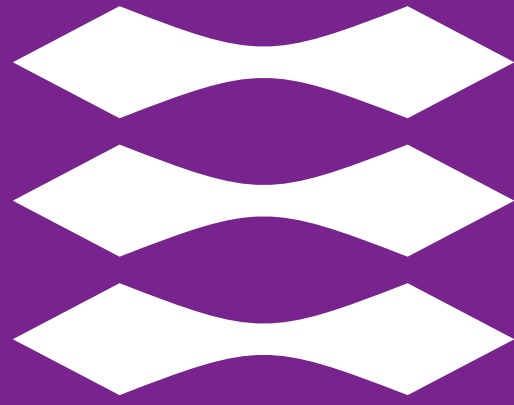


DTU





November 2025

DTU DEI DAY

Practical information

**Need help or
have questions?**

**Pictures and
live-stream**

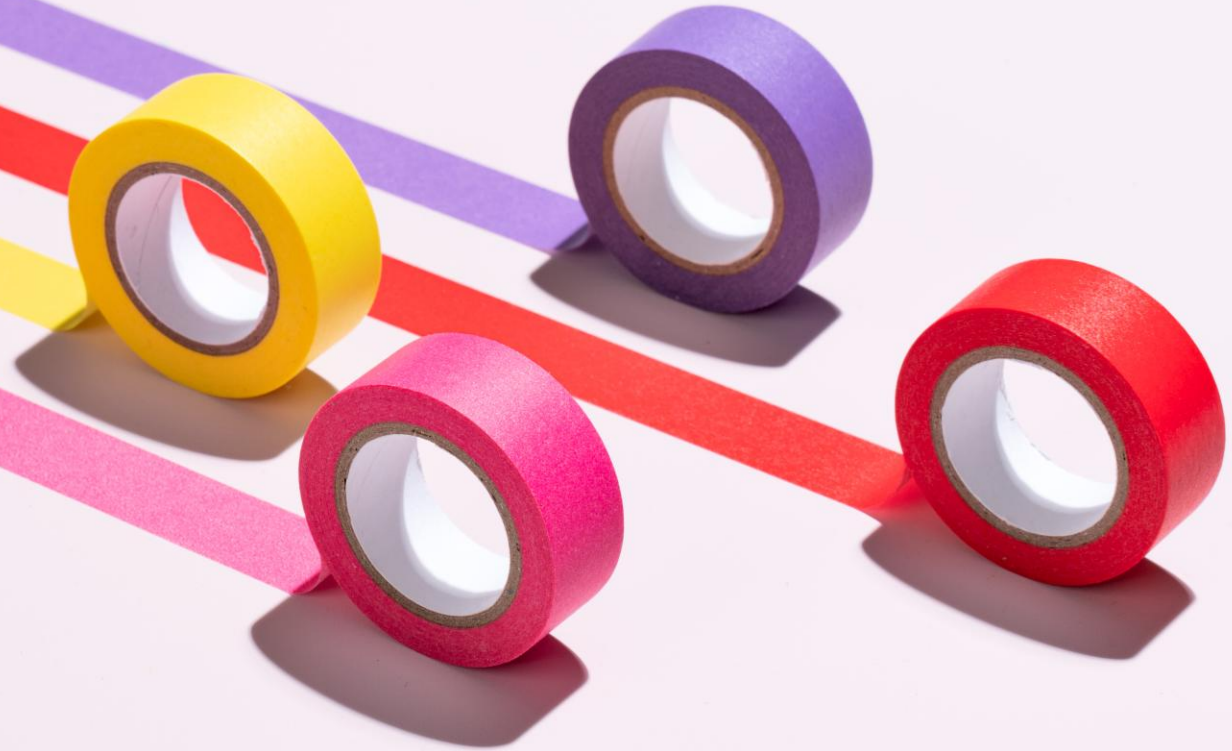
**Feel free to
stand up during
the sessions**

