

Action Plan 2023–2025 / University of Bergen

Diversity, inclusion and equal opportunity



UNIVERSITY OF BERGEN

Introduction

The University of Bergen (UiB) wishes to be an inclusive and diverse place to work and study for every sector of the population. In line with the intentions behind the Equality and Anti-Discrimination Act, UiB strives to promote diversity, inclusion and equal opportunity.

In order to succeed in the development of high-quality research and education, it is vital to ensure that everyone, regardless of gender, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression and age, has access to and equal conditions for participating in a good working and student environment.

UiB still faces challenges with regard to gender equality. There are too few female professors in many disciplines, and women are underrepresented in academic leadership positions. The gender balance also varies within the student population. For example, male students are underrepresented in professional studies and female students are underrepresented in IT studies.

Equal opportunity is both about gender balance and establishing a culture that fully respects and includes everyone, regardless of ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression and age. UiB will practise genuine equal treatment with the purpose of offering equal opportunities to all groups covered by anti-discrimination legislation.

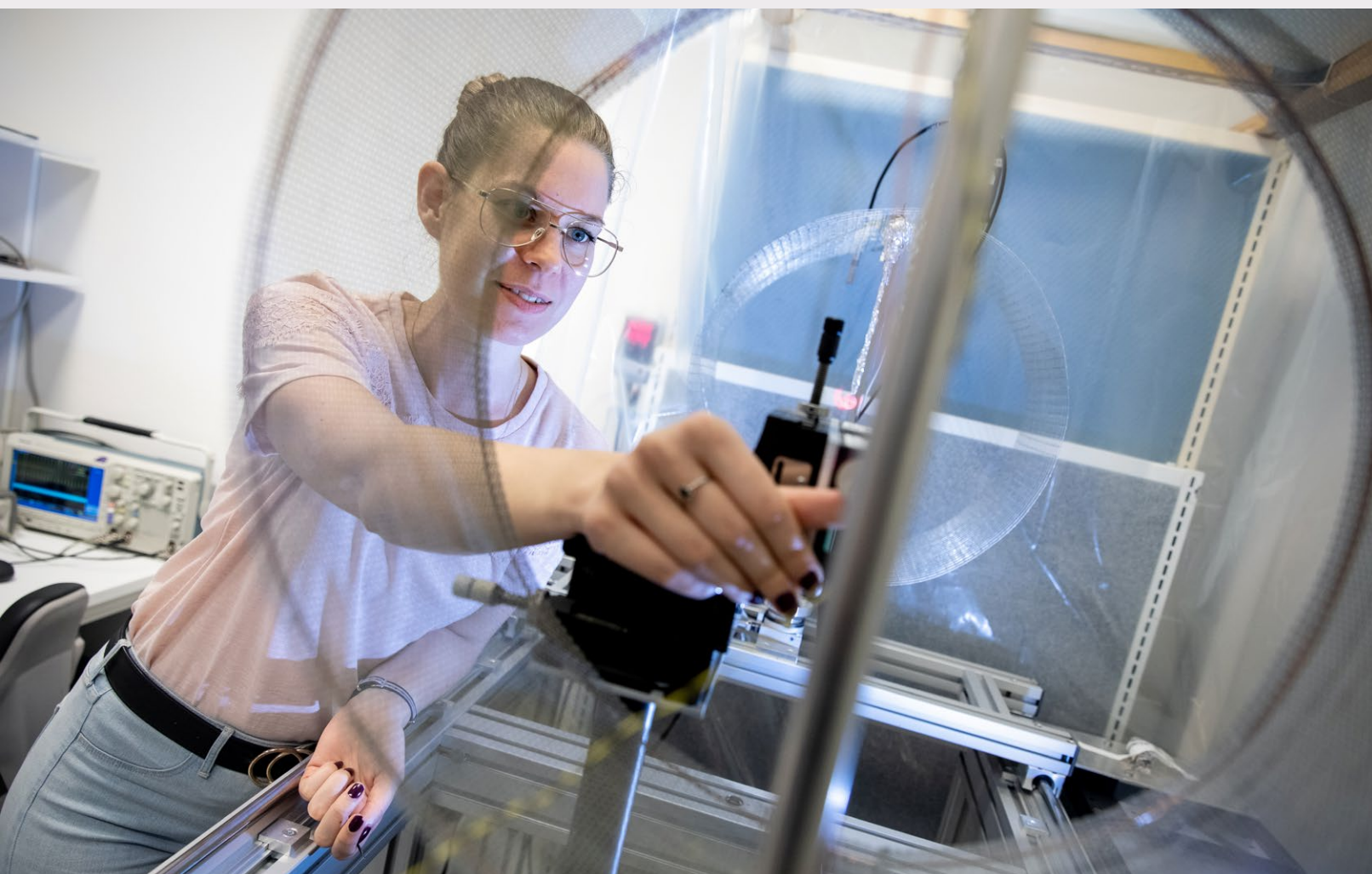
Objectives

1. All employees and students at UiB shall be included in the community and given equal opportunities regardless of gender, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression and age.
2. UiB will recruit students and staff from the entire talent base.

