Invitation regarding the equal opportunities initiative – funding for systematic preventive work against discrimination and for equal opportunities

Background
Every year, the University allocates funds to stimulate work for equal opportunities and against discrimination at Lund University. The funding is to stimulate long-term and sustainable active work within the framework of systematic preventive work with active measures against discrimination (SFAD), in accordance with the Discrimination Act. The University has allocated SEK 8 million for this work in 2020.

Invitation
The University now invites the faculties/departments/equivalents at Lund University to apply for funding for clear and long-term active measures\(^1\) against discrimination and for equal opportunities within their respective faculties/departments/equivalents. One application can be granted a maximum of SEK 2 million.

The application deadline is **31 January 2020.**

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\(^1\) Active measures here refers to taking the preventive and promoting measures that could reasonably be required for counteracting discrimination within an organisation. Read more about systematic preventive work against discrimination (SFAD) on the HR-webben (https://www.hr-webben.lu.se/arbetsmiljo/diskriminering/systematiskt-forebyggande-arbete-mot-diskriminering) and on the Equality Ombudsman website (do.se)
Conditions
The initiatives are to be a part of the organisation’s systematic preventive work with active measures against discrimination (SFAD). The initiatives are to be free from discrimination.

- The funding can be applied for by departments/equivalents, faculties/equivalents within Lund University, individually or in cooperation with each other.
- The application is to contain a description of the way in which the initiative is integrated in the long-term systematic preventive work with active measures against discrimination (SFAD). The dean/equivalent or head of department/equivalent for the department/equivalent certifies by their signature that the initiatives are part of the current operational plan and the planned measures within SFAD.
- The funding is to be used for forthcoming active measures.
- The funding may not be used to finance regular education or research activities.
- If you are applying for funding for the continuation/extension of previously granted projects, a report on the previous part of the project is to be drawn up and enclosed with the application.

Application procedure
If a faculty/equivalent or a department/equivalent submits several applications, these are to be submitted at the same time. Remember to obtain the signature of the dean/equivalent or head of department/equivalent on the description of the way in which the initiative is integrated in the long-term systematic preventive work against discrimination, for equal opportunities.

The application is to clearly present:
1. the initiative’s planned active measures
2. the risks for discrimination that the measures are deemed to counteract and how they will be effective
3. how the measures are to be organised (responsibilities, cooperation and so on),
4. a description of the way in which the initiative is integrated in the organisation’s long-term systematic preventive work with active measures against discrimination, with signature,
5. the resources that the faculty will contribute (time, premises and so on),
6. a schedule for the measures
7. a budget for the measures including potential overheads
8. the amount (including potential overheads) you are applying for from the Council for Gender Equality and Equal Opportunities.

Application deadline: 31 January 2020
Applications in PDF format, labelled Reg. no STYR 2019/1564, are to be submitted to: jol@hr.lu.se

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2 A simplified description of discrimination according to the Discrimination Act is that someone is treated unfairly or victimised. Unfair treatment or victimisation is to have a connection with one of the seven grounds for discrimination. Read more on the Equality Ombudsman website.

3 Faculties/equivalents and departments/equivalents also includes the organisations at the University on a corresponding level that are not referred to as a faculty or department.

4 Dean/equivalent and head of department/equivalent also includes managers with other job titles who are at an equivalent level in organisations other than faculties/departments.
**Follow up**
A financial report is to be sent to: jol@hr.lu.se by the principal applicant, after the initiative has ended. The initiative is to be documented continuously in the organisation’s equal opportunities report, and a copy is to be sent to jol@hr.lu.se. A template for the equal opportunities report can be found at: https://www.hr-webben.lu.se/arbetsmiljo/diskriminering/systematiskt-forebyggandeARB-mot-diskriminering.

The aim of having the follow up in the equal opportunities report is to give the University an overall picture of the risks for discrimination and reprisals, or if there are other obstacles for individuals’ equal rights and opportunities in operations that the organisations have identified. It will also provide valuable information about how the organisations successfully work to counteract or eliminate risks and obstacles. Best practice can be shared with other parts of the organisation or repeated in university-wide initiatives.

The report on the initiative will be followed up by the Council for Gender Equality and Equal Opportunities, which reports to the vice-chancellor and the vice-chancellor’s Management Council.

**Questions**
If you have any questions about applications or interpretation of the invitation, send them to Lena Lindell, Human Resources or Hanna Björklund, Student Affairs. Questions are to be sent to jol@hr.lu.se

**Processing of applications and decisions on allocation**
The vice-chancellor takes a decision on allocation of funding after a review of the applications by a working group from the Council for Gender Equality and Equal Opportunities.

**Next round of applications**
On condition that the University Board allocates further funding for stimulus of work for equal opportunities in the coming years, there will be a new opportunity to apply for funds in October 2020.

Read more about systematic preventive work against discrimination on the HR website: https://www.hr-webben.lu.se/arbetsmiljo/diskriminering/systematisktforebyggandearbete-mot-diskriminering