**Slides will be
shared after the
workshop**

Participant kit

Welcome and program

Introduction by Camilla Rygaard-Hjalsted,
Dean of Sustainability, Diversity, Inclusion and Talent Development



Program

| | | | |
|-------------|---|-------------|--|
| 9.00-9.10 | Welcome and program | 10.30-11.00 | Break – and networking |
| 9.10-9.30 | Updates on DEI from central DTU | 11.00-12.20 | Workshop “Making It Stick – Turning DEI Insights into Action” |
| 9.30-10.00 | Inspirational presentation - Weird Works, Aske Koppel Stræde | 12.20-12.30 | Closing remarks |
| 10.00-10.15 | Q&A with the presenter | 12.30-13.00 | Lunch - and networking |
| 10.15-10.30 | Celebration of the latest achievements on DEI at DTU | | |

Updates on DEI from central DTU

The Hidden Disabilities Sunflower



Find out more at hiddendisabilitiesstore.com

DTU will join the Hidden Disabilities Sunflower Program in 2026!

Making the invisible visible

Can be used to show others that you may need more:

1. Patience
2. Time
3. Extra help



Representation and societal impact in research, tech and innovation

"At DTU, impact and excellence go together. Our research must contribute to positive change for most people possible. If we are to develop technologies for the many, impact must be considered from the start to ensure that society at large – regardless of gender, age, ability, nationality, culture and more – benefit from DTU's technologies and innovations."

Provost, Christine Nellemann

THE INITIATIVE

Diversity in research content and design

Considering societal impact from the very start

Two-year period

ACTIVITIES

Engaging researchers

Developing learning formats and tools

Pilot tests and cases

OBJECTIVES

Human-centered and democratic science

DTU approach to practicing "Technology for People"

Contact



PhD Sif Lehman
Research office, AFRI, bldg.101
Phone: 93 51 11 40
Mail: sleje@dtu.dk

DIVERSITY APP – EMPOWERING INCLUSION THROUGH DATA TRANSPARENCY

KEY FEATURES AND INSIGHTS

Comprehensive Diversity Visualization

The app offers detailed visualizations of diversity data across multiple demographic dimensions (gender, age, citizenship)

Privacy and Anonymity

All data is anonymized to protect individual privacy while providing meaningful insights.

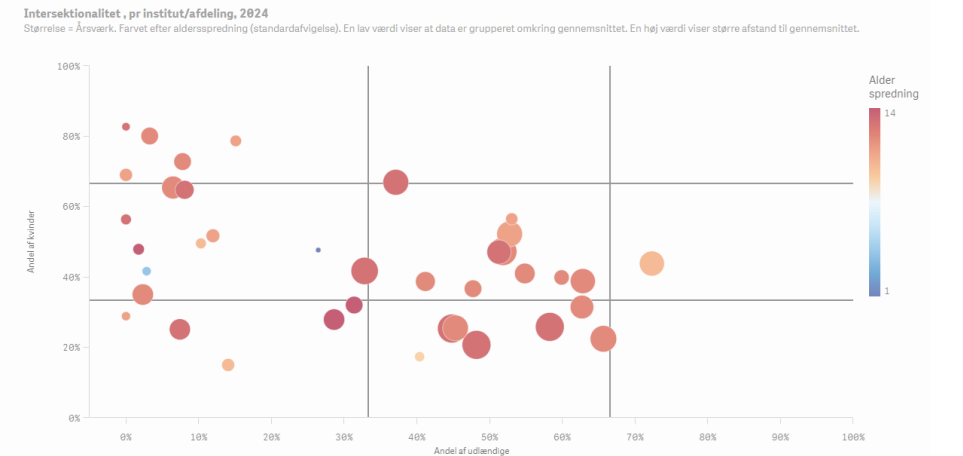
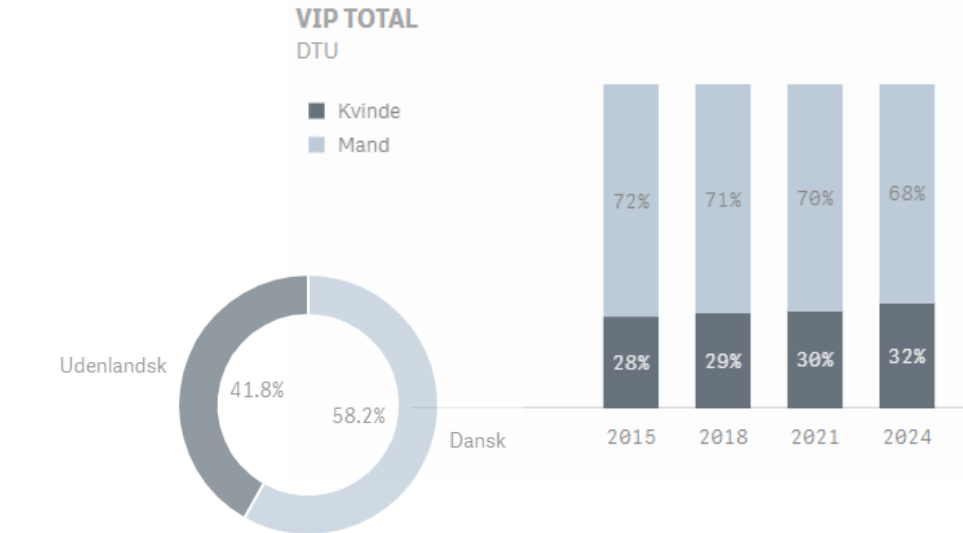
Leadership and Hiring Insights

