



## Description of action program for increased equality:

- In the book, there are several examples of non-transparent recruitment patterns in the faculty where objective merits are not the deciding factor, but relations and subjective assessments are. One of the most important ways of increasing equality is SSE's tenure track system, which was put in place in 2010 with this specific purpose in mind – to ensure transparency and give women and men the same possibilities to advance. All systems can always be improved and this is why in 2016 there will be a new review of the system – to ensure that no factor can inadvertently discredit the under-represented gender.
- The School works hard on various levels to increase the number of women who choose to do the foundation course through, for example, our ambassador program and the mentors program, SSE Sisters.
- We have concrete goals in our equality and diversity plan, both long- and short-term, to achieve a more equal gender distribution among employees within all professions. For example, during the period 2016-2018 the plan is to develop and implement a continuous strategy to increase the number of women in the faculty. Together with the work that has already begun, this will lead to an increase in the number of female full professors from today's 9% to at least 20% in 2018. The number of female associate professors (today 27%) and female assistant professors (today 44%) will also increase.
- SSE has employed a full-time Equality and Diversity Manager to ensure dedication and long-sightedness to the work in equality and diversity.
- A norm-critical approach where norms, power structures, their consequences and how they can be challenged are highlighted, with training held regularly for the faculty, students and employees.
- We continue to make clear that SSE has a zero-tolerance policy for discrimination, harassment, sexual harassment and victimization. Special courses in anti-discrimination law will be carried out for all managers so that they know exactly how they should behave, both as a preventive measure and should anything impermissible occur.
- We are working to create an environment where every decision, every individual action among employees and students, is pervaded by equal rights and opportunities regardless of gender, gender identity/gender expression, ethnicity, religion, handicap, sexual orientation and age.

Through our recent employee survey, we see that our work has begun to show results:

- 66% of our employees (compared to 40% in 2012) feel that SSE is working actively to increase equality.
- 71% of our employees (compared to 48% in 2012) feel that SSE is working actively to increase equality between the sexes.
- When asked if everyone had the same opportunities at SSE regardless of gender, 64% answered yes, which is unchanged from the last employee survey from 2012.