

The F-Guild Equality Plan 2025

The F-guild at TLTH is a politically and religiously independent organization for all those who study one or more of the following programmes at LTH: Engineering Physics, Engineering Mathematics and Engineering Nanoscience. It is therefore of importance that the guild's activities strive to be open for all and that they do not assume that the members fit into any sort of norm. The goal of this equality plan is twofold. On the one hand, it works to ensure that the activities of the guild as well as the possibility to get involved with the work of the guild is open for all students at the forementioned programmes, rather than a given subset of people that fit into a certain norm. On the other hand, the equality plan aims to prevent the event of any guild member ever being negatively affected as a result of age, gender/gender-identity, sexual preference, ethnicity, religion or special needs.

The purpose of this document is to direct and concretize the work being done to create a more welcoming and inclusive guild. It is shaped and prepared by the Committee for Student Equality and then reviewed and eventually approved by the Board. The Equality Plan is split into a strategic part and a part that presents yearly goals. The yearly goals of the equality plan are split up among the committees of the guild, where each committee is responsible for setting their own individual goals. Furthermore, it is to be noted that, in the case of mistranslation, or differing details or interpretations of the Swedish and English version of this document, it is always the Swedish version that takes precedence.

The responsibility for the strategic part of the equality work being done at the Guild lies with the Board, the President of the Committee for Student Equality and the Master of Conscience. The responsibility for making sure that the yearly goals are fulfilled falls on the main persons responsible.

Follow-up, evaluation and revision

The equality plan shall be followed-up every study period by evaluating the progress made on the yearly goals set. The follow-up occurs through a written report from each main responsible person in conjunction with the study period report.

Evaluation of the equality plan is carried out by the Committee for Student Equality together with The Board and the main responsible people at the end of each term. The evaluation shall be in written form and used as background material for the revision of the equality plan.

This document shall, in accordance with Guild regulations, be finalized at the latest before the first Board meeting of April for the committees whose head of committees are elected on HT and at the latest before the first Board meeting of November for the committees whose head of committees are elected on VT each year. At said meeting, the document shall be approved by the Board. The revision of the equality plan shall be done by the Committee for Student Equality together with the Board and main persons responsible.

The F-Guilds goals for 2025

The yearly goals are split into the committees of the guild and are set by the committees themselves. The goals are set and formulated so that they can be achieved and fulfilled during the year 2025.



The Board

Main person responsible: Chair of the Board

The F-Guild should be a place where members feel welcome and can have their voice heard. Everyone who wants to should have the chance to find their own place and it should feel natural to question the organisation. As the decision-making authority in the guild between guild assemblies, the board has a great responsibility to listen to and protect the opinions of all guild members. The board wants to work during the year to: be more visible to the members, enable all guild members to take part in and influence the work, ease cooperation between the different parts of the guild, and reduce stress internally in the board.

Goals for 2025:

- Continue to sit in Hilbert Café to increase the board's visibility. Making it easier for people to approach by limiting the number of Board members sitting in the café. Those who are sitting in the café should work on being approachable and making sure the environment is welcoming. Making answering questions easier by creating a document with the answers to common questions.
- Inform the members about the structure of the guild, the work of the board and the individual member's opportunities for influence. For example, by posting simplified summaries of the board meetings on Mattermost and the website and making infographics, so it is easy to take part in our work.
- Make the discussions behind the board's decisions visible, so that interested members also understand the basis for decisions and see the work we have done. Divide summaries being sent out into two kinds, one general summary of the week for more common decisions, and one summary for the board meetings where larger decisions have been made.
- Make it easier for non-Swedish-speaking guild members to gain insight into the board's work. For example, through simplified summaries of the board meetings in English on Mattermost and the website, bilingual meeting notices, be clear that the board can translate parts of the meeting documents and minutes on request and provide the opportunity for items at board meetings to be held in English.
- Together with LiBU, work to ensure that all committees in the guild work more consciously and continuously with their individual equal treatment plans, by acting as a bridge between LiBU and the committees.
- Reduce the 'board lingo', and instead talk so that all members understand.
- Work to reduce stress among board members by reducing expectations of results from outside the Board, as well as by working on how the tasks are justified.
- Make sure that future members of the Board are prepared for the work through good handovers.

