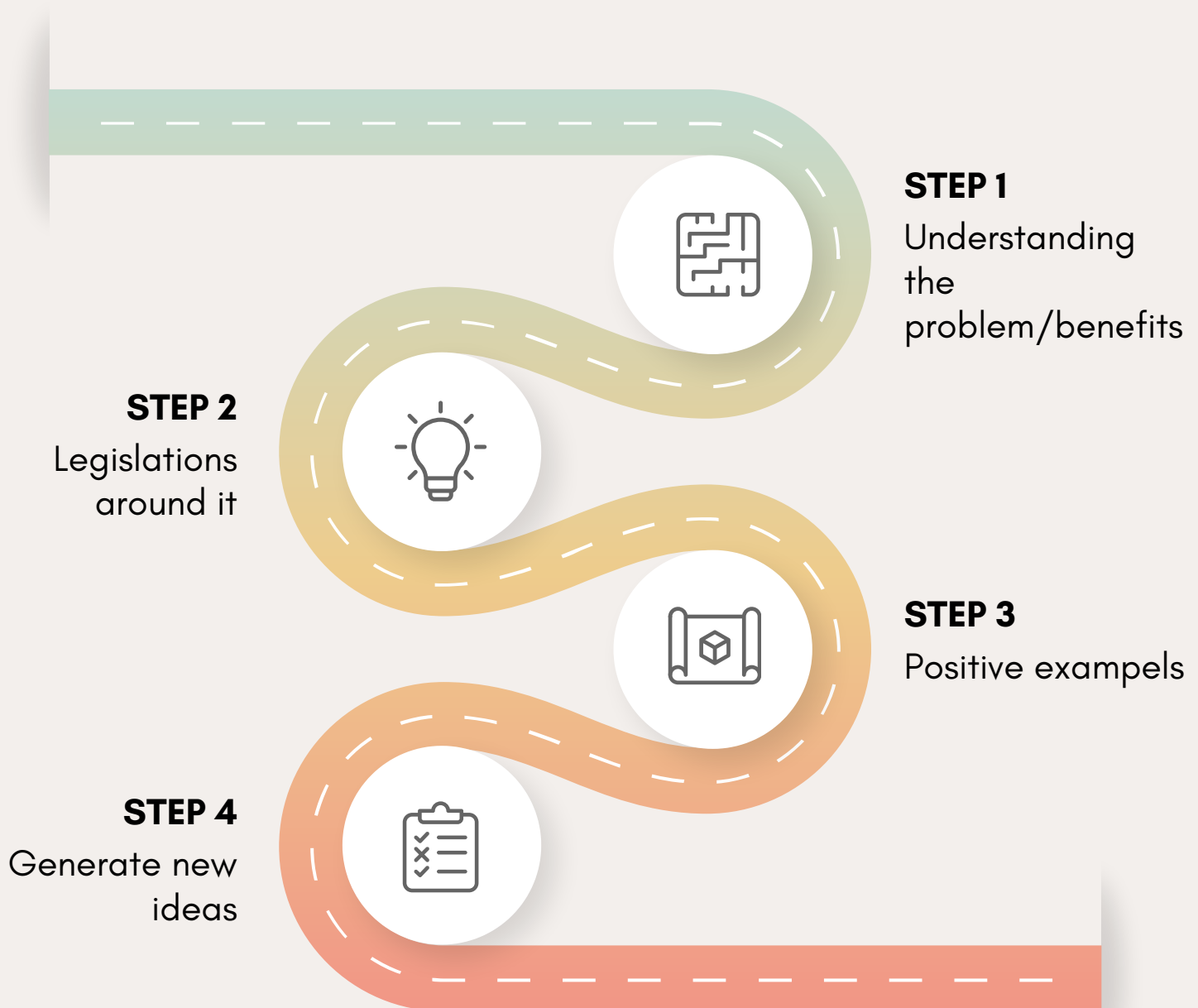


4 Steps Thinking Process for Alternatives for Parenting in Academia



- **Inclusivity and Diversity:** Recognizing parents within the university community fosters a culture of inclusivity, embracing the diverse life experiences and responsibilities of its members.
- **Academic Success:** Acknowledging the unique needs of parents contributes to their overall well-being, enhancing their ability to focus on academic pursuits and increasing the likelihood of academic success. Creating a supportive environment for parents contributes to the overall well-being of the academic community, fostering a positive and collaborative atmosphere.
- **Lifelong Learning:** Parenthood is a lifelong learning experience. Recognizing parents within the academic community aligns with the ethos of ongoing development and adaptability highlighted in the Swedish Higher Education Act.
- **Role Modeling Inclusivity:** The university, as an educational institution, plays a crucial role in modeling inclusivity for its students. Recognizing parents sets an example for understanding and respecting diverse circumstances.
- **Promoting Sustainable Development:** Supporting parents aligns with the university's commitment to sustainable development, as parents contribute to the education of future generations, thus ensuring the continuity of knowledge and values.
- **Enhanced Social Cohesion:** Acknowledging and accommodating parents promotes social cohesion within the academic community by creating an atmosphere where diverse backgrounds and life experiences are valued and celebrated.
- **Positive Image:** A university that recognizes and supports parents cultivates a positive image, attracting a diverse range of students and contributing to its reputation as an inclusive and forward-thinking institution.
- **Challenges of Balancing Family and Career:** The report from the Swedish Agency for Cultural Policy Analysis highlights the challenges faced by female artists in Sweden when attempting to balance family life with an art career. This sheds light on the broader societal issues that may hinder women in the arts from having children on average. (Swedish Agency for Cultural Policy Analysis, report 2020:1).

