# Project Dignity Ambitions & Focus Points

Department of Sociology

KØBENHAVNS UNIVERSITET

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# Preface

At the Department for Sociology we are working collectively to ensure the best possible working conditions for all.

We value our differences in terms of research interests and acknowledge the importance of building a culture where everyone has a sense of belonging. We treat each other with mutual respect and generosity.

This catalogue of Ambitions & Focus Points sits alongside the proposed Actions, found in the Idea Catalogue. Together, these represent our continuing commitment to ensuring an inclusive, welcoming, diverse, professional, and respectful culture at the Department for Sociology.

# Open and inclusive departmental culture
## Ambition

**Everyone at the department is obliged to be a part of creating a culture where everyone has a sense of belonging, despite research field specialism, achievements or position held.**

**The Department of Sociology should be a workplace where new colleagues feel welcome and where information is shared when colleagues arrives and leave. New members of staff should be given a thorough introduction into our work practices – both the formal and informal.**

**At the department we have a shared interest in strengthening our social ties, getting to know each other and our work better, thereby fostering a collegial community and a sense of belonging.**

# Open and inclusive departmental culture
## Focus points

These are our initial priorities to help meet our ambition:

- Formal and informal introductions to department practices for new colleagues

- Creating social spaces where colleagues can meet informally

- More experienced colleagues to reach out and get to know junior researchers

- Outreach to more experienced colleagues from junior researchers

- Establishing more informal spaces to promote discussion between students and researchers

- Thinking creatively about new possibilities within the department for co-publishing and writing joint funding applications.

# Transparent organisational and governing structures
## Ambition

**Management acknowledges that structural decisions affects staff at all levels and strives to make department decision-making and governing structures as transparent as possible.**

**Everyone at the department has a responsibility to raise questions and concerns constructively and with a solution-oriented approach, acknowledging where strategic or structural mechanisms make certain outcomes unfeasible.**

**Everyone recognises that academia is competitive; but we aspire to develop and unlock everyone's potential. This is reflected in our feedback culture that is both appreciative and constructively critical.**

**We recognise that power hierarchies exist but strive to exercise power in a transparent and responsible manner, while remaining generous in our interactions with all colleagues.**

# Transparent organisational and governing structures
## Focus points

These are our initial priorities to help meet our ambition:


- Communication of decisions and their anchoring in the organisation

- Creating mechanisms for sensible and meaningful involvement and engagement

- Establishing a productive feedback culture – that is appreciative and constructively critical.

- Developing and supporting the role of the PI (in terms of project and people management)

- Clarity and transparency in relationships between PhDs & PIs (in relation to supervision expectations, work tasks, co-publishing, future work)

# Plural and respectful work environment
## Ambition

**We recognise that promoting academic diversity requires a curiosity and openness towards the perspectives of others.**

**We value diversity within the sociological research field.**

**We support equal opportunities and seek to create as much transparency as possible in our recruitment processes, while also recognising the need for confidentiality.**

**We are committed to ensuring that mutual respect is the foundation for our interactions.**

**We support and expect a professional and efficient meeting culture, including competent chairing and ensuring a following-up on decisions reached.**

# Plural and respectful work environment
## Focus points

The following are priorities:

- Meeting culture – competent chairing, responsibilities, and setting of the scene

- Minutes and public documentation from meetings, where relevant, made publicly available (on the intranet)

- Everyone is invited, and expected, to participate in department and FAOS events, where appropriate

- The official university merit criteria will form the basis for our strategic and evaluation work at the Department of Sociology.

- Professionalisation of short-term hiring processes, with a specific focus on transparency