The Conscience

Main person responsible: Master of Conscience

The Conscience is responsible for promoting equality and sustainability within our student organization. We are aware that our guild currently and historically has had a homogeneous membership, and as such the role of the committee is to ensure that the organization takes this into account as it seeks to create an inclusive space for all. Our strategy includes identifying areas of unsustainability, both social and environmental, within the organization, raising awareness of these issues and promoting ways for members to contribute to the organization's sustainability efforts. The committee aims to make the organization a more welcoming and inclusive place for all members, regardless of their interests or background, and to be easily accessible to guild members on these issues. In line with this strategy, the committee has set the following equality objectives for 2025.

Goals for 2025:



- Work to improve the visibility of the committee and ensure that the activities of the Conscience are clear and accessible to all guildmembers. This will be achieved by, among other things, using the Conscience moodboards, and holding and showcasing events both during the kick off week and the rest of the year.
- Through posters and a more well-used moodboard, increase the visibility of the committee, the Equal Opportunities Representative and the anonymous contact form. This will also increase the visibility of those who are not involved in the guild, but should still be represented by us.
- Increase the effectiveness of the committee in working on equality issues by increasing the responsibility of individual committee members to run personal projects in parallel.
- Ensure that all events organized by the guild are made as accessible as possible to non-Swedish speakers as well as Swedish speakers, so that they can participate on equal terms. This should also include informing non-Swedish speaking students of their rights in the guild.
- Make the preparation and revision of the Equality Plan and the Sustainability Plan available to all guild members for comments and opinions. In particular, this should be done by developing the committees' plans in consultation with the respective committee members, and by posting the revision on Mattermost. In doing so, the guild members shall also be informed of the possibility to submit comments.
- Engage with third-party organizations that are of interest to the organization's equality work by inviting them to lectures, discussions and talks with students. This also includes the work of the sustainability coordinators on social sustainability issues and discussions on the ethics of certain sponsors.
- Create opportunities for members to give feedback and criticize the guild, and clearly inform about these. This is achieved a lot by being visible in the guild and making it clear that as a guild member you have the opportunity to influence and that all individuals' opinions are important to us.
- Increase awareness and accessibility of students' disability and language rights, both within the organization and in the educational context. Cooperate with other committees, especially The Introduction Committee, to achieve this goal.
- Prioritize internal social sustainability and stress management by holding one meeting per semester where the well-being of each committee member is prioritized. This meeting should create an open climate where people can vent and discuss their stress.
- In internal meetings within the Conscience, work with the awareness that the issues discussed are often charged and personal, with no "right" answer. Therefore, it is very important that discussions are conducted with understanding of different opinions, with openness to work through and change one's opinion.
- Provide opportunities, resources and support for members of the guild who want to organize separatist events and spaces, such as FREJA. This is to help create safe and inclusive spaces where marginalized groups can gather, connect and support each other.

The Master of Conscience is the primary person responsible for overseeing the work of the committee and ensuring that these goals are met.

The Accounting Department

Main person responsible: Treasurer

The Accounting Department plays a crucial role in maintaining the guild's financial transparency and supporting the treasurer's work. Equal treatment within this committee means that all members, regardless of their previous experience, should feel welcome to contribute, ask questions, and grow into their roles. It also means that the department should be approachable to other guild members who may be affected by financial matters, such as budget decisions.



Although the committee is not very visible externally, it strives to combine professionalism with a friendly, inclusive culture. Internally, the environment should be open, supportive, and stress-reducing. The work is designed to be flexible and shared between multiple members, which helps prevent overload and creates sustainable engagement. While the treasurer holds a more prominent role, all committee members should feel valued and involved in the shared mission of clear and fair bookkeeping.

