

Rules of procedure

For

**Committee for Diversity, Equity
and Inclusion**

IT University of Copenhagen

October 2025

The IT University of Copenhagen's (ITU) mission is to deliver internationally leading teaching and research which enable Denmark to become exceptionally good at creating value with IT. ITU's ability to attract and retain talented scientific and administrative staff as well as students is key to the success of this mission.

ITU believes that a diverse, equitable and inclusive work and study environment is a prerequisite for attracting and retaining qualified staff and students. The Committee for Diversity, Equity and Inclusion is an essential part of ITU's comprehensive structure to foster a diverse, equitable and inclusive environment at ITU

Purpose of the Committee

The committee is responsible for ensuring actions on initiatives that promote a diverse, equitable and inclusive work and study environment at ITU in alignment with ITU's mission, vision, and strategy. The goal is to ensure noticeable progress in areas where there is a defined goal due to inequality. The committee must particularly focus on areas where there are limited progress and/or areas where special attention is needed to achieve the goal of a diverse, equitable and inclusive work and study environment that attracts and retains qualified staff and students.

The committee serves to advise the University Management on matters related to promoting a diverse, equitable and inclusive work and study environment at ITU.

Composition of the Committee

The Committee consists of

- Rector (Chair)
- Head of HR
- Head of Education
- Head of Communication
- Two Head of Section for scientific staff
- Up to two student representatives
- One working environment representative

The committee members act as ambassadors for the diverse, equitable and inclusive work and study environment at ITU and must thus support and work to promote initiatives and actions that strengthen the goals within this area at ITU.

HR provides administrative support to the Committee and serves as an advisory partner on relevant matters related to work environment and organisational practices.

Tasks of the Committee

The committee

- identify and recommend concrete goals to ensure the goal of a diverse, equitable and inclusive work and study environment at ITU.
- identify and recommend initiatives, actions, and instruments that can be implemented to promote and ensure the goal of a diverse, equitable and inclusive work and study environment at ITU.
- identify structural and cultural barriers for diversity, equity and inclusion at ITU
- works continuously to ensure local anchoring and progress on the agreed initiatives, actions, and goals for the diverse, equitable and inclusive work and study environment at ITU.
- is responsible for the diversity, equity and inclusion action plan for staff and students, including concrete initiatives, in a one-year cycle as described in ITU's Gender Equality Plan (GEP) and the current goals for diversity, equity and inclusion. The action plan is to be approved by the University Management.
- is responsible for annual reporting on initiatives regarding diversity, equity and inclusion as described in the ITU's Gender Equality Plan.

Meetings

The Committee for Diversity, Equity and Inclusion convenes at five ordinary meetings a year. In addition to the ordinary meetings, the Chair may call for extraordinary meetings.

Attendance is mandatory, no substitutes can be sent, but guests can be invited to participate when considered relevant.

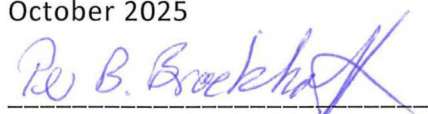
Administrative support to the Committee is provided by HR, including assistance to the chair in the organisation of meetings, preparation of agendas, and documentation of minutes.

Reference to the University Management

The committee acts as an advisory body to the University Management in matters concerning diversity, equity and inclusion. The Chair, supported by HR, informs the University Management of the committee's work, makes recommendations, proposes initiatives, etc., incl. funding, for decision and/or approval by the University Management.

Approved by:

October 2025



Rector, Per Bruun Brockhoff