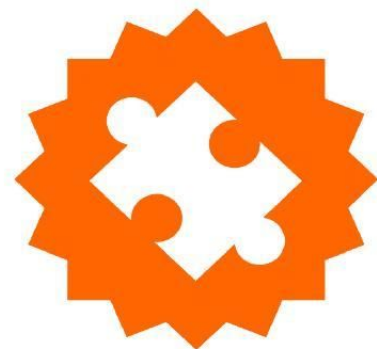


Equality plan

Established by the representative assembly 2018-01-30



Samhällsvetarkåren
vid Lunds universitet

Introduction

Social Sciences Student Union at Lunds University's (the student union) main purpose is to work with monitoring of and lobbying in educational questions at the Social Sciences Faculty at Lund University. In order to reach equality, equal treatment and diversity within the student union and at the faculty this plan was written.

The Equality plan shall be raised for revision in the representative assembly at least every other year to work optimally and the goal is that it should always be in line with the outside world. The contacts shall be updated when needed and as soon as possible when the information has changed. The Equality plan shall permeate every part of the organization and active members shall be informed about it, encouraged to read the information and thereby be able to implement it in their work.

The Equality plan is used to give a pro active support to the student union's active members to ensure that the student union is a location and organization where everyone feels welcome. Parts of the plan gives the reader tools and methods to use during meetings and social events, while other parts of the plan contains preventive methods and advices who the full remunerated and the board can use when someone is feeling violated or discriminated. The board of the Social Sciences Student Union at Lund University has the main responsibility for the work environment for the student union's remunerated and employed personnel.

The Equality plan is important for many reasons. When creating an awareness on what prejudices we as an organization and individuals have, we get one step closer to changing the spoken and unspoken traditions who reinforces these negative structures and instead create an open and safe environment.

Discrimination act

This plan is based on the Swedish Discrimination act (SFS 2008:567) which is formed from the United Nation's Declaration on Human Rights. The Discrimination act includes the following means for discrimination: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age.

The different definitions of the Discrimination act is divided into six categories: direct discrimination, indirect discrimination, inadequate accessibility, harassment, sexual harassment and instruction to discriminate.

Direct discrimination: to disadvantage someone through treating someone worse than anyone else is treated, have been treated or should have been treated in a comparable situation, if the disadvantage has connection to sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age,

Indirect discrimination: to disadvantage someone through application of provision, criteria or a procedure which appears to be neutral but can especially disadvantage someone with a certain sex, a certain transgender identity or expression, a certain ethnicity, a certain religion or other belief, a certain disability, a certain sexual orientation or a certain age, as long as the provision, criteria or procedure has a legitimate purpose and the means used is suitable and necessary to reach the purpose,

Inadequate accessibility: that person with a disability is disadvantaged through not taking such action for accessibility, that is reasonable based on the requirements on accessibility stated in the law and other constitution, that would allow that person to attend in a comparable situation as any other person without the disability, and with regards to

- the economical and practical conditions,
- the duration and extent of the relationship och contact between the organization and the individual, as well as
- other circumstances of importance

Harassment: a behavior that violates someone else's dignity and that is connected to any of the ground for discrimination sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age,

Sexual harassment: a behavior of sexual nature that violates someone else's dignity,

Instruction to discriminate: order or instruction to discriminate someone in a way that is presented above and which is given to someone that is in an obedience or dependency relation with the person who gives the order or instruction, or has undertaken itself to completing a task in relation to the tasking person.

Except the above standing definitions, the Social Sciences Student Union at Lunds University also recognize one other ground for discrimination and harassments – social and/or economical background.

Discrimination and harassment can be done both consciously and unconsciously, individually or systematically as a part of a structural discrimination. The student union works proactive to prevent discrimination and harassment through enlightening equality from a qualitative and quantitative perspective in its entire operation. Qualitative considerations can for example be to work to utilize competence, experience and values from all people active in the organization. Quantitative considerations is regarding how groups are put together. To prevent tendencies of overrepresentation of any sex in the student unions work it is recommended that the representation between the sexes never exceeds the distribution 60:40.

Standard criticism

Besides formal laws or regulations we are often steered by informal and subconscious agreements or expectations, this is called standards. A standard is what is perceived as “normal” and the expectation of “the normal” in a certain situation is what a standard consists of.

Standards affects everyone and is everywhere, and individuals often lets themselves to adapt to these standards and acts in order with them. A standard gets visible when someone breaks these expectations. Standards is also one of the things that steers how our society is built and our organization. For example the standard in a society is a walking, seeing and hearing person. Social Sciences Student Union recognizes in this Equality plan that standards exists and by that the student union works to make these limiting standards and power structures visible.