Organisation and resources

Key measures

Goals and measures	Principal activities	Responsible	Time frame
Gender equality and diversity funding	Annual funding shall be set aside for measures relating to equal opportunity and diversity measures among the academic environments.	University management	Annual
Equality, inclusion and diversity networks	<p>A competence network will be established that will work operationally across the organisation. The network will be coordinated by the Department of Human Resources.</p> <p>The network will have dedicated administrative resources at its disposal for this task.</p> <p>The purpose of the network is to develop good practice at UiB, by obtaining an overview of status, working to promote organisational change and implementation of the action plan.</p>	Department of Human Resources	Spring 2023



Training and competence-building

Key measures

Goals and measures	Principal activities	Responsible	Time frame
UiB's leadership programmes will include topics on diversity, inclusion and equal opportunity	Using internal and external resources, the content will be determined on the basis of status, a GAP analysis and goals.	Department of Human Resources	Regularly
Focus group interviews will be conducted with a broad representation of employees and students, during which their experiences relating to diversity and equal opportunity will be examined	The interviews will form the basis for concretisation and measures for this area for the next action plan. The competence network and external resources will contribute to this work.	Department of Human Resources	Spring 2023
A diversity and equal opportunity conference will be held at which new research, new activities and knowledge within the fields of diversity, inclusion and equal opportunity will be presented	Conference. The competence network will contribute to the planning and implementation of the conference.	Department of Human Resources	During the planning period
UiB will offer good and sufficient Norwegian language instruction for international employees and students	Norwegian language courses for international employees and students.	Department of Human Resources Study Department	Continuous
Diversity, inclusion and equal opportunity will be incorporated into the reception programme for all new employees	When recruiting and training new managers, diversity management must be incorporated.	Department of Human Resources Faculties Departments	Continuous
Diversity, inclusion and equal opportunity will be a topic in performance appraisals at UiB, so that measures can be implemented and followed up locally as and when necessary	Diversity, inclusion and equal opportunity are included as topics in the template for performance appraisals.	Department of Human Resources Managers	Spring 2023 Annual
Efforts will be made to improve the gender balance in technical-administrative positions	Identify the reasons for the low proportion of men in technical-administrative position groups and develop relevant measures.	Department of Human Resources	2023:
UiB's contribution and the outside world	UiB will contribute to the wider inclusion work and collaborate institutionally with other social actors concerning dissemination and awareness relating to diversity, inclusion and equal opportunity.	University management	During the planning period





Goals and measures	Principal activities	Responsible	Time frame
The learning and study environment at UiB should be culturally diverse and inclusive	Efforts will be made to increase participation in higher education, prevent dropout and experience of exclusion for all students, regardless of	Study Department	During the planning period
Mentoring Programme	<p>A mentoring programme will be established to increase the proportion of women and employees with a multicultural background in scientific management positions.</p> <p>The competence network will contribute to the planning and implementation of the mentoring programme.</p>	Department of Human Resources	By 2024
A resource list will be drawn up of measures that can be used in local action plans	Based on findings from the focus group interviews, a resource list of measures will be drawn up that the faculties can use in the preparation of local action plans. The resource list will be included as an appendix to the action plan.	Department of Human Resources	During 2023

Local action plans

The measures shall include:	Responsible	Time frame
<p>All faculties (UM/UB) must have action plans for diversity, inclusion and equal opportunity.</p> <p>The measures must be knowledge-based and based on the risk of discrimination or obstacles to equal opportunity.</p> <p>The measures will be assessed and evaluated annually.</p>	<p>Target figures to promote gender balance in scientific positions, academic leadership positions and programmes of study.</p> <p>Measures that facilitate gender equality and greater diversity in the recruitment of students, employees and managers.</p> <p>Measures that promote gender balance in all programmes of study.</p> <p>Measures and information that address zero tolerance of bullying, sexual harassment and discrimination.</p> <p>Measures that enable employees to achieve a level of proficiency in Norwegian that ensures good inclusion in the working environment.</p> <p>Awareness-raising and adaptation measures that contribute to an inclusive working and learning environment by recognising the differences and different needs of all groups, employees and students, regardless of gender, ethnicity, religion, belief, disability, sexual orientation, gender identity, gender expression and age.</p> <p>Departments and/or faculties must have specific measures aimed at increasing the recruitment of students with a multicultural background.</p>	Spring 2023
The faculties must report annually on the action plans	University management Gender Equality Committee	Faculties
		Annual





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