ACTION PLAN FOR EQUALITY AND DIVERSITY FOR STUDENTS AND EMPLOYEES

- University of Stavanger 2022-2026

INTRODUCTION

The University of Stavanger's **2030 Strategy** highlights the fact that the University's values of "independent, involving and innovative" will contribute to the University achieving its vision and objectives as a University. The strategy states that: "Respecting the fact that we are all different, with different backgrounds, provides the conditions for social and academic participation. Universal design will characterise our programmes of study, as well as the physical and digital learning environment. We view diversity as a resource in our learning environment."

This **plan of action** will help the University of Stavanger to achieve the objectives of the strategy, ensure compliance with the requirements set down in Section 1 on the Duty of Activity and Reporting and Section 24 and 26 of the Equality and Anti-Discrimination Act, as well as contributing to the University facing the future as an institution founded on a diverse academic culture. The plan has been drawn up in accordance with the **Gender Equality Plan (GEP) in Horizon Europe,** which means that the plan must be publicly available and that resources must be set aside for equality efforts. The plan has also been drawn up in accordance with requirements from the Norwegian Research Council.

The **University of Stavanger** has around 12,000 students and 2,000 employees, of which 10 per cent have an international background. The gender distribution between permanent staff is 45/55, with a slight predominance of female employees. Nevertheless, there are great variations at faculty level with regard to both gender balance and diversity. The action plan strives to balance these differences.

The Ministry of Education and Research has appointed a dedicated committee - the **Committee for Gender Balance and Diversity** - to provide recommendations for measures to help integrate work on gender balance and diversity at universities and other research institutions in Norway**.**
Gender balance and ethnic diversity are priority areas for the Committee for Gender Balance and Diversity. In keeping with this, the University of Stavanger will work to ensure a better gender balance among employees at faculties and in programmes of study where there is a clearly unbalanced gender distribution. The Committee for Gender Balance and Diversity also has a high focus on harassment, especially sexual harassment, as a survey conducted in 2019[1] identified that this is an area that requires attention. The University of Stavanger has zero tolerance for bullying, harassment and sexual harassment.

All employees and student should experience the University of Stavanger as a positive and

safe place to work and study. **The National Union of Students in Norway (NSO)** makes it clear that everyone with academic qualifications should have equal access to higher education, regardless of ethnicity, language, religion, beliefs, gender, sexual orientation, identity, disability and social and socioeconomic background. The University of Stavanger will strive to realise the objectives set out by the NSO. These objectives are in keeping with the University of Stavanger's strategy to view diversity as a resource – a diversity that is necessary in order to safeguard the vision for an innovative and international profile, as well as being a driving force in the development of knowledge and in the process of societal change.

[1] National Report on bullying and harassment in the University and University College sector - "Mobbing og trakassering i Universitets- og høyskolesektoren", 2019

OBJECTIVES AND MEASURES

The objectives for the work on equality, inclusion and diversity at the University of Stavanger are to create a safe working and learning environment for everyone, with zero tolerance for discrimination on the basis of ethnicity, national origin, language, religion and beliefs, disability, sexual orientation or gender identity. No one should be subjected to unwanted sexual attention. All students and employees must be familiar with the University of Stavanger's Code of Conduct for academic supervisors/employees and the action plan. University of Stavanger employees must have equal pay, regardless of nationality.

In order to realise these objectives, it is crucial that we take a holistic approach and that prevention and measures are implemented across all levels of the organisation and become part of everyday life. We all share a responsibility for ensuring a positive learning and working environment. Specific measures are laid out in the table below, together with the associated responsibilities. The measures have been structured under the following items:

- ORGANISATION AND MANAGEMENT
- Recruitment and new employees
- Sexual harassment
- Gender balance and diversity in research and education
- Diversity and inclusion among students and employees

ORGANISATION AND MANAGEMENT	Responsibilities	Execution	Applies to
Creating a Diversity Advisor role during the 2022-2025 period	University management	Department of Human Resources	Employees/students
Creating a Committee for Equality, Diversity and Inclusion with broad representation	University management	Department of Human Resources, Faculties	Employees