Goals for 2025:

- Committee officials should not feel stressed about their work as officials.
- External conflicts should not be taken up between the officials but should go through the treasurer.
- There should be a good tone and spirit of fellowship between the members of the committee.
- Continuously review whether relevant financial documents, such as guides, are sufficiently accessible to officers.
- Encourage guild members or volunteers with budgetary responsibilities to seek help from the treasurer on budgetary matters.

Hilbert Café

Main person responsible: Head of the Café

Hilbert Café sells lunch and fika to students and others in mattehuset, as well as offering a relaxing place to take a break from your studies. It is important that the environment in the café is casual and welcoming, and that there is food offered for everyone regardless of allergies or other food preferences. We want our committee to be perceived as reliable and enjoyable, and that everyone feels welcome to work no matter their experience or language abilities. Because the work is entirely voluntary, it is especially important that it feels fun and rewarding with a sustainable workload.

Goals for 2025:

- There should always be vegan and allergy-friendly alternatives available. This is achieved by prioritising vegan sandwiches and making sure that not every sandwich has shared ingredients.
- Everyone should be included regardless of language capabilities. To achieve this, the standard language in the café will be English if there are english-speaking workers or ladybugs. A new page in the register-system where everything is written in English will also be introduced.
- Working in the café is supposed to be fun. It should be clear that no prior knowledge is needed to work in the café, and nobody should feel that they need to make sure they earn the guild money.
- Working in the café should not be stressful. The workload should allow meaningful, fun and relaxing involvement in the café.
- It should feel okay to ask for help, not just from a Head of the Café or Cardinal Beetle, but also from other Ladybugs.

The Introduction Committee

Main person responsible: Head of Introduction Committee

The Introduction Committee strives to create an inclusive and safe environment around the introduction. It should be easy to get involved and you should feel appreciated and respected as a volunteer. When the introduction starts, the safety and well-being of the novice is very important. The Introduction Committee hopes to be able to create an introduction where there is something for everyone, and where you manage to find a sense of belonging regardless of interests or background.

Goals for 2025:



- The Introduction Committee strives for a greater sense of security when it comes to alcohol. This is done by continuing to have an alcohol-free week and by providing clear guidelines on alcohol and how to create an open climate in their mentor group through mentor training. We also work to create a healthy image of alcohol among the mentors, which hopefully then spreads further in the group. In addition to this, we strive to clarify whether an event will include alcohol or not in event descriptions.
- The Introduction Committee strives to draw attention to the rules of conduct that exist during the introduction for the new students, such as zero tolerance against racism, sexual harassment and bullying. This is done by the Introduction Committee in collaboration with SVL raising the guidelines at the new students' first meeting with the Introduction Committee and following up on weekly meetings with the contact mentors and anonymous surveys. Work to clarify how, where and who the novice can contact if something happens.
- The Introduction Committee strives to ensure that all mentors are well aware of what zero tolerance means, where the boundaries are and how to work in their respective groups to maintain a welcoming and inclusive climate for all. This is done through mentor training and discussions prior to the start of the new year.
- The Introduction Committee's goal is that all novices who come to the F-guild should have a fun and safe start to their studies. The Introduction Committee works with this continuously during the spring and summer through training, planning and contact with the mentors. The goal is a introduction year with a breadth of activities and involvement that allows everyone to find something in student life that suits them.
- The Introduction Committee wants to work closely with LiBU to better manage negative feelings linked to the recruitment process of officials, volunteers, other guild members and the Introduction Committee.
- The Introduction Committee wants to take advantage of the commitment of guild members who in one way or another want to be part of the introduction, and strive to get as many as possible included. This is done by having a wide range of different volunteer positions.
- The Introduction Committee wants to encourage and celebrate the fact that there are two types of mentors, both of which are very positive and important for the introduction. This is done by, for example, letting the mission groups take group pictures (just like the mentor groups do on the first day), and letting the novices "run out" to their mentors after a movie screening as is the tradition at other guilds.
- The Introduction Committee's goal is to make it possible, as far as possible, for people with disabilities to take part in introductory events. This is done by maintaining good contact with educational support, kåren, LiBU and the person in question.
- The Introduction Committee wants to strive for the international students to have an equally rewarding and fun introduction as the Swedish students. We do this by trying to organize more events together with international students at other guilds and at the same time let them be involved in the Swedish introduction. To make it easier to include international students, we expect all mentors to speak English if international students are present, this is emphasized during mentor training and before the introduction. We would like to encourage the inclusion of international students in the jokes, for example by holding them in English and encouraging that there should be English subtitles on movie spex, both to include international students but also because it is very difficult to hear.
- The Introduction Committee does not want to draw attention to stereotypes that may exist about guilds at LTH or about the different programs within the F-guild. Something that all mentors are also made aware of through training.
- The Introduction Committee works internally to reduce the stress that comes with the job by having an open climate and having continuous conversations about well-being and how work is going. This is to make it easier for us to relieve each other and understand if you sometimes need to take time off. During the introduction, there will also be a schedule so that the Introduction Committee members know when they are expected to work. This will make it easier for people to take a day off while ensuring that someone will always be able to attend an event.

