

GENDER EQUALITY INDICATORS

BASELINE 2022

By adopting the "Action Plan for Equality, Diversity and Inclusion" in 2022, Aarhus School of Architecture committed itself to supporting the principle of gender equality. This means that all people, regardless of biological sex or gender identity, have the right to equal opportunities and equal treatment.

The desired outcomes for the current Action Plan are (1) achieving a gender balance in the senior academic and management positions and (2) an inclusive culture.

We collect data annually to keep track of the progress by means of indicators for whether our gender equality initiatives have been successful.

The initiatives maintain a focus on minimising the impact of unconscious bias and on promoting an inclusive culture and work environment that values diversity and gender equality. Measurable progress towards achieving these goals should be made within a five-year period, and a balance should be achieved within a period of 10 years.

The Committee on Gender Equality, Inclusion, and Diversity supports the implementation of the action plan. The committee comprises representatives of the school's management, staff, and students. The committee discusses data on gender equality each time it performs a stocktaking and provides input to the management's review of the implementation, the data, and any decisions they take on initiating actions.

Since we recognise that the gender composition may vary a few percent each year, and that Danish legislation does not permit the collection of data on gender categories other than men and women, we have defined the target for gender balance as 40% men + 40% women + 20% where gender is not taken into consideration among admitted students, graduates, and all staff categories. In the dataset, the report is consequently also binary with the categories men and women.

The data shown in the following pages are the baseline for 2022. Data for 2023 will be made public in early 2024. If the objective to achieve a balance is met, numbers are shown against a green background, if the objective is not met, they are shown against a red background. For categories with three people or less, no colour is used, as the distribution would never be able to mathematically meet the objective of 40/40/20.

STUDENTS

The number of men and women that applied for admission to the BA Programme and the MA Programme.		
	2022	
	Men	Women
	% (Number)	% (Number)
BA	36% (270)	64% (488)
MA total	42% (148)	58% (201)
MA legal requirement for admission	43% (34)	57% (46)
MA others	42% (114)	58% (155)

The number of men and women selected from among applicants to the BA Programme.		
	2022	
	Men	Women
	% (Number)	% (Number)
BA invited to take the home assignment	31% (177)	69% (396)
BA submitted a home assignment	33% (123)	67% (254)
BA invited to participate in the admission test	30% (57)	70% (133)

The number of female and male students admitted to the BA Programme and the MA Programme.		
	2022	
	Men	Women
	% (Number)	% (Number)
BA	24% (24)	76% (76)
MA total	40% (47)	60% (70)
MA legal requirement for admission	43% (34)	57% (46)
MA others	35% (13)	65% (24)

ADVERTISED POSITIONS

The number of female and male applicants for various positions.		
	2022	
	Men	Women
	% (Number)	% (Number)
Academic staff (VIP) (full-time)	60% (12)	40% (8)
Academic staff (VIP) (part-time as condition)	78% (14)	22% (4)
Technical-administrative staff (TAP)	41% (26)	59% (38)

The number of men and women selected to fill the positions (employment)		
	2022	
	Men	Women
	% (Number)	% (Number)
Academic staff (VIP) (full-time)	33% (1)	66% (2)
Academic staff (VIP) (part-time as condition)	75% (3)	25% (1)
Technical-administrative staff (TAP)	0% (0)	100% (4)

Open positions advertised during the calendar year.

- *Academic staff (VIP) (full-time): the position categories for academic staff in the current order on employment positions that are, as a rule, full-time positions but can be filled part-time.*
- *Academic staff (VIP) (part-time as condition): the position categories for academic staff in the current order on employment positions that can only be filled part-time.*
- *TAP: the technical-administrative staff.*

EMPLOYEES ACADMIC STAFF

The number of employees by gender at all levels, divided according to title, function (including administrative/supporting staff), and the employee's contractual relationship with the organisation.

	2022	
	Men	Women
	% (Number)	% (Number)
Full-time		
PhD students including industrial PhD students	25% (3)	75% (9)
Postdocs and research assistants	80% (4)	20% (1)
Teaching assistant professors	60% (6)	40% (4)
Teaching associate professors	36% (4)	64% (7)
Assistant professors	25% (2)	75% (6)
Associate professors	63% (15)	37% (9)
Professors (including the Head of Research)	66% (4)	33% (2)
In total	50% (38)	50% (38)
Part-time as condition		
Teaching assistants and teaching assistant professors and teaching associate professors with concurrent employment	50% (7)	50% (7)
External lecturers	73% (8)	27% (3)
In total	60% (15)	40% (10)

EMPLOYEES

TECHNICAL-ADMINISTRATIVE STAFF

The number of employees by gender at all levels, divided according to title, function (including administrative/supporting staff) , and the employee's contractual relationship with the organisation.

	2022	
	Men % (Number)	Women % (Number)
Total, technical-administrative staff	35% (17)	65% (31)
Technical-administrative staff, HK Denmark	25% (3)	75% (9)
TAP AC++	33% (8)	66% (16)
Technical-administrative staff - 3F, OAOA	50% (6)	50% (6)

EMPLOYEES ACADMIC LEADERSHIP

The number of employees by gender at all levels, divided according to title, function (including administrative/supporting staff) and the employee's contractual relationship with the organisation.

	2022	
	Men	Women
	% (Number)	% (Number)
The academic leadership	80% (4)	20% (1)

- *The academic leadership comprises the Rector, the Prorector, the Director of Administration, the Head of Education, and the Head of Research.*

COMMITTEES

The number of women and men in academic and administrative decision-making positions (e.g. boards and committees).

	2022	
	Men	Women
	% (Number)	% (Number)
The School Board	44% (4)	56% (5)
The Academic Advisory Council	80% (4)	20% (1)
The Study Board	50% (3)	50% (3)
The PhD Committee	44% (4)	56% (5)
The Workplace Environment Committee	83% (5)	17% (1)
SU (The Liaison Committee)	57% (4)	43% (3)
The Dialogue Forum (DAP)	50% (3)	50% (3)