

EQUAL TREATMENT GOALS 2023

The A-guild at TLTH is a politically and religiously independent organization. It is dependent on volunteer-work and exists for all who study A, KID, MID, MSUD, MAEF or MARK. In order for all students to feel welcome to take part in the A-guild operations we need to have an anti-oppressive (normkritisk) approach. The motivation behind the equality goals is to make sure that the activities and events the A-guild arranges are targeted towards the students studying at the guild and to establish an introspective routine. Another reason for the equality goals is to prevent any guild member being negatively affected as a result of gender/gender-identity, sexual preference, ethnicity, religion or special needs, political belief, socio-economic background, family situation or study results.

Every committee within the A-guild (AktU, CermU, InfU, IntA, JämlikA, NärU, Phøs och Sexet) as well as the board has decided for equality goals and vision for the upcoming year. At the end of the autumn-term all committees, and the Guild-board, shall evaluate the equal treatment work on the basis of decided visions and goals together with the Equal Opportunities representative. The evaluation is compiled within the last month of the fall semester. Furthermore, it is to be noted that, in the case of mistranslation or differing details/interpretations of the Swedish and English version of this document, it is always the Swedish version that takes precedence.

The Equal Opportunities Representative is responsible for concluding the goals and the evaluation for all committees. The responsibility for making sure that the yearly goals are fulfilled falls on the main responsible people. The goals are decided by the committees themselves.

THE BUREAU AND THE BOARD

Main responsible: Chairperson of the guild

Vision

We want to preserve the nice aspects of the culture within the A-guild. All members within the guild should feel that their work and studies are valuable. Active members should feel well about volunteering in the guild, and it should be fun and rewarding to do so.

Goals

- Strive for better and increased communication within the guild by, among other things, making the website functional in English
- Ensure that posters are placed in Kilen to include students from both ID and Ark
- All board members must know the routines regarding crisis management
- Work for a guild culture and school environment where everyone feels included and seen regardless of their circumstances
- Make it more inexpensive to participate in any form for members
- It must always be free to be involved in the guild, regardless of effort
- Work to destigmatize opting out of a study trip for any reason
- Work for a healthy alcohol culture and nice alcohol-free options should be a given within the guild
- Increase guild-member's insight into the guild's operations, decision-making processes and what opportunities for influence the individual has
- Everyone in the guild must have access to contact information to the Equal Opportunities Representative and other relevant resources

ACTIVITY COMMITTEE

Main responsible: Chairperson of the Activity Committee

Vision

The activity committee will strive for a diversity among the events we arrange when it comes to both theme and execution. We want as many people as possible to be able to participate and there should be an event suitable for everyone so that all members feel included. In order to be able to carry out a successful work we also want to use evaluations to get an insight into what worked well and what did not.

Goals

- Organize events where as many people as possible can participate
- All communication must be in both English and Swedish
- Information from AktU must be available to students from ID as much as students from Ark

- Organize at least one alcohol-free event, excluding sporting events by GympA, per month
- Have at least one person in charge on site, including being sober, during the entire event
- There must always be a First-Aid- Kit close at hand and all responsible persons from AktU must know where it is during the entire event
- Use surveys more to gain greater insight into what kind of events the students at LTH, A-guild want

CEREMONY COMMITTEE

Main responsible: Chairperson of the Ceremony Committee

Vision

The Ceremony Committee is responsible for some "good-to-know-info", for example fun facts about the A-guild and information about the dress codes. To make the A-guild inclusive for everybody this information has to be easy to understand, regardless of mother tongue. This can be done by clarifying it and writing in both Swedish and English. In addition, CeremU wants this information to be more accessible throughout the website. The communication within the committee should be in a way that everyone understands, for example in English at simpler occasions and in both Swedish and English when the information is more extensive.

Goals

- All CeremU's information should be written in at least English.
 - The protocols should be written in English.
 - Our communication within CeremU, for example in messenger, should be in at least English.
 - All CeremU's current information on the A-guild's website should be translated into English and the future info should be written in at least English.
 - The posters should have English information.
- Make the information easier to understand by clarifying the requirements for the medals.
- Make the information more accessible.
 - People who will receive a medal should be able to get the information at different platforms, for example both Facebook and email.
 - Make the song book more accessible by digitizing it.
 - Make the information about dress code more accessible by uploading the "vettikett"-movies at the website.

INFORMATION COMMITTEE

Main responsible: Chairperson of the Information Committee

Vision

The information committee's responsibility consists primarily of providing information and products in the form of merchandise and the A-guild's magazine. We have no history of arranging events and the committee thus differs from many other committees. Therefore the equality work will mainly focus on the use of inclusive language, use of the A-guild's information channels, choice of products as well as a continuous discussion of the subject in the design of these.

Goals

Design group

- Having all information accessible in english (posters/newsletter/website/social media).
- Making size inclusive merch and also products that aren't exclusively clothing.
- Making sure information is accessible to all by publishing on multiple platforms (not just facebook/instagram) for those who do not have access to those platforms.
- Advertising in both the A-building and IKDC equally

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- Making the editorial group as well as the paper itself inclusive towards non-swedish speakers, for example by partly writing articles in English or working with indexes for difficult words and summaries for context.
- Have a continuous discussion about perspective and selection throughout the entire process of brainstorming, writing, edition and marketing.

INTERNATIONAL COMMITTEE

Main responsible: Chairperson of the International Committee

Vision

The international Committee wants to be an inclusive and welcoming group, where anyone and everyone feels like they belong and can be whoever they want. We wish for the guild to be a place where we include each other in any social constellation and learn from each other's experiences. At least a part of the events we arrange should allow for spontaneous and effortless participation.