There is not one single standard, instead there are several and they affect each other. Social Sciences Student Union at Lund University recognizes the critical sociological theory on intersectionality which means that one need to see several of a person's social identities to understand how, for example inequality is formed¹.

Social Sciences Student Union at Lunds University works, because of the above standing, with standard criticism and believes that a diversity enriches our organization in many different ways and makes us stronger in our operations. The student union does this in contrast to tolerance pedagogics which used to be the dominating way of showing everyone's equal value. Tolerance pedagogics is about, often with good intentions, teaching someone to tolerate and accept differences and that some people are outside the standards. Social Sciences Student Union does not believe that anyone wants to be tolerated, but respected, no matter their background, identity or other standard breaking attributes. To create a welcoming environment who challenges and fights against forcing standards we can not give any room for tolerance or tolerance pedagogics. Standard criticising pedagogics is about making standards visible and criticising them, to question the standard's "naturalness" and instead go to the roots of the problem with discrimination and problematic power orders..²

Below follows some central terms and the Social Sciences Student Union's interpretation of these:

- **Equal treatment** is admitting and respecting people's differences and means that all people have an equal value no matter their sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. Equal treatment does, however, not mean that everyone should be treated in the same way but instead to take people's different starting points into account and then offer a equal treatment.
- **Diversity** means that people with different identities, from different background and/or other inferences are represented in a certain forum. The term is sometimes perceived as unclear and the Social Sciences Student Union would especially want to put emphasis on a broad representation as an important part of diversity.
- **Gender equality** means that means that men and women have equal obligations, rights and possibilities. In a society based on gender equality men and women have equal power to form the society and their lives.

¹ *Nationalencyklopedin*, intersektionalitet. <http://www.ne.se/uppslagsverk/encyklopedi/lång/intersektionalitet> (hämtad 2017-10-10)

² Ageraguiden, 2010, s. 47

- **Equality** means that everyone has the same obligations, rights and possibilities.
- **Preferential right of interpretation** means the right to define a problem or an experience. It can for example manifest itself through giving a person who belongs to an suppressed group the priority of defining how this suppression is shaped, what is condescending against this group and how it should be treated.
- **Heteronormativity** means that heterosexuality is assumed to be the normal and that one assumes that everyone is heterosexual. This also means that everyone is assumed to be either women or men. A society that is permeated of heteronormativity limits all people, no matter their gender or sexual preferences.
- **Gender order** refers to the hypothesis of women as a group being subordinate men as a group and things that is coded as feminine is subordinate things that is coded as masculine.
- **Gender** is a term that is used to distinguish what shapes men's and women's social behavior. Gender is often used as an analytic tool instead of sex to highlight that one is referring to the social construction of male/female and/or masculine respectively feminine.
- **Sexual expression** is expressions that sends out signals of a specific gender; for example clothes, body language, make-up och hair style.
- **Gender identity** is the sex/gender that a person is identifying itself with. It does not need to be the same sex/gender that other people is expecting the person to identify itself with or want to identify itself with.
- **Legal gender** is the sex that Swedish citizens is given in the Public records. In Sweden there is two legal genders (male and female) while it in other countries exist more than two legal genders. Legal gender is given to someone at birth and can be changed.
- **Whiteness norm** is the standard that assume that light skin colour is the normal in society and is what make other skin colours to be ignored.

Master suppression techniques

Master suppression techniques can on an individual plan be used to take power over a situation on someone else's cost while it on a societal level is a part of a punishment- and reward system depending on if one is considered to be within the standards or not. Through the Equality plan the Social Sciences Student Union makes an effort to inform all active members on the master suppression techniques and how to prevent them from being used.

The first five master suppression techniques that is presented is based in the Norwegian psychologist Berit Ås' definition of the classical master suppression techniques and the following is a selection from Vi Unga's 'Ageraguiden'. After that presentation a couple of counter strategies is described which is written about in a thesis from the Empowerment network at Stockholm University.³

³ ENSU. Empowerment-Nätverket vid Stockholms Universitet (2004) "Bekräftartekniker och motstrategier - sätt att bemöta makstrukturer och förändra sociala klimat".

- **Making invisible** often means wordless actions that is done in order to silence or marginalize people through ignoring them or showing no interest in them.
- **Ridicule** means that someone, in a manipulative way, portrays the arguments of, or their opponents themselves, in a ridiculing fashion.
- **Withholding information** means to shut someone out or marginalize someone's role through withholding information from them.
- **Double bind** means to put someone in a situation where one is unappreciated and punished no matter what action it takes and to make that person to feel that all its decisions are wrong.
- **Heap blame/put to shame** is to make someone feel ashamed of itself and to give someone bad conscience or to mean that what someone is exposed to is their own fault.
- **Objectification** happens when a person's look is commented or discussed in a context where it is not relevant and in that way contributes to reducing that person to an object instead of a subject.
- **Violence or threats of violence** means to use one's physical strength to get what it want, or to show that the possibility exists.
- **Rushing a decision** means to consciously not giving stakeholders enough time to take or prepare a decision.