Tracks diversity in leadership representation and new hires to assess equity and inclusion progress.

User Engagement and Decision Support

Empowers users to explore data, compare departments, and support inclusive decision-making.

Access the Diversity app in Qlik Sense thru Inside – Diversity landing page: [Qlik Sense - DTU Inside](#)





Ice-breaker

Bias or facts?



Have a question?

Submit it anytime via Slido using the QR code





Inspirational presentation




Find Inspirational presentation in separate PDF

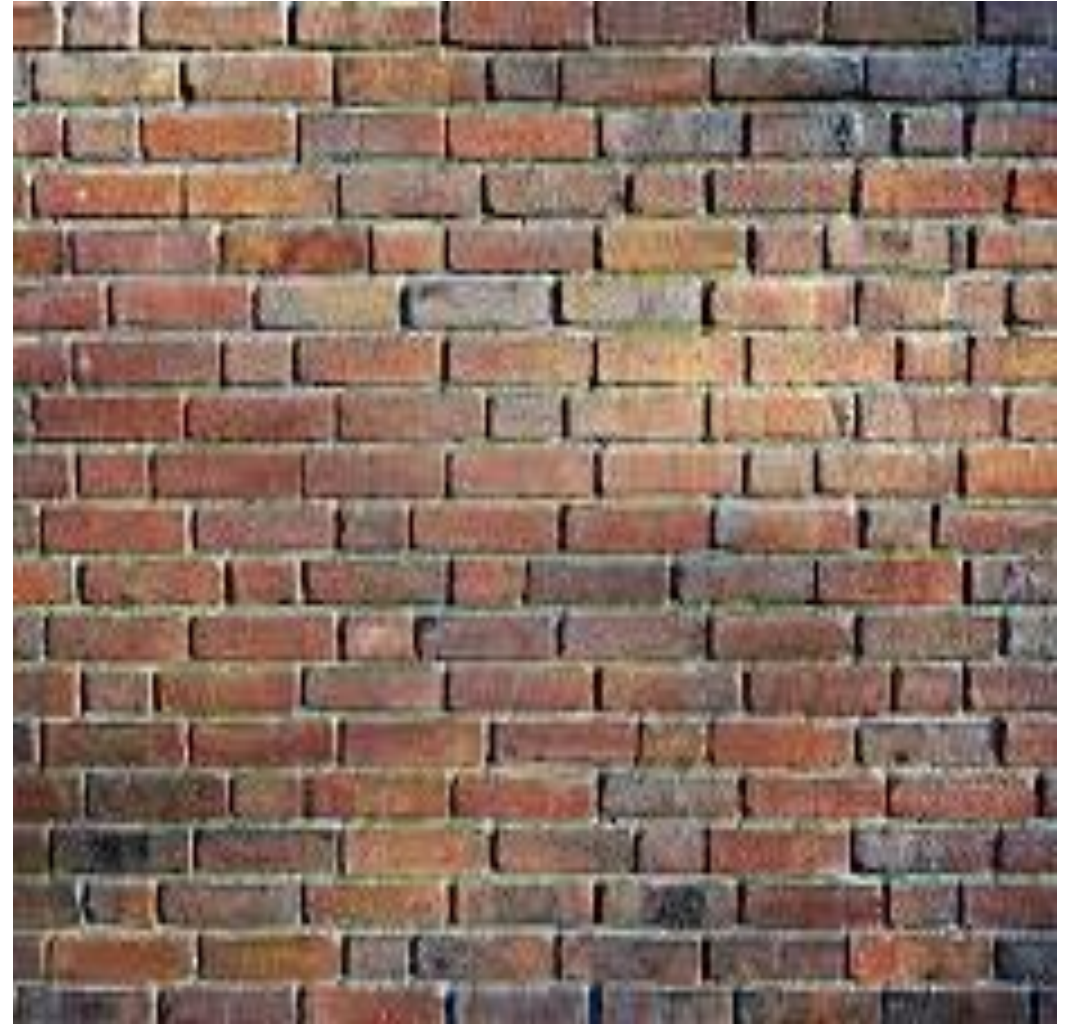


Celebration of latest achievements on DEI at DTU

The Meeting Style Wall

Which meeting style suits you best?

-  I prefer to be creative and have open discussions
-  I prefer to facilitate and keep an overview
