

# JML-DISCUSSION BASIS

## 1 Introduction

### 1.1 Aim

This document is meant to provide a fundament for a reflecting and self-evaluative discussion about JML within each of Kemisektionens associations.

### 1.2 History

This document was translated from its Swedish version 2019-04-20 by Adrian Södergren (President \$\$18/19). The Swedish version was, in turn, based on the document *Hemläxa-OAR* by \$\$15/16.

### 1.3 What is JML?

JML is short for the Swedish terms for Equality, Diversity and Equal treatment, and is the umbrella term used on KTH for all subjects related to inclusion, equality, discrimination, transparency, and more. The foundation for Kemisektionens JML perspective is the [THS JML policy](#), which describes the student union's stance in these matters.

### 1.4 Introduction to the discussion

This document presents questions which should be discussed and answered in group by every association. The goal is in part to build an awareness, in part to identify areas in need of improvement, and in part to give every member the tools to be able and willing to questions norms and traditions. Before the discussion starts, everyone should read through the above-mentioned policy. A condensed version of our long-term goal is: *Kemisektionen should be open and inclusive for everyone.*

Do not shy from allocating some time for these questions and dare to have a serious discussion – we can only learn by questioning. All questions might not be relevant for your association. Discuss the questions you think are constructive for your association. Feel free to broaden the scope of the questions and deep-dive into potential rabbit-holes.

## 2 Discussion questions

- Do you work with JML? If so, how?
- Do you work proactively (predicting/preventing problems which has not yet occurred)? Is there any value in doing this?
- Why must we work with JML?
- Are there any problems associated to working with JML?
- How is your team composition? Do you recon you represent the chapter as a whole?

- What kind of internal jargon do you have? What could happen if this jargon leaves the group?
- To whom do you listen to in the group? Is there a difference between formal and informal power?
- What is your external communication like? Consider both written communication (including marketing) and how you act towards other chapter members.
- How do you react if someone believes that not all humans are of equal worth? Or if someone thinks JML is rubbish?
- What norms are there within your association? Do they differ from the norms in the rest of the chapter?
- What do you do if someone differs from the norm?
- Are there any special expectations on the members of your association (both within the group and from the rest of the chapter)?
- What is harassment? Who decides what qualifies as harassment?
- Do all chapter members have the same opportunity to join your association? If no: why not? If yes: are you sure?
- Are your events accessible for all chapter members? If no: why not? If yes: are you sure?