

Økonomisk Institut

Department of Economics

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PROJECT DIGNITY
AMBITIONS

Department of
Economics

University of Copenhagen



Project Dignity - Our Ambitions & Objectives

This catalogue of Ambitions represents our continuous focus on ensuring an inclusive, welcoming, diverse, professional, and respectful culture at the Dept. of Economics.

Project Dignity ensures a work and study environment free from discrimination and harassment.



WORK
ENVIRONMENT

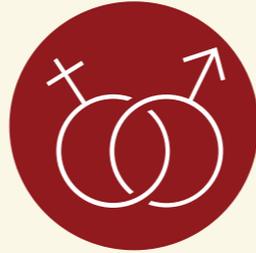


GENDER
EQUALITY



STUDY
ENVIRONMENT

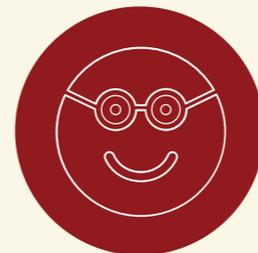
AMBITIONS



GENDER
EQUALITY



WORK
ENVIRONMENT



STUDY
ENVIRONMENT

OBJECTIVES

WORK ENVIRONMENT AMBITIONS



The Department of Economics aims at creating a culture where everyone is treated equally and where diversity is a strength, not a challenge.

The Department of Economics should be an inclusive workplace where students and staff can realize their potential regardless of gender identity, sexual orientation, nationality, race, ethnicity, religion, economic status, age or disabilities. This requires a work environment where no one is excluded from help or resources because of gender identity, sexual orientation, nationality, race, ethnicity, religion, economic status, age or disabilities.

At the Department we have a shared interest in strengthening the social interactions among staff to ensure mutual interest in and knowledge of each other as colleagues as well professionals.



GENDER EQUALITY AMBITIONS

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At the Department of Economics, we recognize that gender distribution among the academic staff is unequal and that it should become more equal.

In order to ensure the best possible education and the highest quality research environment we commit ourselves to find tangible solutions to ensuring that we attract, recruit and nurture all talent.

We consider diversity as a value in itself for the research environment and acknowledge that different individuals need different support and resources to develop their talents.

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STUDY ENVIRONMENT AMBITIONS

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The Department of Economics should be an inclusive workplace where students and staff can realize their academic potential, regardless of gender identity, sexual orientation, nationality, political orientation, race, ethnicity, religion, economic status, age or disabilities.

We aim at creating one of the best educations in economics in Europe based on a diverse study program, where students can explore all disciplines within economics, and where social activities are organized and held in a respectful and inclusive manner for all students to feel welcome.

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OBJECTIVES



GENDER
EQUALITY



WORK
ENVIRONMENT



STUDY
ENVIRONMENT

AMBITIONS

WORK ENVIRONMENT FOCUS POINTS

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All juniors should have access to input from and interactions with seniors.
There should be room for informal discussions within and across all levels of seniority and professions.

International employees should also be integrated into the social and decision-making networks within the department.

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GENDER EQUALITY FOCUS POINTS



We implement systems to curtail potential biases when evaluating candidates

We ensure that we attract, retain and nurture all types of talent on all levels

We promote transparency in hiring and promotion criteria

We ensure that all PhD students receive career guidance from senior faculty - both in the short term (PhD and immediately after) and long term (later career)

We ensure the tone and format of internal feedback at the department is encouraging, respectful and constructive



STUDY ENVIRONMENT OBJECTIVES

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An inclusive and open study environment with active participation by all students.

