

Action plan for diversity, equality and inclusion 2021-2024

UiO's policy for diversity, gender equality and inclusion is anchored in in Strategi 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 several 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 in such a way that it can explain inequity in different ways rather than if you look at one factor at a time. For this reason, the University of Oslo places importance on a multidimensional equality policy that addresses how 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 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 to attract the best candidates, and in this way draw on the positive effects of a diverse university.

Version log	
May 2021	Adopted by the University board May 4, 2021
February 2023	Revised version adopted by the University board February 7, 2023

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

Organisation and monitoring 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 duty to report a statement².

Diversity, equality, gender balance and inclusion are a management responsibility and must be included on the agenda in the various faculties, museums and units, in management meetings and in UiO's steering dialogue with the units. The management responsibility includes the responsibility for ensuring that equality and diversity perspectives are followed up on in recruitment, staff monitoring, the working environment and organisational development.

The action plan must be communicated to employees and students.

What	Actions
Local action plans for following up on this action plan	All faculties, museums and units must have dedicated action plans for diversity, equality and inclusion for following up the ambitions set in this action plan, adapted to local conditions and challenges. The University of Oslo will continue financial allocation to the units. The units are encouraged to set aside a corresponding amount in their yearly budgets, dedicated to this work.
The Coordination group for equality	Annual focus areas must be developed within the target areas in this action plan. A rotating meeting responsibility, meaning that the faculties, museums and units are responsible for hosting 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)	Meetings relate to relevant matters concerning diversity, equality and inclusion to provide skills development and exchange of experiences, which may help ensure that relevant matters are lifted to management level.
HR management network	The network shall raise relevant matters concerning diversity, equality and inclusion linked to the HR field.

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 concerns 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	Actions	Responsibility
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 share of women in professor positions to 40 %</i> - <i>Increase the share of women in academic management positions to 50 %</i> - <i>Increase the share of women in professor positions to 40 %</i> • The general rule is that permanent scientific positions are advertised as associate professor. • Encourage the use of search 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 scientific management positions. 	University management, Department of organisation and personnel 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 study programmes with a high degree of gender imparity through dialogue 	University Management, Department for Student Administration, Department of Communications and External Relations and the Units at the University of Oslo

	<p>with other higher education institutions to ensure greater national pressure.</p> <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 programme 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 kompetanse”/ pink skills relating to how to create a safe and inclusive working environment in respect of sexual harassment, gender identity and gender expression 	<p>University management, Department of organisation and personnel and the units at the University of Oslo</p> <p>Department of organisation and personnel</p>
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 the international Women’s Day. • Offer relevant seminars to promote expertise relating to equality and diversity. • Work to raise awareness about gender and diversity perspectives in research and education 	<p>University management, Department communication and Department of organisation and personnel</p>

Actions to promote diversity and inclusion at the University of Oslo

Our people is the University of Oslo's most important resources³. The university must be an open and inclusive university built on equality and respect and with a safe working and learning environment where there is room for everyone regardless of gender, ethnicity, functional ability, gender identity, sexual orientation, socio-economic background, age, religion, and other factors relating to the individual. This means that the university is committed to work actively to reduce the risk of discrimination and harassment in the working and study environment.

The University of Oslo is a complex university with already existing diversity as part of our organisation, both in terms of academic diversity and demographic diversity among our students and staff. The university shall ensure that everyone experiences an inclusive environment. By that, we mean that there should be room to be different and that the environment should help to bring out the best in the individual.

This section has been revised in spring 2023 based on the report "[Diversity and inclusion at UiO - a research report](#)" (2022) which was one of the actions in the original plan (see appendix). However, both this report and UiO see the need for even more concrete information about the demographic composition of students and staff, which may affect the possibility of success in work and studies⁴. Additional knowledge about employees and students that can be reproduced over time is therefore an important measure to be able to concretize further measures for diversity and inclusion in future action plan periods.

Target Area	Actions	Responsibility
Information base	<ul style="list-style-type: none">• Commission a limited research project on staff and students with figures on over- and under-representation in relation to the general population along the following dimensions: foreign-born and Norwegian-born with an immigrant background⁵, social background and gender, as well as any other relevant dimensions, at faculty level.<ul style="list-style-type: none">○ The research project is to be completed in 2023 to be included in the work on the action plan that will apply from 2025.	University management, Department of organisation and personnel

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

⁴ Anbefaling 8: «Iverksette målrettede forskningsprosjekter som etablerer kunnskap om utfordringer blant ansatte med ulike bakgrunner – som for eksempel etterkommere av innvandrere til Norge. Gjennomføre et utforskende forskningsprosjekt blant studenter på UiO.» (*Mangfold og inkludering ved UiO – en forskningsrapport*, Bråten & Mikalsen, 2022: s. xi)