The following text consists of techniques to promote. Techniques to promote does not need to be used in a positive way and can be used in a malignant and negative way on other people's cost. Social Sciences Student Union strives towards a culture where techniques to promote is used in a positive way to counteract the use of master suppression techniques.

- **Mentioning** means to make someone visible through giving that person space in a certain context.
- **Enhancing** means to notice a person's presence, thoughts and accomplishments.

Action plan

Counter-strategies

If you have been subject to suppression techniques, there are a number of counter-strategies you can use. The Social Sciences Student Union would however like to put emphasis on the fact that it is not you who are expected to take responsibility for the suppression techniques. We are only listing these strategies as a way to spread knowledge.

- To oppose being **made invisible**, you can calmly claim your right to be heard or seen and you should immediately point out the invisibility-making to avoid victimization.
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- To oppose being **ridiculed** you are recommended to spread out and not let the ridiculing action pass without comments, and instead ask about the action and demand an explanation of what the mastering person actually means.
- To oppose **withholding of information** you can immediately demand more information or demand that important questions are table due to too little reading time.
- To oppose **double bind** it is recommended to break patterns and remind yourself about why you do something or what priorities you have, in order to then display your decisions and the reasoning behind them.
- It is not clear or easy to define what can be done to oppose the **heaping blame/put to shame**, but a first step can be to put words on your feelings and make yourself aware that the feelings of blame or shame have been imposed by someone else.

Broadened recruitment to the student union

The Social Sciences Student Union should be an open and inclusive organisation that is able to act as a representative for the students at the faculty. This requires that the recruitment of active members is contributing to diversity amongst the elected and involved.

Because of this, the Social Sciences Student Union shall:

- especially encourage students from underrepresented groups to candidate to positions of trust, committees and project groups
- work especially to spread knowledge about the student union to international students, students at free-standing courses and students in programmes that lack a programme association
- ensure that the nominating council works competence based and non-discriminatory, practice positive special treatment and makes sure the nominated as far as possible are representative for the student collective and/or society in general

Work environment

The work environment for the volunteers and full-timers is a challenge in a small, non-profit organisation. Women are to a greater extent affected by problems related to stress, which might be a sign of women being more affected by inadequate work environment. Consequently, an inadequate work environment puts women under a systematic disadvantage in regards to future involvement and positions. It also leads to their competence being lost.

Because of this, the Social Sciences Student Union shall:

- work actively to achieve an internal culture that reduces stress and promotes physical and psychological well-being
- actively work to make all members feel included and have access to Samvetet

- ensure that an external part is available to improve the fulltimers work environment
- ensure that the fulltimers attend monthly meetings where the psychosocial work environment is discussed
- ensure the physical work environment through safety inspections each semester
- ensure that the board have the possibility to take employer responsibility, through measures such as transparency of the fulltimers work, the daily operations at Samvetet and access to or mandate over resources to improvements

Meeting climate

A big part of the student union's operations is run through the many meetings that are held to plan and follow up the activities. At meetings, there is a large risk that the existing, unequal structures and norms give some more power and influence at the expense of others.

Because of this, the Social Sciences Student Union shall:

- ensure that all members and constantly adjunctive are called to meetings according to the rules that the statutes and by-laws prescribes
- strive to have well composed documents to all matters that are being decided upon
- consciously use meeting rooms in an effective and inclusive way, such as rounds tables for discussion meetings, sufficiently large and air conditioned rooms, rooms with a good standard on light and sound
- ensure that abbreviations are explained in writing or speaking
- hold meetings in English when non Swedish-speaking participants are attending
- allow for participants to speak Swedish and be translated when English is used
- ensure that all meetings where participants do not know each other starts with a presentation round
- use double speaker's lists, i.e. a system that makes it possible for those who have not yet participated in a discussion to be prioritized in front of those who have
- ensure that participants have been informed about the used meetings formalia
- ensure that meeting formalia is used when decisions are taken
- ensure that rounds, group discussions, workshops, "påverkanstorg" or other meeting methods are used in case a matter is characterized by conflict and/or suppression techniques
- evaluate the meetings, with a special focus on inclusion

Discrimination

The Social Sciences Student Union shall be free from actions of discrimination. Therefore, the below listed actions shall be taken when discrimination have happened.

Direct discrimination

If direct discrimination within the student union happens to you or someone else, members shall use the follow way to proceed:

1. Contact the presidial responsible for student welfare matters (if the matter concerns this person, instead contact any board member)
2. Pass on as much information as possible about the situation, such as time, place, situation, organisational body, process and/or sequence of events

The matter will be handled by the board, which makes decisions about actions such as annulling a decision, mediation, suspension, etc.