-  I prefer a fixed meeting structure with time to think before I speak





Break – and networking

Visit the meeting style wall:

What stands out to you? Is there anything that surprises you? Could there be a new approach you would like to try?



Making It Stick

– Turning DEI Insights into Action

Workshop

Themes in the workshop



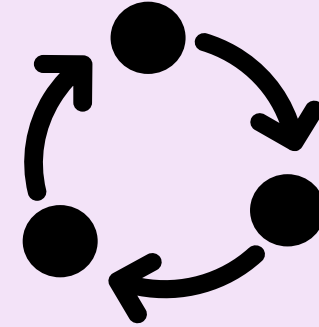
- Inclusive meetings 
- Inclusive workplace design 

Table Round

Start by sharing in your group:



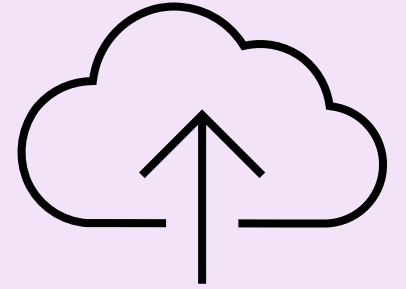
- A brief introduction + one take-away from the day so far
- Choose: A facilitator, note-taker and timekeeper

Group assignment – step by step:

1. The facilitator distributes the assignment brief and case
2. Read the case individually and reflect
3. As a group, identify potential barriers
4. Formulate three principles



