



Action Plan for Gender Equality, Gender Balance and Diversity 2018–2020



UiO • **Universitetet i Oslo**

ACTION PLAN FOR GENDER EQUALITY, GENDER BALANCE AND DIVERSITY 2018–2020

The University of Oslo's gender equality policy is anchored in "Strategy 2020". The main goal for the University's gender equality policy in the strategy plan is formulated as follows: *"An internationally leading university needs to pursue active policies for equality between women and men, as well as recruitment policies that ensure diversity and equal rights for all."*

Furthermore, Strategy 2020 defines an important part of UiO's goals and profile as follows:

"The academic culture must be characterized by critical reflection, power critique, debate, freedom from bias and objectivity. The University must therefore have a working and learning community based on equality, respect and transparency."

UiO's gender equality policy is translated into concrete goals in the action plan for gender equality, gender balance and diversity. The work on the action plan and measures is anchored in the management at UiO and encompasses both employees and students at the University.

Management responsibility

Gender equality, gender balance and diversity are the responsibility of the management and must be pursued at management meetings and in management dialogues with the units. The Gender Equality Coordination Group is responsible for raising strategic questions and ensuring the action plan is followed up, by setting priorities and raising issues at deans' meetings, for example.

Gender equality, gender balance and diversity are important perspectives that are to be integrated into all management training and other training at UiO.

Follow-up and implementation

This plan provides direction for the work to ensure gender equality, gender balance and diversity at UiO in the period 2018–2020. All faculties, museums and centres are to have their own action plans within the framework of the overarching action plan. Staff members and students in the units are to be made aware of this action plan and the local action plan. Units must submit annual reports on planned and implemented measures and how allocated equality funds have been used.

UiO's annual report is to include these reports on the follow-up of the action plan. During the course of 2018, the current scheme for allocation of equality funds is to be evaluated and assessed in light of the possibility to meet the goals in the action plan.

Goals in the period 2018–2020

The following four main goals will be given priority in the action plan period:

- Increased efforts to prevent harassment with a main focus on sexual harassment
- Higher proportion of women in academic positions and academic management positions
- Strengthening the work on diversity at UiO
- Better gender balance in all study programmes

Increased efforts to prevent harassment with a main focus on sexual harassment

Harassment is unacceptable and must be taken very seriously. No one at UiO, be they staff or students, shall experience being subjected to any kind of harassment, including sexual harassment, as defined by the Working Environment Act¹ and the Equality and Anti-Discrimination Act². UiO has a duty to combat and seek to prevent all kinds of harassment, especially sexual harassment.

The overall goal for the action plan period is to increase efforts to prevent harassment with a main focus on sexual harassment. The work is to include both a general review of guidelines and reporting routines as well as awareness raising and preventive efforts.

¹ Working Environment Act: <https://lovdata.no/dokument/NL/lov/2005-06-17-62>

² Equality and Anti-Discrimination Act: <https://lovdata.no/dokument/NL/lov/2017-06-16-51?q=likestillingsloven>

Preventing sexual harassment	Responsible
Review and continue to develop online information about sexual harassment	University Management/Department of Personnel Support
Compile an overview of sexual harassment cases in the units in the last 5 years	University Management/Department of Personnel Support
Undertake a risk assessment and an assessment of risk situations	University Management/Department of Personnel Support
Review of guidelines and reporting routines	University Management/Department of Personnel Support
Create arenas to raise issues and share experiences	University Management/Department of Personnel Support
Training for managers at all levels	University Management/Department of Personnel Support
Develop an information and resource package for the units on how to handle cases	University Management/Department of Personnel Support
Set up a resource group to work on prevention of sexual harassment, which is to include: <ul style="list-style-type: none"> • Creating a long-term plan that applies to both staff and students • Developing measures based on arguments from research and experience • Conducting qualitative surveys based on the results of the risk assessment 	University Management/Department of Personnel Support

Preventing harassment	Responsible
Review and continue to develop online information about harassment	University Management/Department of Personnel Support
Compile an overview of harassment cases in the units in the last 5 years	University Management/Department of Personnel Support
Review of guidelines and reporting routines	University Management/Department of Personnel Support
Create arenas to raise issues and share experiences regarding various forms of harassment	University Management/Department of Personnel Support
Training for managers at all levels	University Management/Department of Personnel Support
Develop an information and resource package for the units on how to handle cases	University Management/Department of Personnel Support

Higher proportion of women in academic positions and academic management positions

Equality is a matter of fairness, democracy, quality and gender balance. Women and men must be given equal opportunity to participate in the research community, and the research community needs the contributions of both sexes. Better gender balance will lead to greater reflection on diversity in the population, and this will strengthen research credibility. Gender balance is thus an end in itself, but also a means to reduce indirect discrimination and ensure greater individual fairness. The principle of fairness implies that the gender distribution at one position level should be reflected in the transition to the next, while the principle of equality implies that the under-represented gender should have its proportion increased.

UiO has an overall, long-term ambition for a 50/50 distribution of women and men at the University. Nevertheless, realistic goals must be set based on the current gender distribution.

Target numbers:

- Increase the proportion of women in **permanent academic** positions to **over 40%** (39.2% in 2017)
- Increase the proportion of women in **professor** positions to **35%** (31.9% in 2017)
- Increase the proportion of women in **professor II** positions to **40%** (28.3% in 2017)
- Increase the proportion of women in **academic management positions** to **40%** (34.7% in 2017)

The faculties and units set their own target numbers in light of local circumstances and issues.