- The Introduction Committee engages in open discussion with other committees and the Board to jointly identify how communication and cooperation can best work. This is to reduce unnecessary workload, stress and misunderstanding for all parties.

The Ministry of Culture

Main person responsible: Minister of Culture

In order to promote equality, the Ministry of Culture will work to reach out to the widest possible audience, making everyone feel welcome at their events. They should also pay attention to and work on the culture they have both within the committee but also externally towards the members of the guild. In addition to this, focus on the health and well-being of the committee's officials.

Goals for 2025:

- Promote the well-being of the committee's officials and reduce stress levels, for example by holding policy discussions at the beginning of the year and an evaluation meeting per semester with all officials.
- Work to make both internal and external events as affordable as possible for guild members to attend.
- Work to maintain and develop the breadth of activities to reach different target groups and thus work to include more guild members in the committee's events. This can, for example, be about trying to include those who are not part of a large group of friends, trying to include more girls or to counteract macho culture.
- Work to ensure that the organization also reaches out to international students. This includes ensuring that all information is available in English, having English subtitles on film clips and speaking English at meetings and other events.
- Work to ensure that English translations are given equal space and, as far as possible, provide the same experience for international students by reducing the language barrier.
- Through joint events such as kick-offs and training, work to increase cohesion within the entire committee. Work to ensure that all parts of KM feel equally involved.
- The committee should pay particular attention to its role as a culture bearer during the introduction. In particular, it is important that the "stone-face" of the reiseleiters is a character that lasts only for short moments and never occurs in personal contact with anyone. No guild member should be negatively affected by the traditions or culture of the committee.
- There should be zero tolerance for alcohol rushing at Committee events. This is done, for example, by only organizing activities that can be carried out without alcohol and/or offering non-alcoholic alternatives that are encouraged by committee officials.
- Work to ensure that both inside and outside the committee it is okay and accepted to choose a non-alcoholic alternative or put it on your own level.
- Recognize and reflect on how social status, both between people in the same position and between people in the different sub-committees of the Ministry of Culture, can affect both the internal culture of the committee but also the culture of the guild as a whole. This would contribute to the promotion of an inclusive culture where the contribution of all officials is equally valued at the guild.