Goals

- Mix up people from different friends groups and backgrounds at events or sitting the whole group together.
- Arrange free events so all of the A-guild's members can attend
- Arrange flexible events where sign up beforehand doesn't have to be a necessity

- Focus more on social activities, for instance a game night, instead of food or financially-heavy events

EQUALITY COMMITTEE

Main responsible: Equal Opportunities Representative

Vision

JämlikA's work revolves around equal treatment and students well-being, and we inspect the guild's operations based on these aspects. However, we feel that few members are aware of what this means and what the committee actually does. The students' input is necessary if we should examine the guild, and our functionality is based on the assumption that our members are aware that they can come to us if they have any opinions. We have also noticed that there are ID students who feel left out of the guild and we want to investigate if this is a widespread issue we need to tackle.

Goals

- To advertise the committee's work and our function so that students and members know that they can turn to the Equal Opportunities Representative/JämlikA if they have been mistreated
- To look into how the relationship between ID and ARK is currently and evaluate if/how it can be improved

BUSINESS COMMITTEE

Main responsible: Chairperson of the Business Committee

Vision

The Business Committee works to create contacts for the A guild's members and the business community. We work for a future with inclusivity and diversity for both students and companies. The A-guild's relations with the business world must be maintained and improved through collaborations and information about the Ark- and ID-programs at LTH is disseminated to companies that share our values. The Business Committee is the face of our guild, therefore it is important to highlight equal treatment that takes place both externally; against students regardless of field of study, and internally; where we strive for a positive work environment so that everyone feels safe and grows in the committee. In addition, we work to promote the members' opportunities for internships and take a stand, as well as refrain from collaborations with companies that do not value equal treatment highly or share our values.

Goals

- All events shall be free to attend
- Create more inclusive events, for example by organizing and offering lunchtime lectures, Alumni Talks and study visits in English

- All information (Posters, Arkipelago catalog and program) must be available in English
- All information must be available on multiple platforms, even for those who do not use social media
- Before an event starts, ask about language preference and be open to use different languages
- Equalize Ark and ID by contacting more ID companies
- Investigate and take input from the guild's members about how the committee should work, for example by sending out a questionnaire about suggestions for companies and events.
- Collaborate with Phøset to contribute with knowledge of business contacts and to provide general support in the search for companies before and during the nollning.

PHØS

Main responsible: Øverphøs

Vision

The Phøs is responsible for planning and carrying out the A-guilds nollning every year. The committee strives to give the new students every autumn the best possible welcome. The nollning consists of a number of different events that span 4 over weeks. The events differ drastically in size to create an as inclusive nollning as possible. The ambition is that all new students will find something they want to participate in regardless of background.

Goals

- All information from the committee must be available in English, including a NolleGuide in English.
- The NolleGuide will contain information for who nollan can contact if they need help or have been subjected to harassment.
- Make sure all the volunteers involved in the nollning know what their task is.
- Create an inclusive image of the A-guild for nollan, so they want to further work within the guild.

SEXET

Main responsible: Chairperson of Sexmästeriet

Vison

The sexmasters' vision is to always have a healthy attitude towards alcohol consumption during events. The sale of alcohol, and thus the intake, must be at a moderate level and the main focus must be on having fun in a different way. We want everyone to feel safe and welcome at the events. We want a focus on fun themes and cooperation with other committees in order to draw the focus away from alcohol. In addition, the Sexmasters' vision is to be internationally inclusive and ensure that all international students feel welcome by having information and menus in English and speaking English as well as Swedish. We also

want to talk to IntA and see how they think we can improve the Sexmasters contact with the international students.

Goals

- Organize at least one event entirety in English
- Always have tasty, fun and attractive non-alcoholic options
- Information about events must be available to international students, Ark and ID students well in advance
- We will hold regular conversations within the sexmastery before and after events about inclusivity and safety and how we can improve

SRA

Main responsible: Chairperson of the Student Council for Architecture

Vision

Our committee's basis is to monitor the education and to the highest degree represent every student attending the school. Our job is to help develop the school to a better place for the students and to do so we need to be able to investigate where this is needed and for whom. An important task is to make every student's voice heard, which is always a challenge. A group that is often overlooked is the master students, and especially the international students. We want to get a better insight into the master student's schooling (especially the international students) and by doing so be able to monitor and improve their time at our school.

Goals

- To improve the communication with the international students. Try to get some to join the committee.
 - Talk with the international committee and arrange a smaller event, like the ventilation pizza during HT22.
 - Make contact with international students who we know have been interested in these types of questions.
 - Look into the introduction days on a "programledningsmöte" and how we can be a better part of these for the international students.

SRID

Main responsible: Chairperson of the Student Council for Industrial Design

Vision

SRID focuses on improving ID students' conditions during the education. Students in each year should have access to a student representative. The Student Council strives for all students in the ID program to feel that they receive support and community from other students. Recruitment from all study years should always be welcomed and encouraged. We also want to promote a student council where different opinions and perspectives have a place and are taken seriously.

SRID also wants to increase the opportunities for ID students to be active within the A guild without their voice disappearing among the majority. SRID collaborates and receives an exchange of experience and perspectives from SRA and JämlikA. It is favorable when there are student representatives who are also part of JämlikA and that the general communication between SRID, SRA and JämlikA is good.

Goals

- There should be at least one representative in the student council from each class.
- To cooperate with SRA and JämlikA.
- To spread information equally among all grade levels.