



A compilation of the lecture with Add Gender - We make equality and inclusion useful, understandable and fun.

Lecturer

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How can we create equal opportunities and rights for all?

We humans love to filter and sort, which sometimes creates limitations, sometimes opportunities. It creates prejudice and it creates community and understanding. We change and re-sort according to what is easiest for us. These mental shortcuts are called cognitive biases. They have different outcomes for everyone depending on your experience, filters and lenses. But all people function very equally anyway. The good news, however, is that by becoming more aware of your cognitive biases, you can reduce the effect they have on your decisions.

We can thus work with increased awareness of cognitive bias and increased awareness of social norms, to create equal conditions and opportunities.

Bias - everyone has many, here are a few

- Confirmation bias
- Equality bias
- The anchoring effect
- The framing effect
- Blind spot / bias blind spot

Social norms - what is a social norm?

Norms that affect how we look at ourselves and others.

- What we are expected to believe in
- What we are expected to afford
- How our bodies are expected to function and look
- What activities we should think are fun
- Which people we are expected to be attracted to
- What we are expected to be good at

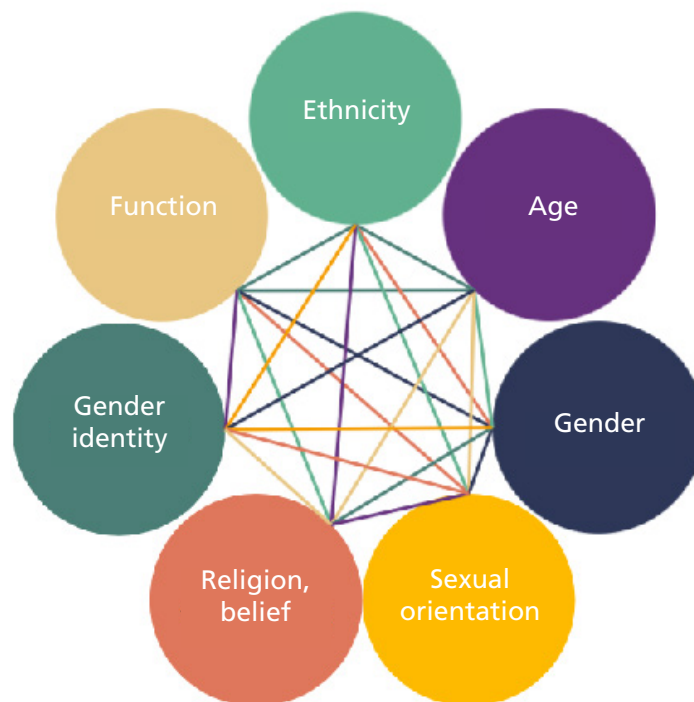


Image: The Discrimination Act is a protection law and protects you from being treated less, and includes ethnicity, age, gender, sexual orientation, religion / belief, gender identity and function.

Different norms

- Heteronorm
- Cis and bisexual norms
- Functional norms
- Age norm
- Whiteness norm
- Secular norm / Christian tradition norm

Discrimination, harassment, abusive discrimination and lack of accessibility

Universities, individual employees or other students may not expose you to negative actions because you have made a report.

- **Direct discrimination:** for example, if someone of the opposite gender is selected for a job, even though you have a better educational background and more extensive career experience.
- **Indirect discrimination:** for example, when everything in a laboratory is stored high up so that a student with a certain disability cannot reach the material.
- **Structural discrimination:** when certain rules, norms, procedures, approaches and behaviours that occur in organisations and other social structures systematically discriminate against certain groups of people.
- **Harassment:** conduct by one or more people that violate a person's dignity and that is associated with the seven grounds of discrimination. It is important that the person who feels harassed or victimised clarifies for the person or persons subjecting them to harassment, that they are to stop. In serious or clear cases in which it is obvious that the behaviour is unwelcome, it is not necessary for the person to speak out to those involved.
- **Sexual harassment:** is different from flirting, for example if it involves groping or in any other way subjects a person to unwelcome sexual innuendo.
- **Gender-related harassment:** when a person is subjected to treatment or behaviour that violates the person's dignity or integrity, for reasons associated with the person's gender.
- **Victimisation:** when a personal conflict turns into disrespect for personal integrity. This may include making the person invisible, exclusion, slander, withholding of information, bullying, psychological abuse, insults, unjustified removal of tasks, sabotage of work or studies and engaging in banter or jokes which make some people uncomfortable. Unlike victimisation, harassment can be limited to a single event.
- **Inadequate accessibility:** when a person with a disability is disadvantaged through the failure of an organisation to take reasonable accessibility measures to put people with disabilities in a situation comparable to that of people without such disabilities.

**ZERO TOLERANCE FOR DISCRIMINATION AND
HARASSMENT AT LTH**

From LTH's strategic plan 2017–2026, page 9:

”We are generous, treat each other with respect and highlight each other's achievements in research, education and external engagement. LTH performs active strategic work in which interdisciplinarity, openness to change, inclusiveness, gender equality and diversity are all a natural part of our organisation”

What is inclusion?

Inclusion is when everyone in a specific context:

- feels valuable, seen and respected
- have a confidence that we all have equal opportunities to succeed
- fulfilled by a true sense of belonging.

How you act can make it easier to include other students in different social contexts

Tips from students:

“Be aware of your own behavior. Self-awareness is important to be able to change to a more inclusive or open behavior.”

“Remember that everyone has different prior knowledge and conditions. Having empathy and understanding for other people can make a big difference. ”

“Report according to LTH's routines if you see or are exposed to any form of violation, harassment or discrimination.”

“Help each other; help others, but also allow others to help you.”

“Have an attitude that 'We do not compete against each other, we are teammates!'”

Contact AddGender

addgender.se

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