Corporate Relations Committee

Main person responsible: Head of Corporate Relations

For several years, FNU has talked about breaking the macho/wall street culture that many previously felt existed in the committee. Everyone agrees that this has gone well and none of those who are now



involved experience this as a problem, but in the committee's communication to the guild, there is still a great focus on money and it gives the impression of a rather masculine atmosphere, which is a shame as it does not actually reflect reality, but still could discourage some from applying. The problem is not that this is communicated per se, it can still be fun to joke about, but when it is the only thing people see, it can create a wrong image.

Goals for 2025:

- Work to move away from the financebro label and instead be clear about the culture the committee actually has. Don't need to stop with such gimmicks, but work on broadening the insight of the committee by showing more sides and attracting more people with different backgrounds.
- Try to attract more companies interested in Nano.
- Continue to maintain a relaxed, low-pressure, low-stress atmosphere so that engagement does not feel like a job. To maintain this, focus on team building and try to socialize more.
- Present a variety of spex that show how much fun the committee has and the breadth of their activities.
- Work to show that women are also welcome and have fun in the committee.

The Procession

Main person responsible: Chief Herald

The procession is responsible for the ceremonial activities of the guild, including the awarding of medals. The procession strives for all members to take part in the ceremonial activities and that the awarding of medals should be based on previous involvement. In selecting guild members for induction into the Order of Hilbert Elk, the Medal Committee will act objectively based on the Order's Bylaws and Awards Policy. We also want the membership to understand to a greater extent that the selection to the Order is objective and based on commitment.

Goals for 2025:

- The procession will be perceived as courteous and accessible in its approach and communication
- Admission to the Order of the Hilbert Moose will be done in a fair and objective manner according to a system and a holistic assessment that reflects the Order's statutes.
- Clarify to the guild that selection to the Order is based on an objective scoring system and not on subjective criteria.

The Facilities Committee

Main person responsible: Head of Facilities

The Facilities Committee designs basically all the merch sold at the guild, as well as handling the rental of various types of tools to guild members. The committee strives to be something for everyone both in terms of who the market is aimed at but also in terms of the officials on the committee. During the year they want to continue to work on an inclusive and open culture and strive to ensure that the Facilities Committee continues to be a stress-free committee for the volunteers.

Goals for 2025:

- *Advertising to the guild:* Work to make sure that the members of the guild are aware of the services offered by the Facilities Committee. Also work to ensure that information reaches students who are less involved in the guild. Communicate to the guild members what it is like to be an official in the committee.



- *Jargon:* Both within the committee and in contact with outsiders, no one should feel diminished because they do not have knowledge or experience of something (such as tools or design programs). Instead, the person should be given the opportunity to learn. Be particularly clear about this in relation to elections, and rephrase job descriptions to emphasize that no previous experience is required.
- *Image:* Ensure that the committee is presented as inclusive and welcoming to all. Ensure that every person on the committee feels comfortable with how the committee communicates externally in the form of, for example, spex. Achieve this by actively discussing these issues within the committee.
- *Communication:* Work actively to maintain the positive and welcoming atmosphere in the committee. Discourage any negative jargon and work to ensure that volunteers feel safe to report any incidents. Be open about the fact that we are not superhuman.
- *Discussing stress:* Advocate for openness about stress and ensure that everyone in the committee feels safe to share any stress arising from the committee's activities. Care for each other's health and well-being and thus help redistribute work in case officials feel overwhelmed and uncomfortable with the workload. Ensure that everyone has a personally reasonable and sustainable workload, as well as influence over the workload.
- *Performance requirements:* Work to maintain a culture and way of working that places low demands on volunteers in terms of ability, performance and participation. Ensure that the Facilities Committee can continue to be a relatively stress-free committee.
- *Menstrual hygiene products:* Work to have menstrual hygiene products in all toilets around the guild's premises (mainly on the ground floor in Hilbert Café). Make sure that there are signs with contact information to make suggestions or report that the hygiene products have run out.
- *Clothing sizes:* When clothing is purchased for resale to the guild, it should be purchased in inclusive sizes, and they should be sold at the same price. Work to find new and better methods when purchasing clothes.
- *Design:* Jokes of a more cheeky nature are okay, but should never be aimed at marginalized groups, and be in line with the values of the guild and Teknologkåren.
- *Language on merch:* We should strive to always have some patches in English.
- *The I-am-rich-medal:* Do not sell the medals during the fall. It is easy for the new students to be pressured into buying them against their will.
- *Guild involvement in merch:* Make sure that it is possible to contact the merch designers and that they are responsive to the guild's opinions. Integrate the guild in design sometimes.

