

Notes from the Q-SCI lunch on February 21, 2018:

During the meeting Alice Marshall and Klara Folkesson from KTH Equality Office told us about KTH integration plan for gender equality. KTH Equality Office was established last autumn and consists of two full-time coordinators (Alice Marshall and Klara Folkesson) together with the Vice President for Gender equality and values, Anna Wahl, and Docent Charlotte Holgersson (which is quite unique, most universities only have one person). They work with gender mainstreaming, both internally for employees and students as well as in teaching and research, to implement KTH action plan following the Swedish Discrimination Act. Every year KTH Equality Office will report KTHs active measures to the government through the discrimination ombudsman and the Swedish Gender Equality Agency ([www.jamstalldhetsmyndigheten.se](http://www.jamstalldhetsmyndigheten.se)), which was established Jan 1, 2018. The Swedish government is thereby putting more force on the universities to work on the gender-balance throughout the career-ladder.

*NOTE: Something is bad when you get the feeling that you wouldn't have gotten that question if you were male. Hopefully the environment notice and react, you shouldn't have to take the fight alone and definitely don't feel ashamed about it. Treated differently means unequal opportunities.*

Discussion:

\*Challenges at workplace when belonging to the minority:

- People systematically turn their back towards me, showing that they don't listen.
- I am expected to behave different / get different questions (e.g. more about children)

\*Importance of role-models. Wishes for a mentorship-programme.

\*Larger awareness needed, educate all personnel. Suggestion on getting course credits for Q-SCI participation. However, the network should remain for women only.

/Linda Lundström & Carlota Canalias