Recruitment initiatives	Responsible
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In order to safeguard the gender perspective in new recruitment, all permanent academic positions are to be discussed at the local level before formal announcement of the vacancy	Faculties and museums
In order to ensure gender-balanced new recruitment, the main rule is that permanent academic positions are to be announced as associate professorships. The announcement of chairs and associate professorships/professorships must have special grounds	Faculties and museums
Active use of application committees to ensure gender balance and diversity among the candidate base and contribute to the appointment of top quality staff, gender balance in senior academic positions and diversity in academia. Cf. UiO's recruitment policy for academic positions	Faculties and museums
Work to recruit female applicants to permanent academic positions	Faculties and museums
Work to recruit female applicants to academic management positions, for example by actively encouraging women to apply and stand for election	University Management/Faculties and museums
Conduct long-term, targeted staffing planning with an overall perspective on gender balance and diversity, cf. UiO's recruitment policy for academic positions	Faculties and museums
Develop guidelines on use of nominations to ensure gender balance	University Management/Department of Personnel Support
When making a nomination, special attention must be paid to gender balance, including the possibility of nominating women for appointment to professor II positions. Cf. UiO's recruitment policy for academic positions	Faculties and museums
Make greater use of the opportunity to apply moderate gender quotas when two candidates are equally or approximately equally qualified	Faculties and museums
Develop better training and guidance for assessment committees to raise awareness about implicit prejudice (bias) ³ as regards gender and diversity	University Management/Department of Personnel Support/Faculties and museums

Career initiatives	Responsible
Identify obstacles to gender equality in order to develop measures and target efforts to achieve better gender balance	Faculties and museums

³Explanation of the concept: <http://www.businessinsider.com/cognitive-biases-that-affect-decisions-2015-8?r=US&IR=T&IR=T>

Continue to announce funding for qualification grants for female associate professors who wish to apply for promotion to professor	University Management/Department of Personnel Support
Continue to offer training in relation to applications for promotion and regulations related to this	University Management/Department of Personnel Support
Continue to offer mentoring programmes for female post-doctoral positions	University Management/Department of Personnel Support

Strengthening the work on diversity at UiO

Diversity can refer to a variety of factors such as gender, ethnicity, disability, gender identity, sexual orientation, socio-economic background, age, etc. At UiO, it is important to emphasize that there is to be equal opportunity to influence and participate in the workplace for everyone – regardless of affiliation or background. Inclusion is a matter of recognition, respect and understanding of differences to ensure equal opportunity and fair treatment, as well as taking advantage of the positive effects of a diverse university.

As an inclusive workplace under the IA scheme, UiO adheres to guidelines on adaptation and inclusion in working life to ensure accommodation of employees with a temporary or permanent illness or disability. UiO also provides adapted study situations for students with special needs. UiO has a dedicated seniors policy.

The overall goal of the action plan period is to increase awareness about diversity and improve the knowledge base, in order to identify the diversity challenges UiO has and provide direction for targeted, long-term measures and activities.

Activity	Responsible
Establish a network for administrators working with diversity-related projects and work areas, cf. the overall goal, which will also ensure that diversity issues are highlighted at the management level	University Management/Department of Personnel Support
Continue the recruitment of students with minority backgrounds (MIFA)	University Management/Department of Personnel Support
Develop a better knowledge base about staff members and students with minority backgrounds	University Management/Department of Personnel Support and Department of Academic Administration
Offer training courses and seminars in the fields of diversity recruitment, inclusion, discrimination, intersectionality ⁴ , gender diversity, diversity management and implicit prejudice (bias)	University Management/Department of Personnel Support
Participate in Oslo Pride both academically and in the parade	University Management/Department of Personnel Support
Identify the diversity challenges the faculty/unit has in order to develop measures, target efforts and ensure proactive diversity recruitment	Faculties and museums

⁴ [Definition](#): "analysis of the mutual constitution and interaction between social categories and how such interaction results in complex forms of power imbalance and identity formation" (Språkrådet.no)

Better gender balance in all study programmes

As Norway's largest educational institution, UiO has a major social responsibility, where both the staff and the students should reflect the population and society in which we live. The University's own strategy, *Strategy 2020*, emphasizes the importance of meeting the challenges associated with study programmes that have abnormally skewed gender distributions. Diverse environments consisting of different types of people and experience backgrounds can help ensure that the best and most relevant solutions are investigated and explored, and that the students acquire competencies with the utmost relevance for the workplace. Therefore, the goal is for an even gender balance and good representation of both sexes in all study programmes. The situation is particularly critical in some study programmes. Gender balance in the recruitment base is of particular importance in the health care subjects involving treatment of people.

Activity	Responsible
The long-term goal is a 40/60 gender distribution for all study programmes at UiO	University Management/Department of Academic Administration/Faculties/Units
Systematize work to improve gender balance in study programmes where gender representation is particularly skewed (20/80)	University Management/Department of Academic Administration/Faculties/Units
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 of Academic Administration/Faculties/Units
Identify challenges linked to gender balance among the students and implement local measures	Faculties and museums
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	University Management/Department of Personnel Support