



Action Plan for diversity, equality and inclusion 2021 – 2024

Adopted by the University Board on 4 May, 2021

Contents

Introduction.....	2
Organisation and follow-up of the work	3
Actions to promote gender balance and equality at the University of Oslo	4
Actions to promote diversity and inclusion at the University of Oslo.....	7

Introduction

The University of Oslo's gender equality policy is anchored in Strategy 2030¹:

At the University of Oslo, everyone should be included in a stimulating academic environment and participate in an engaging, positive and safe working and learning environment that brings out the best in everyone. This entails an active equal opportunity policy and recruitment practices that create diversity and ensure equal rights. The University of Oslo will continue its work to reduce temporary employment and to further develop an integrated personnel policy. The University of Oslo shall be characterised by collegial participation, creative interaction and good management.

At the University of Oslo, equality and diversity is about fairness, democracy, representation and quality. Employees and students will have equal opportunities to participate in and influence the university community. Diversity can refer to a number of factors, such as gender, ethnicity, disability, gender identity, sexual orientation, socio-economic background, age and religion. These factors are individually important, but they also interact and can explain inequality in different ways if you look at one factor at a time. For this reason, the University of Oslo places importance on a multidimensional gender equality policy that addresses the fact that the relationship between these factors can interact with and influence employees' and students' access to and conditions within the university community. Equality work deals with more than just the absence of discrimination. Inclusion is about recognition, respect and understanding of differences in order to ensure equal opportunities and equal treatment. The University of Oslo has zero tolerance for bullying and harassment. The working and study environments will be safe and inclusive for everyone. The University of Oslo will promote cultural development in order to attract the best candidates and draw on the positive effects of a diverse university.

¹ Strategy 2030: <https://www.uio.no/om/strategi/strategi-2030/>

Organisation and follow-up of the work

The action plan provides guidance for the university's work on diversity and equality and forms the basis for the university's follow-up on activity and reporting requirements².

Diversity, equality, gender balance and inclusion is a management responsibility and must be included on the agenda in the various units, at management meetings and in steering meetings with the units. The management responsibility includes, among other things, responsibility for ensuring that the equality and diversity perspectives are followed up on in connection with recruitment, HR follow-up, the working environment and organisational development.

The action plan must be communicated to employees and students.

What?	How?
Local plans for follow-up on the action plan	All units must have dedicated plans, adapted to local conditions and challenges, for the follow-up on the action plan. The University of Oslo will continue financial allocation to the units. The units are encouraged to set aside a corresponding amount for this work.
The Equality Coordination Group	Annual focus areas must be developed within the target areas in the action plan. A rolling responsibility for meetings has been introduced and means that the faculties are responsible for arranging one meeting each year to focus on their priority areas and highlight their local efforts. The management/dean participate in these meetings.
Forum for internationalisation, diversity and inclusion (FIDI).	Relevant matters relating to diversity and inclusion must be escalated and this will provide key skills development and exchange of experiences, which may help ensure that relevant matters are escalated to management.
HR management network	Relevant matters relating to diversity and equality linked to the HR field must be raised.

² Act on equality and prohibition against discrimination: https://lovdata.no/dokument/NL/lov/2017-06-16-51#KAPITTEL_4

Actions to promote gender balance and equality at the University of Oslo

Equality is about the fair distribution of power, influence and resources. For the university, this is about equal access to academia and ensuring that research and education are of a high quality and relevance.

Gender balance is about the representation of people and perspectives. An improved gender balance will lead to greater reflection on the diversity of the population, thereby strengthening the credibility of research and problem-solving at the university.

The University of Oslo has a general and long-term ambition for a real and equal gender balance among employees and students.

Target area	Contents	Responsibilities
Recruitment	<ul style="list-style-type: none"> • Focus on gender balance in recruitment for all positions. • Target figures for gender balance in academic positions: <ul style="list-style-type: none"> - <i>Increase the percentage of females in professor positions to 40%</i> - <i>Increase the percentage of females in academic management positions to 50%</i> - <i>Increase the percentage of females in adjunct professor positions to 40%</i> • The general rule is that permanent academic positions are advertised as associate professor positions. • Encourage the use of applicant committees to ensure gender balance and diversity in the applicant base. • Use moderate gender quotas where two candidates are equally or similarly qualified. • Encourage female candidates to apply for academic management positions. 	University Management, Department for HR Support and the Units at the University of Oslo

Recruitment of students	<ul style="list-style-type: none"> • The long-term goal is a 40/60 gender distribution for all study programmes at UiO. • Systematise the work to improve gender balance in study programmes where gender representation is particularly skewed (20/80). • Contribute to raising awareness regarding particularly gender-imbalanced study programmes through dialogue with other higher education institutions to ensure greater national pressure. 	University Management, Department for Student Administration, Department for Communications, Public Relations and the Units at the University of Oslo
-------------------------	--	---

	<ul style="list-style-type: none"> • Compile information about the applicant base to ensure a good knowledge base. Use this knowledge base to assist and advise the faculties in their work on measures in this area. • Identify challenges linked to gender balance among students and implement local measures. 	The Units at the University of Oslo
Skills development and career support	<ul style="list-style-type: none"> • Diversity and equality are important perspectives that must be integrated in all management training and other training provisions at the University of Oslo. • Raise awareness of unconscious bias. • Develop training courses on recruitment. • Continued provision of: <ul style="list-style-type: none"> ○ Mentoring scheme for female postdoctoral fellows ○ Promotion seminars for female associate professors ○ Qualification grants for female associate professors ○ Courses on the management and prevention of harassment ○ Courses on ROSA expertise relating to how to create a safe and inclusive working environment in respect of sexual harassment, gender identity and gender expression 	University Management, Department for HR Support and the Units at the University of Oslo Department for HR Support
Communication and events	<ul style="list-style-type: none"> • Diversity and equality must be integrated in communication work. • Celebrate and participate in Oslo Pride. • Celebrate the Sami national day. • Arrange seminars in connection with 8 March. • Offer relevant seminars to promote expertise relating to equality and diversity. • Work to raise awareness about gender and diversity perspectives in research and education. 	University Management, Department for HR Support and Department for Communication and Public Affairs

Actions to promote diversity and inclusion at the University of Oslo

People are the most important resources at the University of Oslo³. The University of Oslo will be an open and inclusive university based on equality and respect and where there is a safe working and learning environment with space for everyone, regardless of gender, ethnicity, disability, gender identity, sexual orientation, socio-economic background, age, religion, etc.

A platform of knowledge relating to diversity will be developed at the University of Oslo and this will identify the diversity challenges at the university and form the basis for the specification of targeted actions and continued work. This part of the action plan will therefore be completed during the autumn of 2021.

Target area	Contents	Responsibilities
The concept of diversity	Discussion of the concept of diversity through meetings with the Dean in order to provide guidance for continued diversity efforts at the University of Oslo.	Management strategy meeting and the Department for HR Support
Platform of knowledge	A diversity report that will form the basis for specification and actions in the area will be developed during the spring of 2021.	Centre for Interdisciplinary Gender Research and the Department for HR Support
Recruitment of students	A situational analysis must be conducted in order to define challenges, objectives and actions.	The Department for Study Administration and the Department for Communications, Public Affairs
Specification of actions	Specification of actions to promote diversity and inclusion for University of Oslo students and employees, autumn 2021.	Management strategy meeting, resource group consisting of deans and the Department for HR Support

³ Strategy 2030: <https://www.uio.no/om/strategi/strategi-2030/>