

# Gender diversity in STEM at Danish Universities

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# STEM

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Science

Technology

Engineering

Mathematics



# The academic gender gap



Nielsine Nielsen became the first female academic and doctor in Denmark in 1885.

In the following years, only very few women were enrolled at the university.



Female students engaged in the women's rights movement in the 1970s.

In these years, more women began to study – in particular in the humanities.



Until the 1990's, women were severely underrepresented in STEM.

In some areas they still are – while overrepresented in others.

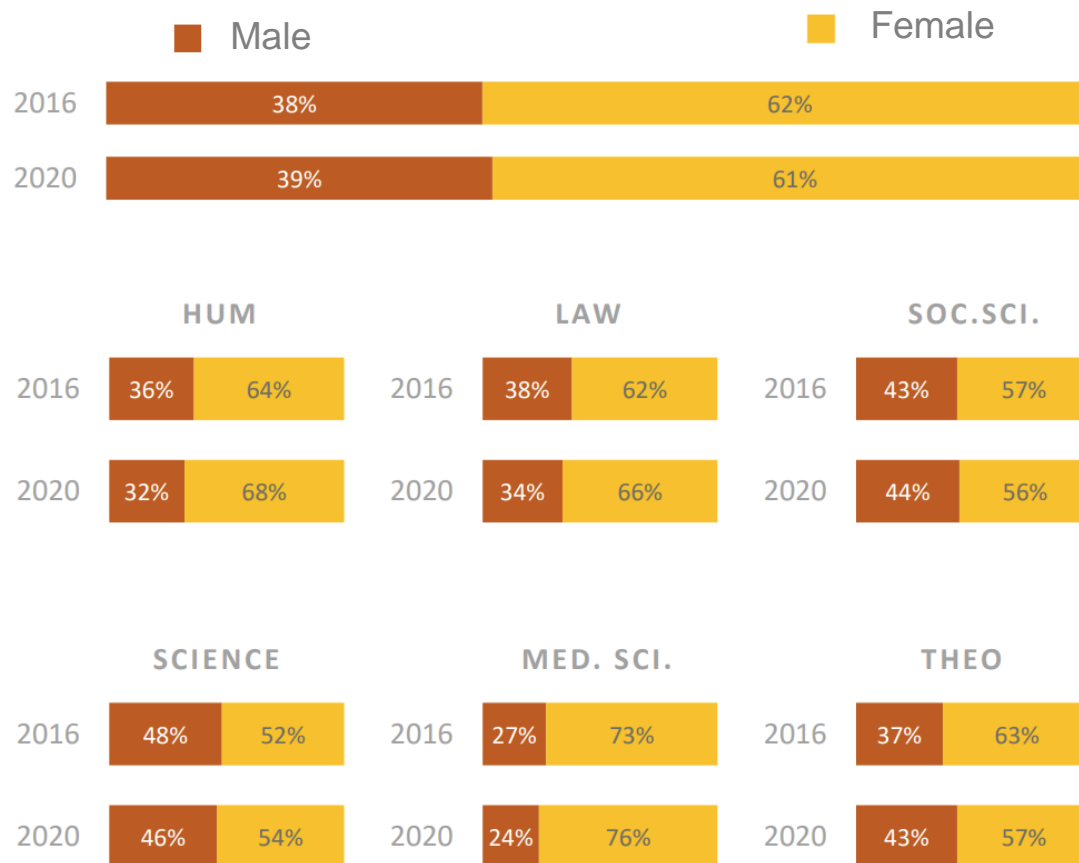
Today, 33 % of the enrolled STEM students are women.