If direct discrimination outside of the student union but within the faculty or our area of operations happens, to you or someone else, members shall use the follow way to proceed:

1. Contact the presidial responsible for student welfare matters (if the matter concerns this person, instead contact any board member)
2. Pass on as much information as possible about the situation, such as time, place, situation, organisational body, process and/or sequence of events

The matter will be handled by the presidium, which makes decisions about contact with the university.

Indirect discrimination

If a process, rule or similar constitutes or contributes to indirect discrimination, errands shall be reported and brought up to the board. To prevent this, a perspective of equal treatment shall be applied to all decisions of the board and the representative assembly. The presidial responsible for student welfare matters is responsible for the two above mentioned processes.

Lack of accessibility

The Social Sciences Student Union shall book accessible facilities. In sign-up forms, the student union shall always and in a norm critical manner ask about the participant's need for accessibility and support. The arrangement shall then be planned to meet these needs. In auditoriums dimensioned for more than 50 people or where more than 50 people are participating, microphones shall always be used. Overall, the student union applies a norm critical perspective, meaning that we reject the notion that some bodies are “normal” and some are not.

Harassment

If harassments within the student union happens to you or someone else, members shall use the follow way to proceed:

1. Contact the presidial responsible for student welfare matters (if the matter concerns this person, instead contact any board member)

2. Pass on as much information as possible about the situation, such as time, place, situation, organisational body, process and/or sequence of events

The matter will be handled by the fulltimers (if the matters concerns one of the fulltimers, it is instead handled by the board members), which makes decisions about actions such as annulling a decision, mediation, suspension, etc.

If harassment outside of the student union but within the faculty or our area of operations happens, to you or someone else, members shall use the follow way to proceed:

1. Contact the presidial responsible for student welfare matters (if the matter concerns this person, instead contact any board member)
2. Pass on as much information as possible about the situation, such as time, place, situation, organisational body, process and/or sequence of events

The matter will be handled by the presidium, which makes decisions about contact with the university.

The Social Sciences Student Union's Student Safety Representative's plays an important part in the proactive and preventive work to make sure that harassments never should occur and in the formulation of a physical and social environment which minimizes the risks of harassments occuring.

Sexual harassment

If sexual harassments within the student union happens to you or someone else, members shall use the follow way to proceed:

3. Contact the presidial responsible for student welfare matters (if the matter concerns this person, instead contact any board member)
4. Pass on as much information as possible about the situation, such as time, place, situation, organisational body, process and/or sequence of events

The matter will be handled by the fulltimers (if the matters concerns one of the fulltimers, it is instead handled by the board members), which makes decisions about actions such as annulling a decision, mediation, suspension, etc.

If sexual harassment outside of the student union but within the faculty or our area of operations happens, to you or someone else, members shall use the follow way to proceed:

3. Contact the presidial responsible for student welfare matters (if the matter concerns this person, instead contact any board member)
4. Pass on as much information as possible about the situation, such as time, place, situation, organisational body, process and/or sequence of events

The matter will be handled by the presidium, which makes decisions about contact with the university.

The Social Sciences Student Union's Student Safety Representative's plays an important part in the proactive and preventive work to make sure that sexual harassments never should occur and in the formulation of a physical and social environment which minimizes the risks of sexual harassments occurring.

Instruction to discriminate

Occurrence of instructions to discriminate shall be reported to the presidial responsible for student welfare matters (if the matters concerns this person, contact any board member).

Supporting other student groups

Many students contribute with their time and energy to improve the gender equality, equal treatment and diversity at the university. Many of the are hindered by insufficient funding or other obstacles.

Because of this, the Social Sciences Student Union shall:

- through project funding, especially contribute to projects aiming to strengthen gender equality, equal treatment and diversity
- except student organisations or groups of students who work for gender equality, equal treatment and diversity and/or who organize minority groups and who lack sufficient funding from the price list for renting Samvetet

Social media

The Social Sciences Student Union uses social media to market the student union. In social media, the same structures connected to the different ground of discrimination exists and need to be worked against.

Because of this, the Social Sciences Student Union shall:

- not tolerate offensive expressions in our own writings or in comments in our channels
- use picture material in a norm critical way, preventing a homogenous and normative idea of the student union and our active members from being spread
- always use both English and Swedish in the marketing

Spreading knowledge about the plan

This equality plan can of course only be of use if it is well known and accepted amongst the student union's members.

Because of this, the Social Sciences Student Union shall:

- have the equality plan available on the webpage and in different active member groups' cloud services
- ensure that a thorough presentation of the plan is included in all hand-over procedures for the board, fulltimers and sections
- each year educate the representative assembly about the content of the plan
- ensure that all fulltimers inform their active members about the plan