Out-put

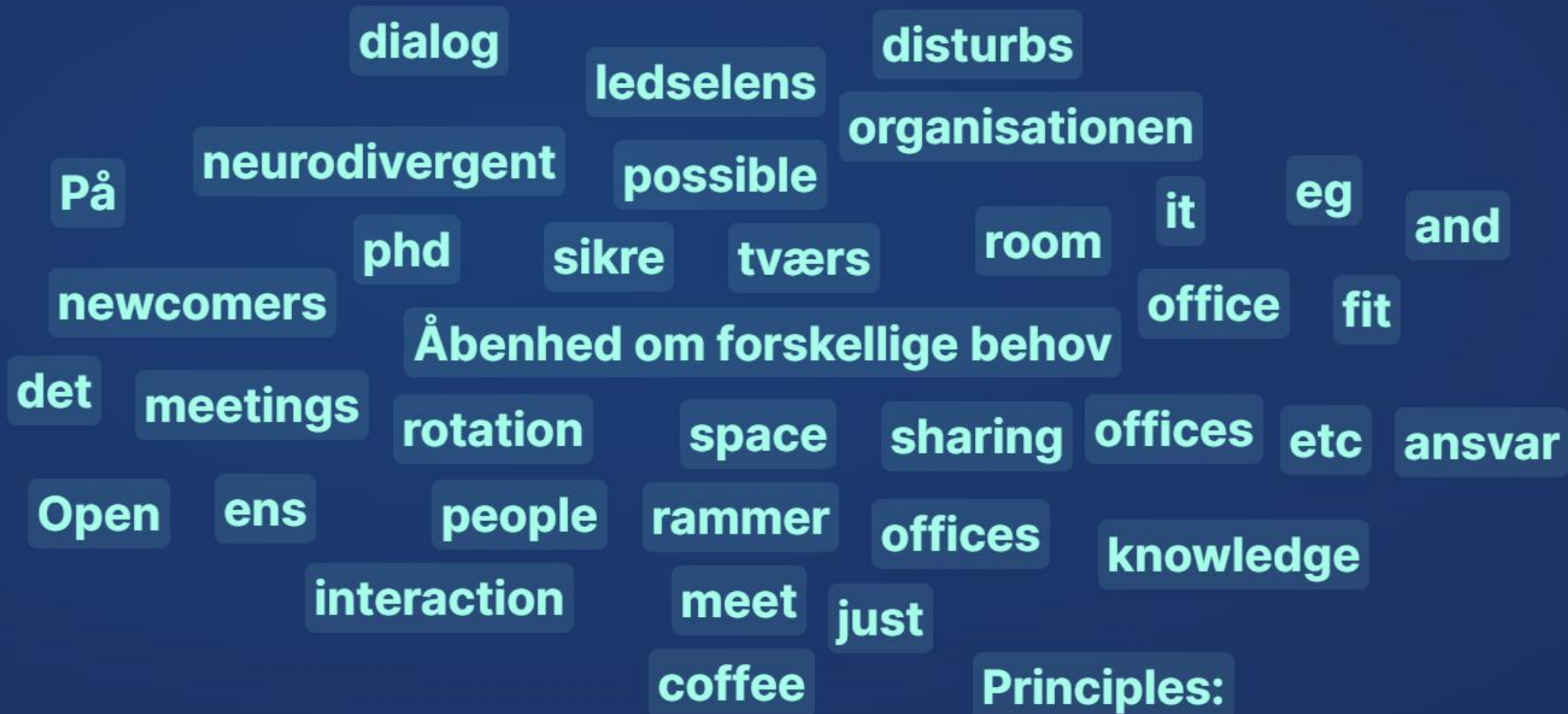


5. Note-taker writes the three principles into the shared cloud

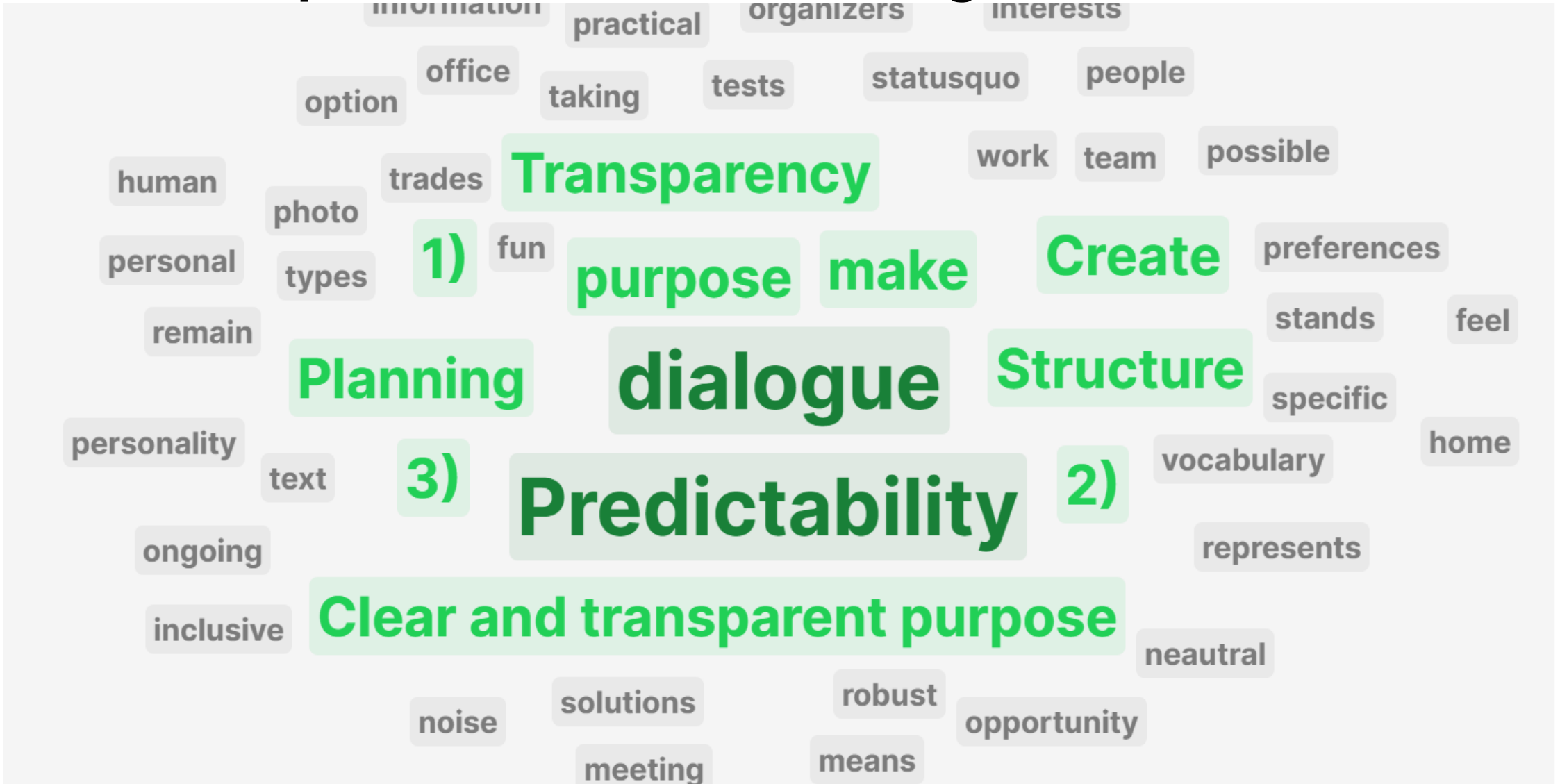
Mean-while:

Distribute and skim through the tool in the envelope

Principles for inclusive workplace design



Principles for inclusive meetings



Individual Reflection and Commitment

Think about **one concrete action** you want to take as a result of today - to improve equity and inclusion of, among others, neurodivergent colleagues or students.



1. **Write the action** you would like to take on a post-it with a permanent marker

2. **Take a photo** of the post-it to remember it



3. **Hang it** on the *Wall of Inspiration*

Closing remarks before lunch and networking



Next DTU DEI DAY

- **March 12th 11.00 AM-15.00 AM**
- **Theme: Gender diversity**
- **A placeholder will be sent out to members including a registration link**



Lunch 'n learn
- for the members of the DTU DEI Community



Lunch - and networking
12:30-13:00