The Ministry of Truth

Main person responsible: Minister of Truth

The Ministry of Truth is responsible for the spreading of information to the guild as well as the aesthetic of the guild. Because of this there is a big focus on making sure that this information actually reaches all members and that it reflects the desired message and the values of the guild. Because the Ministry of Truth is a big committee, it is important that all members feel that their work is appreciated and that the committee has a stress free and pleasant environment.

Goals for 2025:

- Minimise internal stress and conflict by planning early and not impulsively taking on work that could end up causing too much stress. Beyond this, keep strong internal communication so that the work gives more than it takes and remains fun.
- Focus on every guild member getting the necessary information. This can be achieved by getting new students into Mattermost early during the introduction, and making information available through other means, such as instagram or posters.



- Create a culture where it feels easy for guild members to ask questions to the different parts of the committee by keeping a nice attitude and avoiding the use of jargon.
- Clarify what is expected from the members of the committee when a project is started in order to minimise stress. It should be especially clear when the project needs to be finished, if there is a deadline.

Secrete Service

Main person responsible: Secretary

The Secrete Service is a committee consisting of different types of positions, Representative to the Elections Board of TLTH, SMO and LaBamba. The committee has a wide reach, for example at guild meetings, where LaBamba plays a supporting role by providing meals for guild members. The primary focus of the equality work continues to be on ensuring inclusive, effective and welcoming guild meetings, but this year there is also an increased focus on internal cohesion, workload distribution and open communication between different roles within the committee.

Goals for 2025:

- Promote for a guild meeting of a reasonable length so that members feel they do not have to spend undue time at the meeting, but that they still get their views heard.
- Ensure a good distribution of the floor during guild meetings so that newer as well as more experienced guild members have the opportunity to express themselves.
- Encourage cooperation and communication between LaBamba and the Secretary as well as communication between the SMO and the Secretary through scheduled meetings to clarify responsibilities.
- Work to allocate tasks efficiently, especially during busy periods, by planning ahead and ensuring that no single person is overloaded.
- Continue to offer inclusive food options and ensure that vegetarian needs are met.

The Festivities Committee

Main person responsible: Head of Festivities

The committee's goal is to organize events that are welcoming and fun to attend, and this should apply to everyone. The committee will therefore strive to organize events in different price ranges and that appeal to all parts of the guild. The committee should also prioritize the well-being of all officials and the community of the whole group. The Festivities Committee shall organize events with the aim of strengthening the social community of the guild and counteracting loneliness among members of the guild.

Goals for 2025:

- The heads of festivities should be open to and encourage evaluation of all aspects of the committee's work, both verbal and written. This should be done by sending out an anonymous written survey to all workers after each session and continuously asking for feedback verbally during sessions. They will work to make changes where it seems necessary.
- The Festivities Committee should actively work to ensure that everyone feels safe and knows immediately where to turn if something happens during their event. This is done, for example, by making this clear in the presentation at the beginning of events.
- The Festivities Committee shall evaluate the experience of the guests at their events. This will be done by a few times a year offer the members of the guild to answer an anonymous questionnaire where they can share their experiences.

