

Summary

The purpose of the equality initiative of the Faculty of Fine and Performing Arts was to investigate and analyse the study and work environment at the faculty as a whole and to examine more closely the relationship between students and staff. Based on the investigation and analysis, recommendations for future work have been proposed. The recommendations of the equality initiative are intended to form the basis for action plans, long-term strategies and plans for professional development within the equality work at the faculty. The investigation was conducted through intelligence work, a review of documents and literature, individual interviews and focus groups of students and staff, surveys and observations. The report presents the results of the equality initiative under the headings *investigation*, *analysis* and *recommendations*. The report's investigation covers the assignment and systems for equality work in legislation and research, and mapping of the organisational conditions at Lund University and the Faculty of Fine and Performing Arts, before addressing problems and needs formulated in the empirical material by students and staff. In conclusion, an analysis of the investigation and recommendations for future work are presented. The report can be read as a project report or as a knowledge base for planning organisational equality work.

The framework and conditions for organisational equality work

The employer and education provider is not permitted to discriminate against employees or job applicants, students or people applying for a study place. There must be procedures and guidelines for addressing harassment and sexual harassment and an investigation is to be promptly launched as soon as someone reports an experience of discrimination. In addition, the employer and education provider have an obligation to work to prevent discrimination. The Discrimination Act presents the process and structure that this work is to have; five different areas of activity are to be addressed in four stages to investigate, analyse, address and evaluate risks of discrimination. Lund University and thereby the Faculty of Fine and Performing Arts is to conduct preventive work both in relation to students and to employees.

To complement the legislation's process and structure, the organisational equality work must be based on knowledge and research in the field to create good conditions for changing prevailing limiting structures. Previous equality projects and research identify certain components that are important for system-changing work. First and foremost, the importance of adopting a norm-critical approach is mentioned. More concretely, the organisation should define common concepts, highlight privileges within the organisation rather than exclusion and have a unified leadership that supports the work. To avoid slowing down the long-term transformational efforts with organisational resistance, it is important to create a shared sense of control and participation among all students and staff.

Lund University's vice-chancellor is responsible for ensuring that no one is discriminated against and that the University works with active measures. During 2020 two major projects were completed focusing on preventing discrimination within Lund University. The results of the projects will most probably affect the work through the creation of new support functions at the University level and the introduction of coordinators for the systematic preventive work against discrimination at the faculty level. At the Faculty of Fine and Performing Arts today, equality issues are addressed within the local health and safety committee and an attached working group for systematic work against discrimination (SFAD working group). In addition, each department has its own equality groups. At the department level, the equality groups work on issues and projects that are relevant to their department.

The empirical material reveals that the view presented by students and staff at the Faculty of Fine and Performing Arts of equality work and the study and work environment differs somewhat depending on one's position and the department where one works or studies. In general, there is a view of equality issues being ranked highly within the faculty, while staff and students convey a good analysis of structures that both promote and limit the study and work environment. There are themes that can be discussed and which can form the basis of plans; these include gender equality issues, widening

participation in recruitment and admissions, respect and tolerance. Other themes are difficult to address and currently lack initiatives; these are seen to include limiting norms around ethnicity and socioeconomics, cemented traditions and positions of power and functional norms. People who define themselves as belonging to various under-privileged groups sometimes experience that their bodies are expected to represent equality work. A frustration is expressed among students and staff that there is simultaneously an intention to work with equality and a lack of strategies to achieve organisational change. In addition, a picture emerges of low knowledge about the Discrimination Act and strategic equality work among people in leadership positions. Among students, a lack of knowledge is revealed as to where they can turn for support within the organisation.

Recommendations – thoughts for the future

The local health and safety committee and SFAD working group have found it difficult to identify useful working methods for their assignment to coordinate the faculty's equality work. There is currently no common strategy or action plan for equality work which extends from the working groups at the faculty level to the department level and its equality groups. There is a need to structure the organisational equality work within the Faculty of Fine and Performing Arts to enable it to better live up to the current legal requirements and to lead to systemic change. The organisation at the faculty level, in the form of a local health and safety committee and SFAD working group, needs to be reviewed and the departments need a clearer assignment and link to the faculty's overarching equality work. Space needs to be created for continuing professional development and shared reflection within the faculty and people in leadership positions as well as those with individual assignments in equality work need to undergo further training and increase their expertise in the area.

The investigation reveals that many of the formulations and initiatives of equality work at the University as a whole and at the faculty are focused on the individual. There is thus a need for a clearer structural perspective on issues concerning discrimination. Equality work is to aim to ensure the faculty fulfils its obligation to safeguard the rights of staff and students and to highlight any violations of these rights. Without a structural approach to the work, there is a risk of only problematising individuals and their behaviours.

The equality initiative recommends:

- the creation of a joint organisation for equality work that cuts through the faculty and department levels
- organisation of the work according to three components: procedures for addressing harassment and sexual harassment and the urgent investigation work, active measures and preventive work against discrimination and a long-term set of core values and a strategic plan.