Ensuring that the topics of diversity and equality are included in management forums and management training	University management	Department of Human Resources	Employees
Ensuring that the topics of diversity and equality are included in HSE training	Director of Human Resources	Department of Human Resources	Employees
• Drawing up reports on diversity and equality work • The report on diversity and equality will be discussed annually by the Central Agreement Committee and the University Board (in accordance with national and EU requirements)	Director of Human Resources	Department of Human Resources	Students/employees
• Identifying current recruitment practices and the composition of boards, councils and committees to ensure diverse representation • Updating terms of reference where necessary	Director of Human Resources	Department of Human Resources	Students/employees
Including questions relating to diversity, inclusion and equality in employee surveys at least every other year	Director of Human Resources	Department of Human Resources	Employees
Revising the template for employee appraisal interviews to include the topics of diversity, inclusion and equality	Director of Human Resources	Department of Human Resources	Employees

Recruitment and internationalisation	**Responsibilities**	**Execution**	**Applies to**
Requesting diversity and equality expertise when recruiting for management positions	Director of Human Resources	Department of Human Resources	Employees
Continuing the practice of using job advertisements where diversity is addressed especially	Director of Human Resources	Department of Human Resources	Employees
Ensuring that information about the University of Stavanger's inclusion and diversity objectives is easily accessible so that these are taken into account by the recommendation and appointment authorities (employer).	Director of Human Resources	Department of Human Resources	Employees
The scheme of having equality representatives on the appointments committee will be continued	Director of Human Resources	Department of Human Resources	Employees
All permanent employees are expected to learn Norwegian at level B2 as a minimum within three years of appointment. Time must be set aside to attend free language courses in the work plans	Director of Human Resources	Immediate manager	Employees
Integrating cultural understanding in the training of new employees and managers	Director of Human Resources	Department of Human Resources	Employees
• Developing a dedicated University of Stavanger programme for international employees and their family members • Continuing the cooperation with the Norwegian Business Association's "relocation programme" until a dedicated programme is launched	Director of Human Resources	Department of Human Resources, EMC,	Employees
Ensuring individual adaptation for employees in cases where universal design (physical and digital) is insufficient. The objective is for the whole campus to be accessible to everyone	Immediate manager	Occupational health service	Employees
Participating in the government's trainee programme and cooperating with the Norwegian Labour and Welfare Administration (NAV) on the inclusion of people with disabilities or people who have been absent from working life for a period.	Director of Human Resources	Department of Human Resources	Employees
Important/key information must be available in both Norwegian and English	All managers	AKS, all faculties and sections	Students/employees

Harassment	**Responsibilities**	**Execution**	**Applies to**

Highlighting the whistleblowing channels for employees and students at the University of Stavanger and provide information about their rights and obligations	Director of Human Resources and Director of Academic Affairs	AKS, Department of Academic Affairs, departments, immediate manager	Students/e mployees
Entering into dialogue with StOr to prevent sexual harassment during the buddy week and other student events	Director of Academic Affairs	Department of Academic Affairs, StOR	Students
Ensuring proper training of managers, safety representatives and employee representatives with regard to sexual harassment and the handling of situations and reports, for example through HSE training	Director of Human Resources	Department of Human Resources	Employees
Equality and diversity in research and education	**Responsibilities**	**Execution**	**Applies to**
Continuing "Women on top" (and highlight equality measures in the budget)	University management	Department of Human Resources	Employees
Including the Code of Conduct, as well as reflections on power relationships and power asymmetry in academic supervision in training delivered to teaching and academic supervision staff	Director of Human Resources and Director of Academic Affairs	Immediate manager, Department of Research	Employees
Facilitating management and career development for underrepresented genders and/or groups	Director of Human Resources	Immediate manager	Employees
Continuing and strengthening the life phase policy, which facilitates a good balance between work and family life	Director of Human Resources	All departments	Employees
Striving for greater gender balance in programmes of study that are dominated by a single gender. (For example teacher education, healthcare education, STEM subjects)	Deans	Faculties, Department of Academic Affairs	Students
Strengthening and highlighting gender and diversity perspectives in research, especially in relation to teaching	Deans	Faculties	Students/e mployees
Striving for diversity, variation and gender balance in all management teams	Director of Human Resources	All managers	Employees
Striving for gender balance and diversity among lecturers at larger conferences	Deans	All managers	Employees
Highlighting the University of Stavanger's equality and diversity work, both on the intranet and at uis.no	Director of Human Resources	Diversity Advisor	Employees and students

