



GENDER EQUALITY, DIVERSITY AND INCLUSION

At NMBU

PLAN OF ACTION 2022–2025

Adopted by Rector
17.12.21

Version history

Version	Revision date	Description of change
1.0	December 2021	First version

ACTION PLAN 2022–2025

Introduction

NMBU strives to be an inclusive and diverse university where everyone is valued and has equal opportunities. NMBU shall therefore further develop a culture characterised by transparency, fellowship, equality and diversity.

The work on equality, diversity and inclusion is part of NMBU's strategic efforts. The university wishes to achieve gender balance at all levels of the organisation: students, all groups of employees, councils, committees and governing bodies.

NMBU shall comply with the requirements set out by the Norwegian authorities and the EU with respect to equality, diversity and inclusion. NMBU also wishes to contribute to achieving the UN Sustainable Development Goals, particularly those on gender equality and reducing inequality.

The action plan defines objectives and actions, sets out responsibility and lists the resources required to improve equality at NMBU.

The actions and objectives have been devised and worded broadly to ensure that it will be possible to add further objectives and activities during the action plan period, based on analyses and surveys. The plan is divided into six target areas, as recommended by the EU, and also covers national expectations and requirements in the field.

Work-life balance and organisational culture	
OBJECTIVE	Raise awareness in the organisation
	Reduce number of temporary positions
	Greater flexibility in working life to make combining family life and a career manageable
	NMBU wishes to understand and ensure a culture characterised by equality, diversity and inclusion, with the aim of creating an environment in which all genders can enjoy a satisfactory career in the research sector.
ACTIONS	RESPONSIBILITY
Assess employees' feedback on the perceived organisational culture in the workplace by using Equalitycheck	Human Resources
Review, identify and implement measures based on the employee survey	Human Resources
Conduct a survey to identify involuntary part-time work	Human Resources
Prepare guidelines for agreements on working remotely/working from home	Human Resources

Gender balance and diversity in management and decision-making	
GOAL	Raise awareness among decision-makers and stakeholders
	Increase the proportion of female professors
ACTIONS	RESPONSIBILITY
Make active efforts to ensure all genders are represented among the applicants when appointing managers and middle managers	Position manager
Facilitate real competence-raising in diversity management	Equality and Diversity Committee
Departments in which one gender is under-represented (under 40%), must encourage qualified candidates of the under-represented gender to apply for management positions	Position manager, Appointment committee
Facilitate measures to increase the proportion of female professors	Human Resources

Gender equality and diversity in recruitment and career progression	
OBJECTIVE	Equal pay for equal work
	Raise awareness and build competence linked to equality, diversity and employees' and decision-makers' conscious/unconscious gender bias
	NMBU shall be an open, diverse workplace where employees with different origins, backgrounds or functional ability feel that they belong, and are important in the fellowship and have the opportunity to participate in the workplace
	5% of new appointments shall be people with functional impairments or gaps in their CV
ACTIONS	RESPONSIBILITY
Monitor and report to ensure NMBU's pay policy takes gender and diversity into account, and reflects that NMBU practises equal pay for equal work	Human Resources
Collect data on and monitor gender, immigrant background, functional impairment and CV gaps for applicants to positions, in a digitalised, anonymous manner	Human Resources
Conduct a survey on involuntary part-time work	Human Resources
Organise courses in cultural understanding	Human Resources
Facilitate onboarding of new employees	Position manager/ Human Resources
Join the State's trainee programme and enter into a collaboration agreement with the Norwegian Labour and Welfare Administration on inclusion of people with gaps in their CV or functional impairments	Human Resources/Faculties/ Departments
Identify and implement actions necessary to realise NMBU's language policy	Human Resources/Faculties/Departments
Increase the number of professional and social events where part of the programme is in English	Faculties/Departments
Identify and implement actions based on surveys and analyses	Human Resources
Delegate the objective of 5% of new appointments being people with functional impairments or gaps in their CV to the departments, making it clear that this expected to generate results	Human Resources/Faculties/Departments

Integration of the gender dimension and diversity perspectives in research and teaching content	
OBJECTIVE	Increase the presence of gender and diversity perspectives in research and teaching content
ACTIONS	
Organise webinars/courses to raise awareness of the relevance of gender and diversity perspectives in curricula and research projects	Faculties
Make good, recognised guidelines available in order to improve and include gender and diversity perspectives in curricula and research projects, across disciplines	Faculties

Measures to combat violence and harassment	
OBJECTIVE	Raise awareness (commitments/expectations) linked to violence and all types of harassment
	Employees and students are aware of NMBU's zero tolerance of bullying and harassment
ACTIONS	
Implement a risk analysis to evaluate the risk of discrimination or other barriers to equality	Human Resources
Consider developing a new institutional informal complaints procedure system, to supplement the formal system that already exists	Human Resources
Define guidelines for an overview of the number and severity of both formal and informal complaints	Human Resources
Awareness-raising campaigns on harassment	Human Resources
Identify and implement measures based on surveys and analyses	Faculties/Departments/Student Parliament

Institutional structures	
OBJECTIVE	Increase capacity for equality, diversity and inclusion work
	Comply with the activity and reporting duty
ACTIONS	RESPONSIBILITY
Annual report on equality and diversity, which includes up-to-date indicators	Human Resources
Revise the action plan every four years, or as necessary	Human Resources/ Equality and Diversity Committee
Equality and diversity contact persons at each faculty	Faculties
Equality and Diversity Committee holds four annual meetings	Human Resources
Increase dedicated resources in Human Resources	Human Resources
Identify and implement further measures during the period	Equality and Diversity Committee
Universal design of workspaces	Department of Estates and Facilities