



# **Equality and Diversity plan**

**Business year 2018-2019**

**Chapter for Energy and Environment**



Equality board, chapter for energy and environment

# Introduction

## Goal

The equality and diversity plan (swe: JML-planen) is a description of the goals that the chapter wants to reach to become a more inclusive chapters as well as measures to achieve those goals. It is a tool that helps the chapter in its strategic work with regard to Equality and Diversity issues (JML).

## Method

This JML plan is the result of a survey conducted in the 17/18 fiscal year, a workshop with representatives from different sections of the chapter and the THS JML policy voted in the 14/15 fiscal year. The final JML plan has been prepared by the Equality board, in consultation with the affected committees in the chapter. The Equality board has the ambition that all goals should be S.M.A.R.T. goals, that is to say:

**Specific** - point to a specific part of the business for improvement

**Measurable** - quantify or at least suggest an indicator of progress

**Assignable** – indicate who will meet the goal

**Relevant** - relevant to the business and with a clear purpose

**Time-related** – indicate when the results can be achieved

The JML plan is divided into six sections that are based on the THS JML(equality and diversity) policy. In each section, specific goals and sub-goals are presented, with accompanying measures. The measures are numbered, both with numbers and letters. Each action has a designated person or group responsible of achieving the goal as well as a deadline for the year in which the measure is to be implemented. The six different parts that the JML plan is divided into are:

- The THS organization and activities will have an **open** and **inclusive culture** and be immersed in **diversity**.
- THS will have a **safe** and **accessible** physical and psychosocial environment where everyone can develop individually, educationally and professionally.
- Within THS, everyone will be treated on **equally** and have the **same opportunity** to get acquainted with THS's activities and organization.
- THS will have zero tolerance against **discrimination** and **harassment**.
- THS should be actively **norm critical** and **self-examining**.
- THS should be a **transparent** organization that communicates in an **accessible** manner.



The Equality Board would like to see the JML plan revised during the first chapter meeting every fiscal year. In addition, this should be done after a follow-up has been made of the actions carried out in the previous fiscal year together with the material from a new current situation analysis. This in order for the goals and measures to be relevant to the section's current work.

The Equality Board chairman is responsible for following up on the JML plan and writing a follow-up document at the end of the fiscal year.

## Glossary

Some of the people or groups responsible of achieving the goals are indicated with their abbreviations. The following is a translation of these roles with a brief explanation.

- **NLG**, Näringslivsgruppen is responsible for the chapter's internal and external flow of information and business relations. It is also tasked with marketing members' education and is responsible for the chapters contact with the industry and sponsors.
- **CLW**, CLubWästeriet, is in charge of party and pub activities for the CL (Engineering and Teaching) and the W (Energy and Environment) chapters. The board consists of two chairpersons (one from each chapter), a head of economics and a group of internally chosen participants
- **WAM**, W-chapter's Alumni and Mentorship board, works with creating a channel between alumni from the W-chapter with current students still studying Energy and Environment at KTH.
- **SOS**: The W-chapter's hall is called Gråttan (sometimes written as Gr8n). The sektionslokalsansvarig och skyddsombud (SOS) is responsible for the students' physical and mental work environment, therefor including the chapter hall.
- **W-inter**: W-Inter is the international organization of the W chapter. The purpose of W-Inter is mainly to meet the need from the students in international matters.
- **BKW** is the work fair organized by NLG in collaboration with the Material engineering and Chemical engineering chapters.



# The THS organization and activities will have an open and inclusive culture and be immersed in diversity

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## 1.1 Work for increased diversity among the elected representatives in the section

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1.1.a	Work out a template for how the application process should look for the elected representatives in the section in order to make the process transparent and clear.	Nominating committee	18/19
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## 1.2 The application process of each committees should be equitable and transparent

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1.2.a	Create a template and report on how the application process to the committee is done.	NLG, CLW, Reception	18/19
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# **THS will have a safe and accessible physical and psychosocial environment in which everyone can develop individually, educationally and professionally**

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## **2.1 The NLG will contribute to a more equal business market for energy and environment students**

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|-------|---|-----|-------|
| 2.1.a | Develop collaboration with female networks in companies in order to increase access to female engineer role models. | NLG | 18/19 |
| 2.1.b | Include equality statistics in the presentations of the companies that visit BKW.                                   | NLG | 18/19 |

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## **2.2 The chapter room (Gråttan) should have a good study environment**

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|-------|---|-----|-------|
| 2.2.a | Information about consent, information about school counselors and information about how to report discrimination cases shall be posted in Gråttan. | SOS | 18/19 |
| 2.2.b | Contact Akademiska Hus to install the soundproofing material in the chapter room to reduce the noise volume   | SOS | 18/19 |

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## **2.3 Information on career opportunities should be equally accessible to all energy and environmental students**

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|-------|--|-----|-------|
| 2.3.a | Create a questionnaire and send out to alumni to create statistics about what students from each energy and environmental master work as after graduation. | WAM | 18/19 |
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## **Within THS, everyone will be treated equally and have the same opportunities to take part in THS activities and organization**

<b>3.1</b>	<b>All international students should have the same opportunity to participate in section-related events as a non-international student</b>		
3.1.a	Update and implement the template describing how international students should be welcomed by the section.	W-inter	18/19
<b>3.2</b>	<b>Everyone should have an opportunity to get engaged in the section</b>		
3.2.a	Strive for an open and accessible organisation in order to increase the diversity of active members* in the section.	Chapter board	18/19
<b>3.3</b>	<b>All students transferring to the chapter should be able to take part in the section's activities</b>		
3.3.a	Investigate the possibility of inviting transferring students ** to the reception as a student or reception buddy.	Reception	18/19
3.3.b	Make a plan for communication around open students with the ITM office.	Board member responsible for study and int. issues	18/19

\* with active members members who attend section events, such as the program day and section meetings, are included in the boards and / or are elected in the section

\*\* Students who enter the program later in the course of the course. For example: Open, exchange and international students as well as students from other universities.



## **THS will have zero tolerance against discrimination and harassment**

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<b>4.1</b>	<b>It should be possible to report and drive discrimination cases within the section</b>		
4.1.a	The majority of section members shall know how to report a case of discrimination to the section.	Equality Board	18/19
<b>4.2</b>	<b>There must be a well-functioning routine for dealing with harassment and discrimination cases</b>		
4.2.a	In consultation with the Board, the Reception and the CLW, draw up an action plan dealing with mental, physical and sexual harassment as well as discrimination and ill treatment.	Equality board	18/19
4.2.b	A follow-up routine shall be established to ensure that cases are dealt with.	Equality board	18/19

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## **THS should be actively norm critical and self-examining**

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### **5.1 Bring attention to the current situation in the section regarding equality issues**

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5.1.a	Inform about the Equality board's work with the Equality and diversity plan in order to give the goals a greater impact	Equality Board	18/19
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## **THS should be a transparent organization that communicates in an accessible manner**

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### **6.1 Everyone should have the same opportunity to influence and make their voice heard during the chapter meetings**

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6.1.a	A brief rundown of meeting formalities will be held in the beginning of each chapter meeting.	Speaker	18/19
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