- The Festivities Committee shall strive to ensure that guests, regardless of food preferences due to ethical reasons, religious reasons or allergies, are offered equivalent food at The Festivities Committee events. This also means that those who do not drink alcohol should be offered equivalent alternatives. All workers must also be offered proper food during work shifts, regardless of food preferences.
- The Festivities Committee will strive to organize events that are financially accessible to as many people as possible by, for example, organizing events in different price ranges.
- The committee will work to ensure that the events organized by the The Festivities Committee are for everyone, regardless of whether you are involved in the guild, a member of the F-guild or sometimes even from another guild at LTH.
- The committee will work for the well-being of all volunteers and reduce stress levels. And strive to create a safe and forgiving environment where it is always okay to take a break, both during an active event and from the engagement as a whole.
- The Festivities Committee shall maintain open and smooth communication with other committees on equal treatment in the guild. This cross-committee activity on equal treatment issues shall take place when necessary, i.e. when specific problems arise where consultation of the appropriate committee is considered useful.
- The committee will aim to hold joint internal kick-offs and similar events to build cohesion across the committee.
- Work to ensure that the organization also reaches out to international students. This includes ensuring that all information is available in English, that all film spex have English subtitles when they are sent to the toastmasters, and that English is spoken at sittings and other events.
- Work to ensure that English translations are given equal space and, as far as possible, provide the same experience for international students by reducing the language barrier.
- The Festivities Committee should strive to ensure that sittings are adaptable for as many guests as possible. An example of this is that guests with functional variations such as hearing loss should have the opportunity to sit closer to the stage or similar.
- Work to ensure that workers are included in all of the Festivities Committee activities, such as merchandising and social media.

The Ministry of Education

Main person responsible: Minister of Education

For a program to be of high quality, equal treatment is an essential part. All of the guild's programs must be monitored and all students must feel represented, even non-guild members. Social and mental well-being should also be promoted through the work of the Students' Educational Council, where an important part is cooperation with the rest of TLTH and LTH. At the same time, the well-being of the committee officials must be ensured and too much responsibility should not be placed on one individual.

Goals for 2025:

- Continue to have a culture where well-being is discussed and tasks can be divided to reduce workload.
- Work together with the Committee for Student Equality to arrange study evenings that promote students' well-being.
- Assist, support, and train course representatives before their LP meetings. Work on transparent and better communication about course representatives and their role.
- Work to reach out to students who are not active in the guild, for example through the program boards.



- Focus on monitoring the masters programs: MMSR, MFOT, and MNAV.
- Explore the possibilities of monitoring the LASCALA program.
- Work towards closer integration of the nano program with the F and Pi programs.

The Nominating Committee

Main person responsible: Convening member of the Nominating Committee

The nominating committee is important in all democratic organizations, but it also carries significant responsibility and power. The primary task of the nominating committee is to assess the competence of candidates and propose those deemed most suitable for the positions to be filled. These nominations serve to ease the guild meeting's responsibility of voting on the candidates, and provide those voting with sufficient background to make an informed choice. The nomination committee wields considerable power over the process and so have a responsibility to the best of their capabilities be impartial in their choice of nominees. If, through its work, the nominating committee identifies norms that affect who seeks positions of trust, such as program or year of study, this is valuable knowledge that should be communicated to the board and other key individuals within the guild.

Goals for 2025:

- Have the same members of the Nomination Committee conduct interviews for the same position.
- Clearly announce when the election opens and closes in both Swedish and English.
- Offer interviews in English and remotely when desired by the candidate.
- Inform nomination groups how elections where the Nomination Committee is not involved should proceed.
- Not interview candidates with whom the members of the Nomination Committee have a close personal relationship.
- Ensure, to the greatest extent possible, to select candidates who have a healthy view regarding workload for major leadership positions.
- In consultation with the Committee for Student Equality, review the general position profile.
- Ensure that the nominating committee is aware of the power they hold over the elections.
- Hold events, perform spex, sit in the café, and such, to increase the visibility of the committee.
- Provide more easily understandable information on the election to the members of the guild by for example putting up posters illustrating the timeline of the election process.
- Publish the nominations in both Swedish and English in order to include non-Swedish speaking members of the guild.