# Status at UCPH and SCIENCE



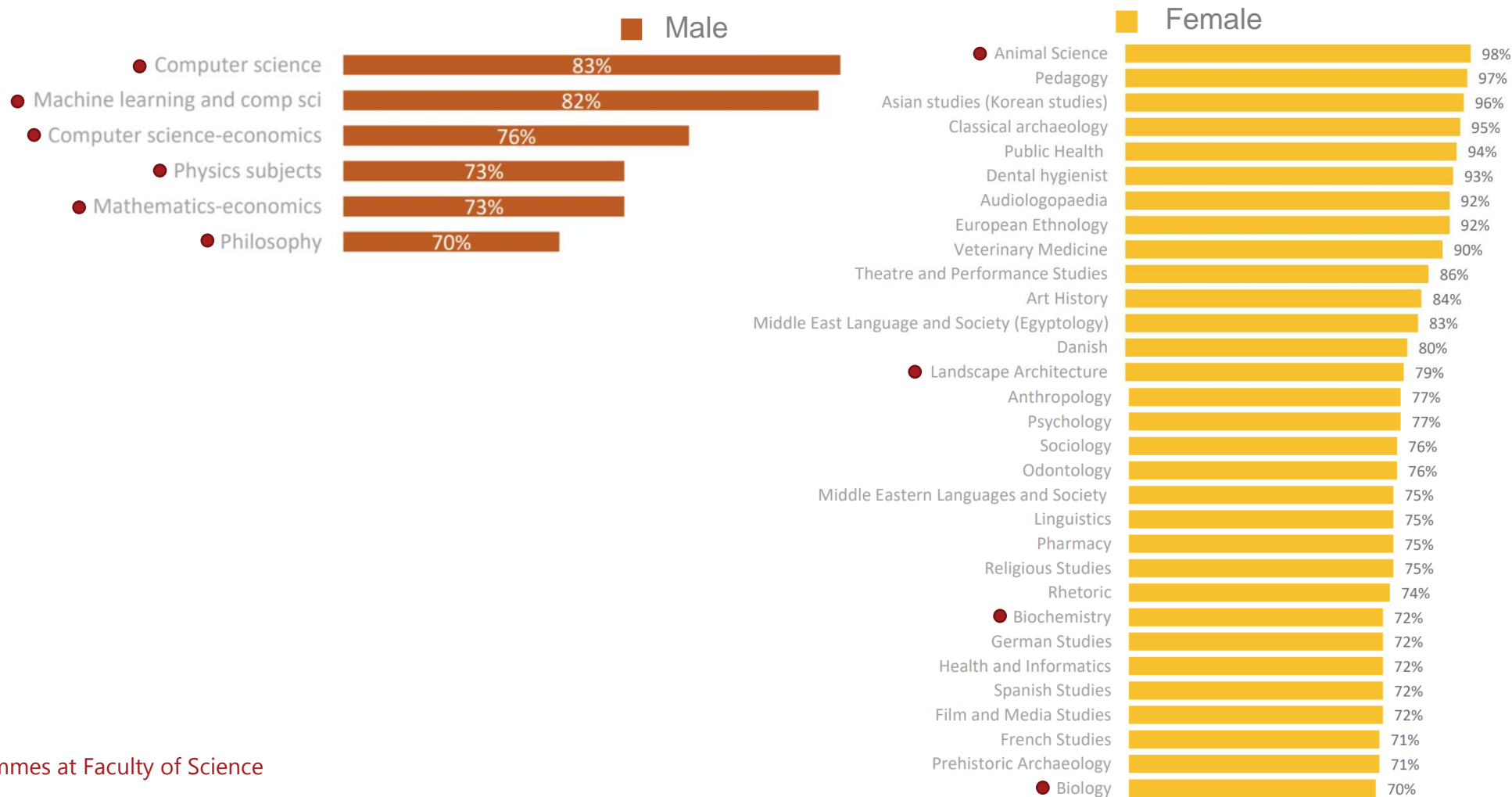
# Enrollment at UCPH

## Bachelor intake at UCPH and faculties, 2021



# Enrollment at UCPH

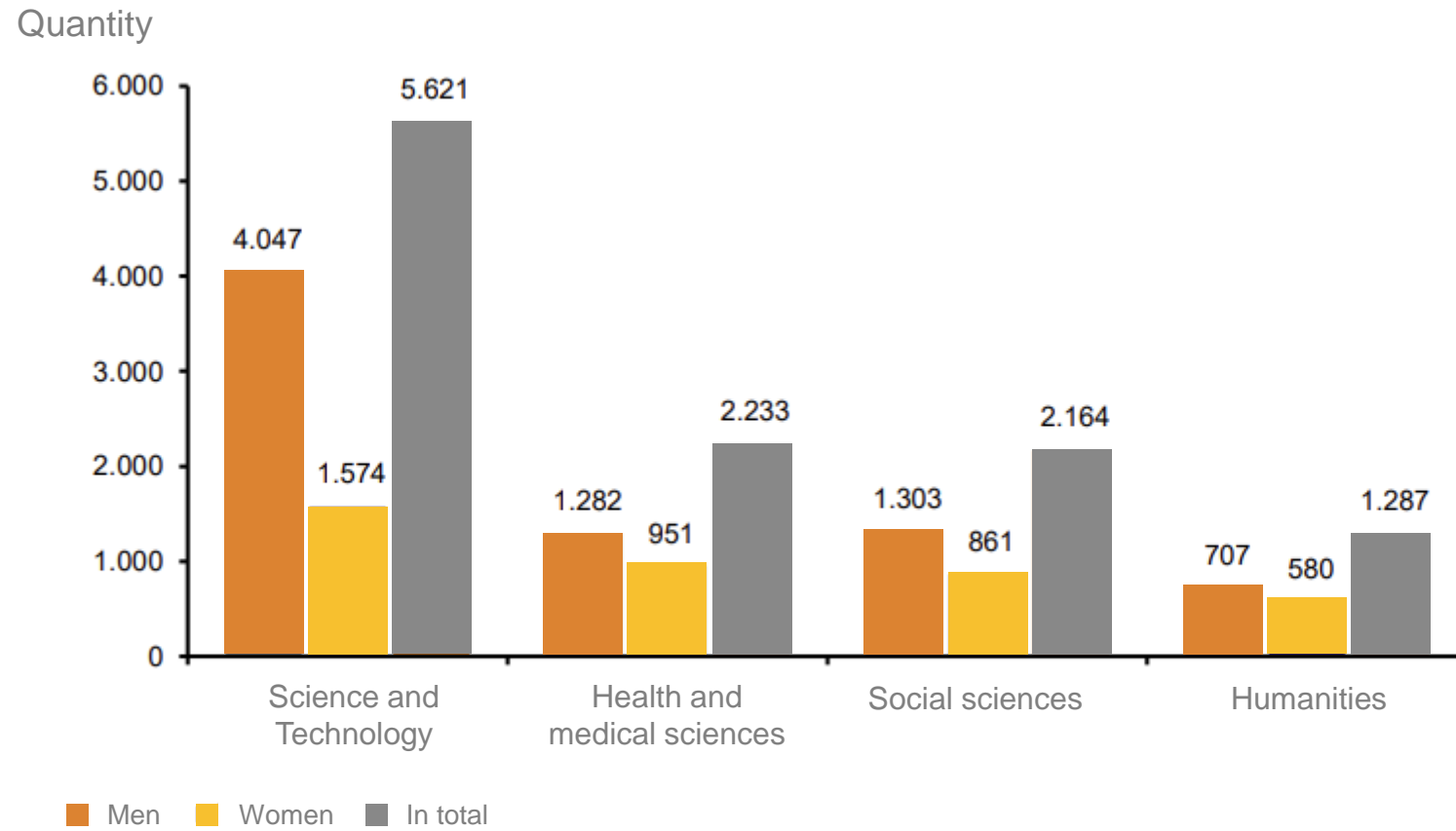
Bachelor intake with more than 70 percent of a given gender, 2021



Source: University of Copenhagen (2021), "Action plan for gender equality and diversity 2022-2023"

