consequence of there now being a new doctoral programme - leading to a Doctor of the Arts (A.D.) - at the Faculty. These conditions must be analysed to include the effects this new situation has on the relationship between research initiation, artistic development work and pedagogical development work. More work must also be done to adopt mentoring models for those applying for research funding and joint seminars for the preparation of applications.

Persons/boards in charge:

The Dean in collaboration with the Board for Artistic Research and Development and the Faculty Board together with the Faculty's Equality and Diversity Representatives and the Faculty's HR officers.

The Faculty of Fine, Applied and Performing Arts as a Place of Work

Measures to be carried out in 2010:

During 2010, we will explore the possibilities of coordinating the work we do in the field of equality and diversity and the field of work environment improvement and develop these, for example, with regard to questions concerning accessibility; we will carry out this work in collaboration with the Local Working Environment Committee. The Faculty will act as a resource for its schools/departments since the latter are to provide their staff and students with training on the topic of equality and diversity, in accordance with the Faculty's principle of organisational integration. During 2010, the Faculty will also arrange an Equality and Diversity Day (18/11). The schools/departments that make up the Faculty and the Faculty's Equality and Diversity Group will take part in the activities that are related to equality and diversity in conjunction with the 'HBT festival' (12-16/5) – a unique art and cultural festival that focuses on norm criticism and, within an artistic cultural context, presents the way homosexuals bisexuals and transsexuals live today. A survey of our doctoral students' working situation is also to be carried out in close co-operation with the Faculty's Doctoral Student Board.

Persons in charge:

The Dean in collaboration with the Faculty's Equality and Diversity Representatives and the Faculty's HR Officers.

Equal Pay and Equal Terms of Employment at the Faculty of Fine, Applied and Performing Arts

Measures to be carried out in 2010:

With a revision of salaries at hand, a new survey with the aim of obtaining a more in-depth picture of the relationship between salaries, terms of employment and gender is to be carried out. Even a proposal for a change in accounting routines is to be formulated and (if possible) implemented.

Persons in charge:

The Dean in collaboration with the Faculty's Equality and Diversity Representatives and the Faculty's HR Officers.

Parenthood and Studies at the Faculty of Fine, Applied and Performing Arts

Measures to be carried out in 2010:

The survey that was intended to be carried out during 2009 concerning how parenthood is regarded at the Faculty and also how a well-defined equality perspective is observed in the work to be done concerning the working conditions of doctoral students will both be undertaken during 2010. The Dean and the Faculty's Equality and Diversity Representatives together with the Faculty's Doctoral Student Board will discuss how the doctoral students experience their situation and also what measures need to be carried out.

Persons in charge:

The Dean in collaboration with the Faculty's Equality and Diversity Representatives and the Faculty's HR Officers.

More Extensive Information on Facilities for Students with Disabilities at the Faculty of Fine, Applied and Performing Arts

Measures to be carried out in 2010:

During 2010, work on equality and diversity in this area will be carried out in closer cooperation and in closer coordination with the Faculty's Local Working Environment Committee, particularly concerning questions of physical accessibility. Discussions with the Faculty's Executive Board will continue with the aim of creating more well-defined routines, spreading knowledge of this subject within the organisation and giving information to students regarding their rights. The Faculty's web pages as well as information concerning the premises belonging to the Faculty, for example, are to be revised from an accessibility perspective. In addition to this the Faculty is to follow and participate in the University's work on accessibility.

Persons in charge:

The Dean in collaboration with the Faculty's Equality and Diversity Representatives and the Faculty's HR Officers.

Widening Participation at the Faculty of Fine, Applied and Performing Arts

Measures to be carried out in 2010:

During 2010, the ongoing activities carried out to promote the recruitment of students from groups that are underrepresented are to be continued and further developed on the basis of last year's experiences. Therefore, the opportunity for collaboration with so-called culture schools, secondary and upper secondary schools is to be further developed. Summer courses in *Pedagogical Project Management*, *Bergsjön Public* and *Digital and Analog Photography* are to be offered in 2010 as well, and are to be developed so as to

reach a wider group of students. We will also be arranging our *Taster Day* (workshops where pupils from our contact schools take part in activities at our schools at the same time as parents receive information about the programmes available at the Faculty and how these programmes can be used for future jobs) and our *Shadowing a Student* (i.e. a student is matched with a pupil from upper secondary school, who then accompanies this student to his or her courses for one day, takes part in rehearsals, theory lessons, has lunch and is given the opportunity to ask questions). At 'Mixgården', (translation: the Mix Centre), presentations and performances are carried out by students and alumni, who reflect and discuss together with the young people present after the presentation/performance. A new faculty course called *Creating a Space for Art* is being planned, the aim of which is to give students the tools to interact with the surrounding community in their art form. Details of plans for our *Music College* are to be completed during the spring term. The working group for the Centre of Expertise and Research at Hammarkullen is to be made more permanent and the activities that take place in Hammarkullen are to be coordinated in a more organised way. The Angered Studio will continue to be run and the work to be done on finding long-term funding for this project is to be given priority. The system of mentorship (*Study Buddy*) will be available to international students so that these students will be given a contact person before they arrive in Sweden. Information about widening participation, whether this is in printed form or in the form of web pages should be made more accessible and designed to reach out to a wider target group. During 2010, the discussion about widening participation with respect to staff recruitment on the basis of all the criteria for equality and diversity and at all levels within the Faculty should be given particular priority.

Persons in charge:

The Dean, in collaboration with the Faculty's Equality and Diversity Representatives, the Faculty's HR Officers and the Faculty's Study and Careers Advisor, are responsible for this gathered effort at Faculty level. Faculty activities aimed at widening participation with respect to students are coordinated by the Faculty's Study and Careers Advisor. Each respective Head of School/Department is in charge of his or her school's /department's activities and participation in joint projects – in collaboration with the school's/department's Equality and Diversity Representative and Equality and Diversity Group.