

# Gender Balance in Committees

Zoom seminar  
Thursday 4 March 2021



UMEÅ UNIVERSITY  
FACULTY OF SCIENCE & TECHNOLOGY

**T**o promote gender-balanced participation in decision-making at Swedish universities, equal numbers of women and men in committees have long been encouraged. Since this approach can be problematic, additional and more effective methods need to be identified and implemented. For example, instead of only focusing on leveling out numerical differences in the composition of reference groups, experts and such, more qualitative aspects need to be considered. Like better exemplifying what counts as scientific qualifications and clarifying assessment criteria that can be followed regardless of gender.

The goal of this seminar is to highlight different aspects of gender balance in committees with invited speakers representing main aspects on the process of appointing committees members, as well as consequences both on the individual level and for the organization. By bringing researchers from different fields together, the organizers hope to catalyze a discussion about how to optimize the promotion of women in academia and reach the goal of gender-balanced participation in decision-making within a reasonable timeframe.



The Equality and Diversity Committee at the Department of Chemistry is inviting you to this seminar. The committee is chaired by the Representative for Equal Opportunities and Treatment, Dr. Malin Linder Nording, and engage with a wide range of equality and diversity issues affecting faculty, staff and students. They work proactively to raise awareness about equality and diversity issues, and also develop, evaluate and review University policies, procedures and action plans related to equality and diversity.

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## Seminar

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Zoomlänk:

<https://umu.zoom.us/j/66980482756?pwd=SVQxM2pwdnRDK2xUakZYN2hPR-WVxUT09>



**13:00 Mikael Elofsson, dean, Faculty of Science and Technology, UmU**

The faculty's vision for achieving equal opportunities.

**13:10 Nina Wormbs, professor, KTH**

How far does my responsibility extend?



Underrepresented female academics are asked to make up for the fact that they belong to a minority. This task is challenging and results in new imbalances. Nina Wormbs will share some ideas on how to navigate between the desire for systemic change and her own ambition.



**13:55 Malin Rönnblom, professor, Karlstad University**

It's in the walls - or is it in the people? What's the problem to be solved?

Malin Rönnblom presents her work with dialogues on gender and change with strong research leaders at three Swedish universities.



**14:45 Ulrika Haake, professor, UmU**

What is the role of gender in academic careers?

Gender aspects in academic careers have been studied in the research program "Geniac" for almost 30 years. Ulrika Haake will present findings from this program on the topic of women's and men's careers in higher education.

**15:30 Panel discussion**

**15:50 Concluding remarks**



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