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EQUALITY, DIVERSITY AND INCLUSION

At NMBU

ACTION PLAN 2022–2025

Adopted by the Rector

2 June 2023

**Version history**

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| **Version** | **Revision date** | **Description of change** |
| 1.0 | December 2021 | First version |
| 2.0 | May 2023 | Second version |

**ACTION PLAN FOR EQUALITY, DIVERSITY AND INCLUSION 2022–2025**

**Introduction**

NMBU strives to be an inclusive and diverse university where everyone is valued and has equal opportunities. NMBU should therefore be a university with a safe working and learning environment where there is room for everyone regardless of gender, ethnicity, functional ability, gender identity, gender expression, sexual orientation, socio-economic background, age, religion and life stance.

The work on equality, diversity and inclusion is a management responsibility and is part of NMBU’s strategic efforts, both at a general and local level. The university aims to achieve gender balance at all levels of the organisation: students, all groups of employees, councils, committees, departments 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 aims to contribute to achieving the UN Sustainable Development Goals on gender equality and reduced inequality. Therefore, NMBU shall continuously work to raise awareness of why we need to work on equality, diversity and inclusion, and must have an ongoing and active discussion on these topics.

The action plan defines goals and actions, sets out responsibility and lists the resources (see ‘Institutional structures’) required to achieve these goals at NMBU. The measures and actions have been devised and worded broadly to ensure that it will be possible to add further measures and activities during the action plan period, based on analyses and surveys. The plan is divided into target areas recommended by the EU and also covers national expectations and requirements in the field.

**Organisational culture and work-life balance**

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| **Goal** | **Measure** | **Responsibility** | **Deadline** |
| *Greater flexibility in working and student life to make combining family life and a career manageable* | The units must work actively to ensure that it is possible to combine a career and family life | Faculties, departments | December 2025 |
| Review, identify and implement measures based on employee surveys | Department of Human Resources (POA) |  |
| *NMBU shall strive to accommodate employees’ needs throughout their professional careers* | Develop guidelines on how to use performance appraisal interviews and annual plan discussions actively | POA and employee representatives |  |
| Invite to discussions about how the working and student environment at the university is perceived | The Working Environment Committee (AMU) and the Department of Academic Affairs |  |
| *Reduce the amount of temporary positions* | Comply with government orders on how to reduce the amount of temporary positions | Management | December 2025 |

**Gender balance and diversity in management and decision-making**

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| **Goal** | **Measure** | **Responsibility** | **Deadline** |
| *The work on equality, diversity and inclusion is anchored in management* | Equality and diversity should regularly be discussed in management forums | Management |  |
| Emphasise expertise on equality and diversity when hiring new managers | Position manager |  |
| *Increased competence and raised awareness of equality and diversity among NMBU’s managers* | Integration of equality and diversity perspectives in management training | POA |  |

**privacy**

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| **Goal** | **Measure** | **Responsibility** | **Deadline** |
| *Increase the proportion of female professors* | The Promotion Project | POA | December 2025 |
| *Equal pay for equal work* | Monitor, map and report to ensure NMBU’s pay policy takes gender and diversity into account and reflects that NMBU practises equal pay for equal work | POA and employee representatives | Annually |
| *NMBU shall be an open, diverse workplace where employees and students, regardless of background, feel that they belong, are an important part of the community and have the opportunity to participate in the workplace* | Offer courses in intercultural interaction | POA | Annually |
| Facilitate onboarding of new employees | POA, Position manager |  |
| Meet the requirements of NMBU’s language policy, including offering Norwegian language courses | POA | Annually |
| Increase the number of professional and social events where (part of) the programme is in English | Faculties, departments |  |
| *Increased competence on diversity recruitment and unconscious bias among employment councils and committees* | Provide access to knowledge about diversity recruitment and unconscious bias | POA, departments, faculties |  |

**Gender balance and diversity in recruitment and career development**

**Gender and diversity perspectives in research and teaching content**

**Measures to combat violence and harassment**

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| **Goal** | **Measure** | **Responsibility** | **Deadline** |
| *Increase the presence of gender and diversity perspectives in research and teaching content* | Raise competence and awareness of the relevance of gender and diversity perspectives in curricula and research projects | Faculties, the Department of Research and the Department of Academic Affairs |  |
| Make good, recognised guidelines and information material available in order to include gender and diversity perspectives in research projects, across disciplines | POA and the Department of Research |  |

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| **Goal** | **Measure** | **Responsibility** | **Deadline** |
| *Raise awareness and competence among employees, managers and students about discrimination and all types of harassment. All employees and students are familiar with NMBU’s whistleblowing system.* | Communication campaigns about harassment, how the whistleblowing systems work, and that it is possible to report anonymously | POA |  |
| Obtain an overview of the number and severity of both formal and informal complaints | POA |  |

**Institutional structures**

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| **Goal** | **Measure** | **Responsibility** | **Deadline** |
| *Comply with the activity and reporting duty and meet the requirements of the EU and the Research Council of Norway for work on gender balance and diversity* | Establish a working group to select annual priorities and follow up the action plan, which is coordinated by POA | Rector/POA | August 2023 |
| Annual report on equality and diversity, which includes up-to-date indicators, including a gender pay gap review and mapping of involuntary part-time work at least every two years | POA | Annually |
| Revise the action plan for equality, diversity and inclusion every four years, or as necessary | POA | June 2023 |
| Universal design of work spaces (physical and digital) | EIA, KOM, SiT, DOK |  |
| *Coordinate equality, diversity and inclusion efforts* | Maintain the scheme of equality and diversity contact persons at each faculty | Faculties | December 2025 |
| Two annual meetings of the Equality and Diversity Committee | POA |  |
| Increase dedicated resources in POA | Management, POA |  |