



DIVERSITY AND INCLUSION ACTION PLAN

ACTION PLAN 2017–2022 // UNIVERSITY OF BERGEN

DIVERSITY AND INCLUSION ACTION PLAN

The University of Bergen (UiB) is actively engaged in promoting equality and diversity. No-one shall experience discrimination on the basis of gender, ethnicity, national origin, language, religion and beliefs, functional abilities, sexual orientation, gender identity or age.

A study and working environment based on equality and respect is one of the UiB's key, basic precepts. Internationalisation and increased cultural diversity serve to enhance the University's research and education. They create new opportunities and contribute towards the achievement of rich perspectives and greater creativity. The University shall include students and employees from different backgrounds, make arrangements for employing their expertise and provide them with good development opportunities. Equality and tolerance promote motivation and enjoyment and help to ensure satisfactory recruitment and strengthen the University's position as a top international research and educational institution.

In order to promote these values and attitudes, it is important for the University to develop the expertise necessary for dealing with various forms of discrimination and exclusion. Work designed to create attitudes shall contribute towards achieving greater openness, tolerance and inclusion.

Work on equality, diversity and inclusion shall be clearly incorporated at all levels of management. Manager who focus their attention on equality and diversity work will be decisive for achieving the objectives set out in this plan and will constitute one of our main success factors. This plan addresses some of the special challenges contained in the UiB's diversity and inclusion work and builds on the University's Equality Action Plan, 2012 - 2015. It should be read in connection with the plans which relate to equality between the genders, the learning environment, internationalisation, HSE work and universal design.

Supporting documents:

- The Norwegian Act relating to Universities and University Colleges)
- The Norwegian Discrimination and Accessibility Act
- The Norwegian Discrimination Act on Ethnicity
- The Norwegian Discrimination Act on Sexual Orientation
- Equality Statistics
- The UiB's Equality Committee
- "Being a foreigner is not an advantage"
- Activity and result objectives for the UiB's inclusion work between 2014 and 2018

PRIORITY AREAS FOR DIVERSITY AND INCLUSION AT THE UiB, 2017–2022

A. PRIORITY AREA: EQUALITY-ORIENTED MANAGEMENT AND WORK ON CREATING ATTITUDES

SUB GOAL	MAIN ACTIVITIES	RESPONSIBLE
SUB GOAL 1: Managers at all levels should pay attention to equality and diversity ¹ .	Equality and diversity management should be included in all manager training programmes.	The University Management/HR
	Seek equality and diversity expertise when making appointments to all management positions.	The University Management/the faculties
	Draw up guidelines for local work on equality and diversity.	The University Management/HR
SUB GOAL 2: The UiB's managers and employees shall possess top expertise about all types of discrimination and exclusion.	Organise an annual equality conference and two annual debate meetings about current topics relating to the field of equality, discrimination and diversity.	The University Management/HR
	LHBTI ² certification by the UiB for managers and employees involved with recruitment and personnel.	The University Management/HR
	Make use of Skeivt arkiv when developing measures designed to boost expertise in respect of sexual and gender diversity.	The University Management/HR

B. PRIORITY AREA: WORK AND STUDY ENVIRONMENT CHARACTERISED BY DIVERSITY, INCLUSION AND EQUALITY

SUB GOAL	MAIN ACTIVITIES	RESPONSIBLE
SUB GOAL 1: UiB shall develop reception and follow-up programmes for students and employees in order to ensure that it has an inclusive study and working environment.	Secure good individual adjustments for the study circumstances of students with special needs by using mentors, providing scientific employees with information and placing greater focus on the use of technical equipment.	SA (Division of Student Affairs)/the faculties
	Offer a mentor scheme to new employees in the Action Plan's target group.	The whole of the UiB
	Review the careers of scientific employees with impaired functional abilities, including the assessment of schemes such as qualification grants.	HR/the faculties
	Provide information about the UiB's work on equality, diversity and inclusion in all introduction programmes.	HR
	Develop measures for refugees, Scholars at Risk and Students at Risk, as well as cooperate with the reception apparatus and municipal services.	The University Management
	Intensify and systematise places available on schemes for people with impaired functional abilities, people with immigrant backgrounds and refugees.	The University Management/HR
SUB GOAL 2: There shall be zero tolerance of bullying, harassment and discrimination at the UiB.	Use trainee schemes for technical and administrative positions for: <ul style="list-style-type: none"> – people with immigrant backgrounds – people with impaired functional abilities 	The whole of the UiB
	Draw up readily available information relating to the guidance and support apparatus for both students and employees.	HR/SA
SUB GOAL 3: UiB shall continue its work on universal design	Assess the development of guidelines on religious clothing and symbols.	The University Management
	Include universal design when drawing up master plans for areas.	The University Management/EIA (Estate and Facilities Management Division)
	Sell buildings which cannot be adapted for universal design purposes.	
	Access to gender-neutral toilets on the whole campus.	

¹ This subsidiary objective should be coordinated with subsidiary objective 1, priority area C in the Gender Equality Action Plan.

² Lesbian, homosexual, bisexual, transgender and intersex



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