

## Gender Equality Action Plan 2018-2020 for the Department of Sociology, Stockholm University

The following people participated in formulating the plan: Daniel Ritter (Gender Equality Ombudsman), Sæmundur Grettisson (Work Environment Ombudsman), Magnus Nermo (Head of department), Livia Oláh (Researcher), Johanna Palm (Researcher) and Ida Viklund (Doctoral student)

Goal (What to achieve)	Activities/measures leading to the goal (what and how)	Person responsible for the activities (who)	Final date (when)	Follow-up and result
Clarify for employees how to report problems at the department related to gender equality	Update the M at the department's website	Magnus Nermo	2018-05-31	Information about the update will be published in the department's newsletter
Improve gender equality with regard to supervision of doctoral students	Develop a practice for how supervision is decided and distributed	The Management group, Sunnee Billingsley and Daniel Ritter	2018-02-28	Follow-up through statistics
Increase equality in the T/A-group	Encourage male applicants to the study administration group	Thomas Nordgren	In connection to the publication of the next Gender Equality Plan	Follow up statistics on gender equality 2020
In case of problems, improve doctoral students' possibilities of addressing (power) relations with their supervisor	Yearly invitation from the Director of doctoral studies to doctoral students about the possibility to discuss their situation	Sunnee Billingsley	Spring 2019	Sunnee reports to the Work environment's group after the first round of meetings with doctoral students have been held
Investigate how employees regard gender equality at the department	Survey about gender equality at the department. Employees may leave proposals on survey questions	Daniel Ritter	Fall 2018	Personnel meeting by the end of 2018