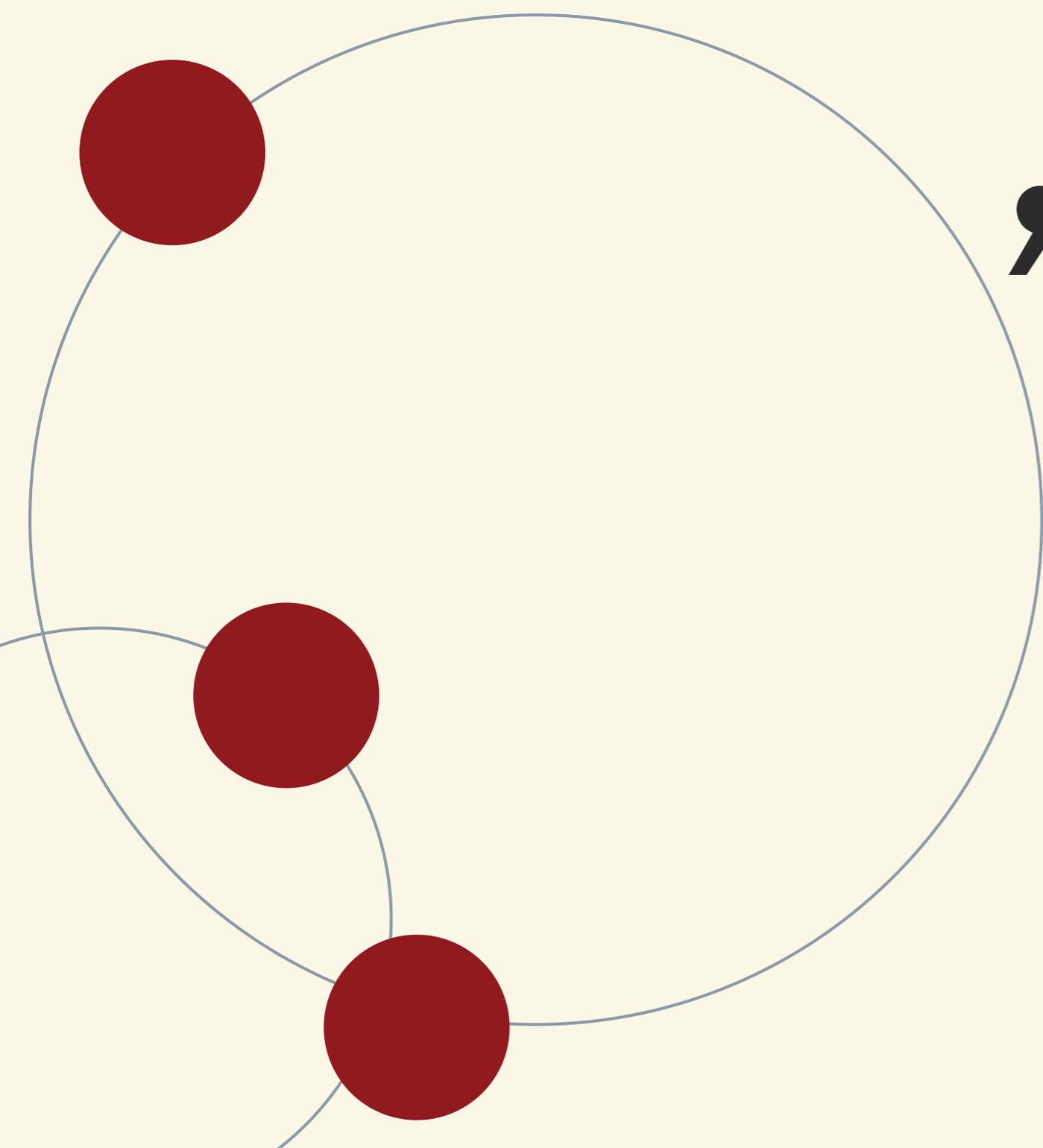
All students are integrated in the academic environment and experience the study program as meaningful and relevant.

Recruitment for the tutor programme and for student organisations, such as RUKO (the tutor coordination committee) is open, transparent and effective. There are high-quality extra-curricular and social activities for students on campus; including many activities that do not involve alcohol.

An inclusive, respectful culture, free from any forms of harassment, pervades all events on campus, including parties and Friday bars.

Teachers are mindful about the potential for examples and narratives used in teaching to reinforce stereotypical perceptions, for example of gender roles.

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The Department of Economics stands for research at a high international level, research-based teaching and a contribution to the international and Danish debate on economic policy.

Our study programme in economics attracts bright young people who get one of the best educations in economics in Europe, who then either contribute to the community around us or choose the research route.

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