- ***Governing document that regulates the issues surrounding the stay of minors in the workplace and the employer's responsibility when this occurs***

Showing one's place of work or study to one's children in an orderly manner normally does not pose any problems. Such temporary stays do not need to be regulated unless the place of work/study may involve risks or be disturbing. Exceptions to this rule may in special cases be granted by the head of department/equivalent. and only for stay in premises of an office nature under the full supervision of the parent.

To foster a more inclusive and supportive environment, the rule restricting the presence of children within the university should be reconsidered. The University of Gothenburg, in its commitment to accessibility and inclusivity, should acknowledge the multifaceted roles of its members, including the responsibilities of parenthood. Allowing children inside the university **under the supervision of their parents** not only promotes a family-friendly atmosphere but also aligns with the university's emphasis on providing a satisfactory study environment. This change, while maintaining a focus on safety and orderliness, reflects a proactive step towards creating a more inclusive and sustainable university environment for all.

- ***Swedish Higher Education Act, Chapter 1 Section 5***

In the course of their operations, higher education institutions shall promote sustainable development to assure for present and future generations a sound and healthy environment, economic and social welfare, and justice...In their operations, higher education institutions must promote lifelong learning.

Recognizing and accommodating the needs of parents within the university environment aligns seamlessly with the promotion of sustainable development. By creating a supportive atmosphere for parents, the institution contributes to the well-being of current and future generations, fostering a socially sustainable community. Equality between men and women, as emphasized in the Act, extends to recognizing and accommodating the unique challenges and responsibilities associated with parenthood.

- ***A good study environment is important for your well-being, University regulations***

Study environment can be said to include everything that affects your studies and that is within the University's responsibility. The study environment at the University of Gothenburg should be accessible to everyone and free from all forms of discrimination and harassment.

To uphold the commitment to an accessible and discrimination-free study environment, the university should acknowledge and address the specific needs of parent students and educators, fostering an atmosphere where the diverse circumstances of its members, including the challenges of combining family life with academic pursuits, are valued and accommodated.

- ***How does the University work with study environment?, University regulations***

As an education provider, the University shall prevent risks of ill health and accidents and promote a satisfactory study environment. A satisfactory study and work environment means, among other things: That study conditions are adjusted to fit people's circumstances. Opportunities for variety, social contact and co-operation, coherence between individual work/study tasks, opportunities for personal and professional development as well as for self-determination and professional responsibility.

Recognizing the need for study conditions to be adjusted to fit people's circumstances becomes essential, especially when acknowledging the unique demands of parenting. Providing opportunities for variety, social contact, and cooperation, along with coherence between individual work/study tasks, not only benefits the general student body but is crucial for parents navigating the intricate balance between family responsibilities and academic pursuits.

- ***What is the University responsible for when it comes to study environment?, University regulations***

The University is responsible for the environment that the University can manage and influence, such as lecture rooms, silent reading rooms, group work, Canvas, and exam rooms.

Accommodating parent's needs inside the university can also mean that there could exist different rooms that cater to those needs.

Chalmers University, Gothenburg

News article 20 Apr 2022 12:00

Newly inaugurated family room makes life as a researcher easier



Working as a researcher is a big challenge. Working as a researcher and being a parent of young children is an even greater challenge. At the Department of Microtechnology and Nanoscience, a family room has been built to make life easier and to make it easier for staff to put the pieces of their everyday lives together.

EmergEd ideas from a group meeting held on February 8th

- **Access for children:** Children may be permitted entry into the university, without additional permission under the direct supervision of their parents, ensuring a safe and orderly visit. This access is granted when necessary to maintain uninterrupted and continuous study and work activities for both the parent and others involved.
- **Nursery rooms:** Nursery rooms in each building, with a card key access just for parents. These rooms should be equipped with proper furniture, including facilities for nursing, pumping milk, and changing tables, creating a supportive environment for parents with young children.
- **Child-friendly studio:** Child-friendly studio in each building, with a card key access just for parents. These studios ensure that parents can seamlessly continue their artistic progress without compromising on their work due to childcare needs, that at times might not be available (ex. study day in preschool)
- **Family events inside the university:** These events can further strengthen the sense of community and support for parents. They could include family-friendly activities, fostering a sense of belonging and inclusivity within the academic environment, and providing career examples for future generations.
- **No teaching weeks sync:** Synchronizing the university's no-teaching weeks with children's school vacations addresses the practical needs of parents, promoting family well-being and allowing for constructive learning without scheduling conflicts
- **Zoom option available for parents:** Recognizing that parenthood is a lifelong experience, providing a Zoom option for parents facilitates accessibility to academic engagements. This acknowledges the ongoing responsibilities of parents and ensures their continued participation in academic activities, reinforcing the university's commitment to lifelong learning and inclusivity.