⁵ Med innvandrerbakgrunn legger UiO til grunn SSB sine definisjoner av samlebetegnelsen «personer med innvandrerbakgrunn»:

- Innvandrere er personer som har innvandret til Norge, som er født i utlandet med utenlandsfødte foreldre
- Norskfødte av innvandrerforeldre er personer som er født i Norge av to utenlandsfødte foreldre

Organisation	<ul style="list-style-type: none"> • The Coordinating Group for Equality is renamed the Coordinating Group for Equality, Inclusion and Diversity. <ul style="list-style-type: none"> ○ The coordination group shall be a strategic advisory body to the rector's office in matters relating to equality, inclusion and diversity. • Reorganization of the Forum for Internationalisation, Diversity and Inclusion (FIDI) to Network for Equality, Inclusion and Diversity (LIM). The network shall develop a mandate and consist of permanent members from all faculties, museums and units under the university board. • All faculties, museums and centers under the university board appoint at least one employee who will be given operational responsibility for LIM work. The employee must be a representative in the formalized LIM network, follow up the LIM work locally at own and subordinate units, and carry out the unit's equality reporting. • The LIM network is responsible for annual stunt relating to equality, inclusion and diversity at UiO. • The coordination group and the LIM network must strive to represent the diversity at UiO. 	All faculties, museums and units under the university board, the University management and the Department for Organization and Personnel
Management	<ul style="list-style-type: none"> • Clarify diversity, equality and inclusion as perspectives/modules in management programmes at the University (Programme for the Heads of department, the Educational leadership progamme and the Research leadership programmes). 	Department of Research and Innovation and Department for organization and personnel
Skills development	<ul style="list-style-type: none"> • Develop a toolbox for employees and managers on diversity, equality and inclusion on the For-employee pages. • The university pedagogical program (uniped) is to be further developed to deal with relevant topics within diversity, equality and inclusion in teaching. 	Department for organization and personnel LINK

	<ul style="list-style-type: none"> • Ensure competence enhancement for study advisors that concerns diversity, equality and inclusion in meeting the students. • Ensure competence enhancement around legal requirements on universal design, particularly the legal requirements around ICT solutions. 	Department of Education Services and IT Department
Student recruitment	<ul style="list-style-type: none"> • Strengthen the focus on recruitment and follow-up of a diverse student population <ul style="list-style-type: none"> ○ Evaluate and assess the continuation of the principles and methods from MiFA - Diversity in focus in academia. ○ Further work with recruitment and work against dropouts among students anchors in results in the section "Information base". 	Department of Communications and External Relations and Department of Education Services
Inclusion	<ul style="list-style-type: none"> • Language training <ul style="list-style-type: none"> ○ Follow up new employees in permanent scientific positions, who do not speak Norwegian, in accordance with current guidelines for language training. Follow-up of the work must be documented annually in connection with equality reporting. Language training must be thematised when entering into a contract and onboarding of the new employee. ○ New employees in fixed-term positions or temporary positions with a main language other than Norwegian must receive information about the possibility of language courses when signing the contract. ○ Offer courses in administrative English and Norwegian Nynorsk for all employees. • Strengthen the coordination of the reception of new employees <ul style="list-style-type: none"> ○ For the reception of new employees from abroad, coordination between ISMO and the receiving unit must be strengthened. 	Department for organization and personnel and faculties, museums and units under the university board

Appendix

Target Area	Actions	Responsibility	Status
The concept of diversity	Discussion of the concept of diversity with a dean's meeting to give direction for the further work on concretizing diversity at the University of Oslo.	The management's strategy meeting and the Department for personnel support	Discussed in the March 2021 dean's meeting
Knowledge base	The diversity report, which forms the basis for concretization and measures for this area, will be developed in spring 2021.	Centre for interdisciplinary gender research and Department for organization and personnel	Diversity report launched May 2022
Student recruitment	A situation analysis must be made in order to be able to define challenges, goals and measures.	Department of Education Services and Department of Communications and External Relations	Situation analysis for student recruitment based on gender made in 2021. Recognized that it is difficult to generate knowledge for parameters other than gender, which supports the need to develop more knowledge.
Specification of measures	Specification of measures to promote diversity and inclusion for students and staff at the University in autumn 2021.	Management's strategy meeting, Resource group of deans and Department for organization and personnel	Resource group for diversity and inclusion appointed summer 2022. The group's proposal delivered to the University autumn 2022.