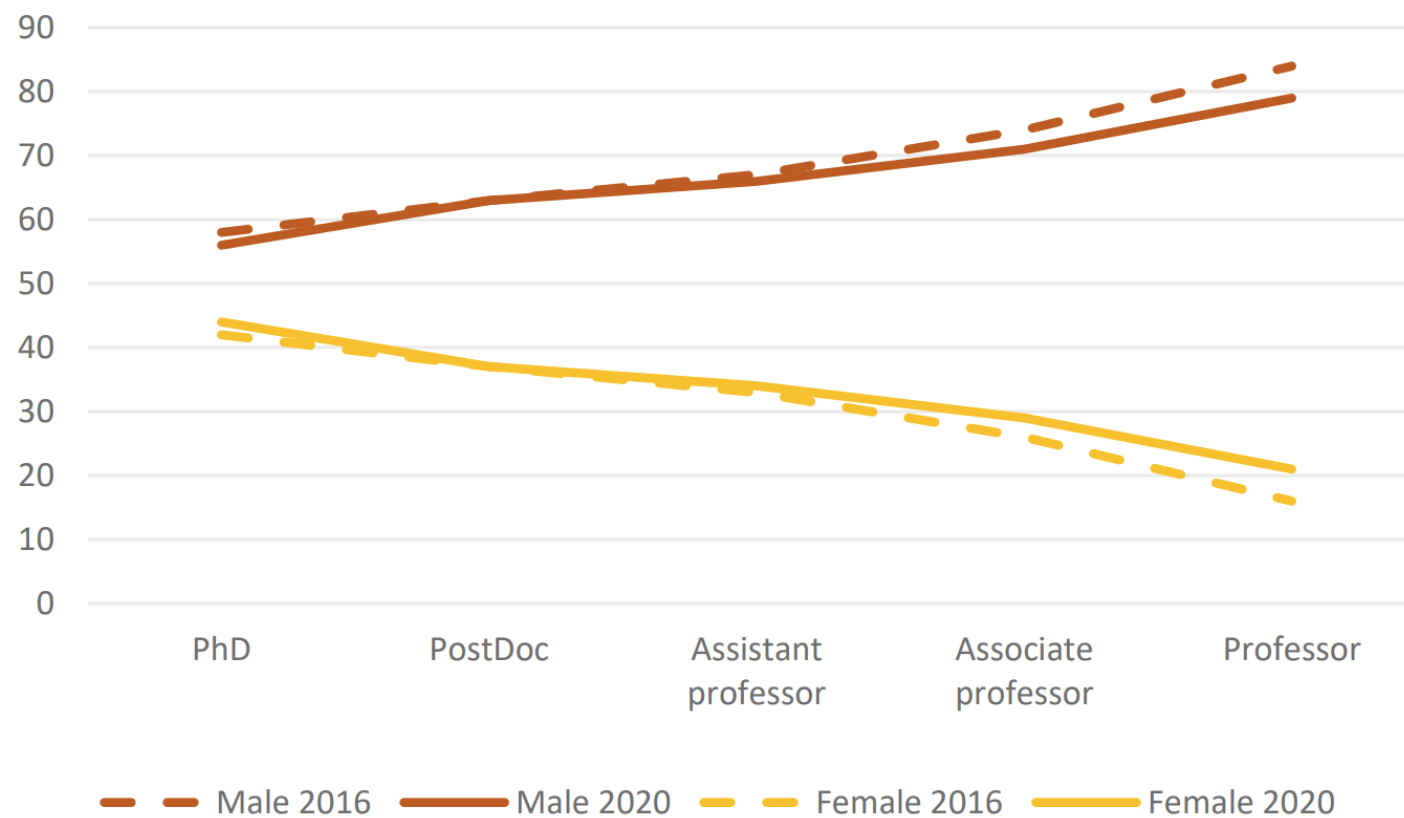
# Academic career at UCPH

Researchers divided by their main scientific area at the Danish universities in 2020 (number of people)



# Academic career at SCIENCE

Researchers divided by position at the Faculty of Science, UCPH,  
(FTEs in percent)





# Initiatives





# Initiatives – an overlook

**Ministry of Higher Education and Science**

has developed a career index that indicates "the likelihood of women and men advancing on the career ladder".

**Universities Denmark (interest group)**

Initiated a task force for diversity, inclusion and equality. Recommendations under development

**Each university**

do their own gender equality work and has their own action plan for equality and diversity

**UCPH**

GEP and new taskforce

# Initiatives at UCPH

## RESEARCH

- **The GATE project** investigates why young women refrain from educations in science.
- **The SCOPE project** (a collaborative project) aims at giving children equal opportunities for engaging with nature, tech and health.
- **Centre for Gender, Sexuality and Difference**

- Improving data and knowledge (both theoretical and in practice)

## EDUCATION

- **Gender studies (electives)** at both bachelor and master level.
- **The Gender Certificate** offers interdisciplinary qualifications at Master's degree level in complex subject areas in relation to gender, body and diversity.

- Educate on issues of gender, body, and sexuality

## ORGANIZATION

- **Diversity Committees**
- **UCPH action plan** for equality and diversity 2022-2023
- **Participation in Gender Diversity Roundtable** (arranged by UN Women Nordic Office and BCG)

- Boost involvement and an inclusive culture

## FOR (FUTURE) STUDENTS

- **Groups and networks** aimed at female high school students.
- **Role models**

- Inspire and engage children and young girls in science

# UCPH action plan for equality

## The six main goals in the action plan 2022-2023 for equality and diversity:

- 1 Broad involvement of the entire organization.
- 2 Improve data quality and knowledge.
- 3 Lift organizational knowledge.
- 4 Boost an inclusive culture.
- 5 Support equal opportunities in recruitment and promotion.
- 6 Enhance knowledge of gender in research and education.





# Criteria for recognising merit at UCPH



# Initiatives at SCIENCE



A continued focus on a culture characterized by diversity, equality and inclusion.



Diversity committees and action plans at several institutes.

- Action plan at Niels Bohr Institute.
- Diversity committee at Department of Geosciences and Natural Resource Management (on the picture).



Monitoring the development at annual meetings with the departments.

# Initiatives at SCIENCE



Requirements and standards for employment processes and use of merit criteria.



A continued focus on recruitment with a broad perspective.



Workshops and networks for female high school students.

On the picture:  
Professor Pernille Bjørn teaching cryptography at a FemTech workshop.



# It's all about people and culture -> DEI