Diversity and inclusion among students and employees	**Responsibilities**	**Execution**	**Applies to**
Ensuring that teacher education, social science education, management education, healthcare education and other types of education are relevant and provide students with knowledge and understanding of the rights of LGBTIQ people and other minorities	Deans and Director of Academic Affairs	Faculties	Employees and students
Ensuring the use of more gender neutral language in texts and documents	Director of Human Resources, Director of Communications, Director of Academic Affairs Deans	Central Administration and faculties	Employees and students
Focusing on and highlighting mental health topics among students/employees Mark World Mental Health Day on 10 October	Director of Organisation and Infrastructure	Student Representative, SiS StOR, Student Chaplain	Students/e mployees
Identifying the need for a new action plan with specific measures for universal design. Cf. the requirements for action plans from the Ministry	Director of Organisation and Infrastructure		Students/e mployees
Inviting incoming exchange students to information meetings at faculties and the library	Faculty Directors and Library Director	Faculty, Library	Students
Continuing to provide Norwegian courses to all international	EVU and UH	EVU and UH	Students

students			
Marking and flying the flag during Pride, participation in the parade, seminars on campus with relevant topics	Director of Human Resources	StOR, AKS, Diversity Advisor	Students/employees
Marking Norwegian Constitution Day on 17 May, Sami National Day on 6 February and Kven Day on 16 March	Director of Human Resources	StOr, Diversity Advisor, Department of Academic Affairs, AKS	Students/employees
Continuing and increasing the marking of International Women's Day on 8 March	Director of Human Resources	StOr, Diversity Advisor, Department of Academic Affairs, AKS	Students/employees
Introducing an annual Diversity Month, coinciding with IT Security Month	Director of Human Resources	Department of HR/ Diversity Advisor/AKS	Students/employees

LOCAL GUIDELINES AND PROCEDURES

- Code of Conduct for academic supervisors/employees at the University of Stavanger
- The Faculty of Performing Arts has adopted its own Code of Conduct for teaching and academic supervision.
- Action plan for unwanted sexual attention
- HSE procedure for unwanted sexual attention
- Procedures for the handling of incident reports submitted via "Speak Up/Si Fra"
- Bullying and harassment - employees

APPLICABLE NATIONAL LAWS AND GUIDELINES

- Equality and Anti-Discrimination Act
- Duty of Activity and Reporting (Equality and Anti-Discrimination Act) - extended duty of activity from 1 January 2020.
- Allocation letter from the Ministry of Education and Research to higher education institutions
- https://www.regjeringen.no/no/dokumenter/etiske-retningslinjer-for-statstjenesten/id88164/?ch=1
- Anti-Discrimination Ombud Act
- Working Environment Act
- Universities and University Colleges Act

INTERNATIONAL GUIDELINES

- Charter of Fundamental Rights of the European Union, 2010/C 83/02 Article 20-23.
- Gender Equality Strategy (EU)
- The University of Stavanger is Charter and Code certified. This means that the institution satisfies the criteria for using the European Commission's HR Excellence in Research logo. This certification requires the University of Stavanger to facilitate and promote international mobility to and from the University, as well as placing work to improve gender balance, inclusion and diversity on the agenda.
- Erasmus Charter for Higher Education (ECHE) is a quality framework for activities that fall within the Erasmus+ programme. The charter includes a number of principles that the University of Stavanger is obliged to comply with, as well as a number of obligations to participants before, during and after mobility stays, as well as participation in joint projects.

The 2022-2024 action plan for equality and diversity for students and employees at the University of Stavanger

has been discussed and approved by:

The Board of the University of Stavanger
The Central Main Agreement Committee
The Health & Safety Committee
Rector Klaus Mohn

Ullandhaug, December 2021