

Diversity and Equality at BI

BI's policy for Diversity and Equality states that all employees shall have the same rights, duties and opportunities irrespective of gender, age and national/ethnic background, disability, religion or sexual orientation.

The national inclusive workplace agreement (IA avtalen) requires BI to work actively to stimulate employees to remain in their positions up to the age limit for the employment relationship, as well as to make facilitations for employees with disabilities.

The Working Environment Act governs protection against discrimination. BI has both an activity- and a reporting obligation in relation to the Equality and Anti-Discrimination Act.

A. Policy on diversity and equality

The purpose of BI's policy on diversity and equality is to provide a clear statement of the School's overall principles with regard to such fundamental areas as equal opportunities and inclusiveness.

BI wishes to demonstrate both internally and externally its goals in this field and the measures that will be given priority in its endeavours to achieve them.

In line with BI's aims of creating an inclusive work and study environment that is characterised by diversity, specific goals and measures have been established for this work. The concept of diversity is a broad one, since in addition to gender, age, ethnicity and national origins it also covers functional ability, language, outlook on life and sexual inclination. BI has chosen in the first instance to focus on goals and initiatives that relate to gender, nationality and age.

BI has a fundamental belief that diversity will assist us to develop our activities in a positive manner. One of our strategic goals is the strengthening of our international operations and status. Increased diversity will increase our capacity for creativity and internationalisation, while enabling us to attract the best expertise, whatever its gender, age or nationality.

BI also wishes to create an inclusive internal culture that is founded on mutual respect and openness to people or things that are different.

This work is based on the experience of similar national and international institutions and is in line with current laws and regulations.

BI's overall diversity and equality goal

- Increased diversity will improve BI's opportunities for achieving its strategic goals.
- All BI Norwegian Business School employees must have the same rights, obligations and opportunities, regardless of their gender, age or national/ethnic origin.

B. Gender Diversity Plan 2025

BI has chosen to focus on SDG #5 – Gender Equality as one of three targeted areas within sustainability.

1. Goals

MAIN GOAL

BI's organization, administrative systems and practices shall be neutral with respect to gender.

GENDER DISTRIBUTION

BI Norwegian Business School is committed to obtaining equal gender distribution within each position category and in the different sections, units and departments. This also applies to the top management and governing bodies of the school, as well as for Deans and Heads of Department.

The gender distribution among the employees shall be evened out within the 40-60-interval. To the extent possible, this shall also apply to the different sections and within the different position categories across BI.

SALARY

Both genders are entitled to equal pay for equal work. Any systematic differences in pay due to gender are to be levelled out.

DEVELOPMENT

Irrespective of gender the employees of BI Norwegian Business School shall have equal rights and opportunities for development in their jobs. This includes both formal competence development and competence development related to responsibilities connected with and participation in national and international projects and forums.

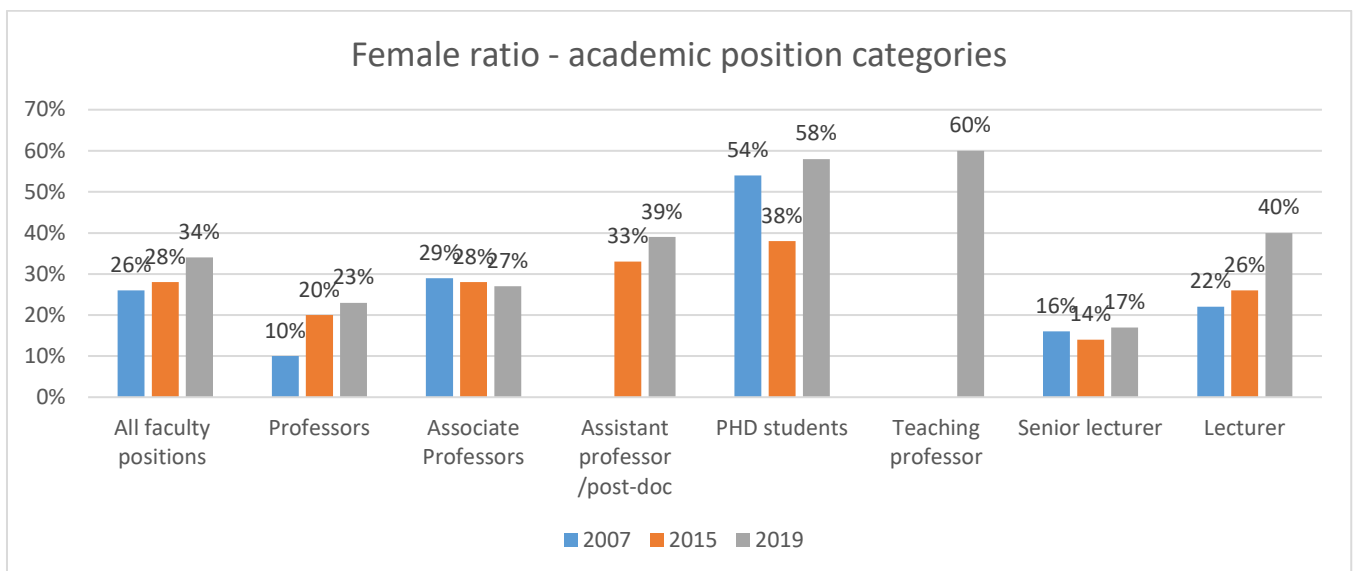
WORK ENVIRONMENT

- The working environment at BI Norwegian Business School shall be adapted to both women and men. All employees shall have the opportunity to combine care responsibilities with work.
- Harassment shall not exist at BI Norwegian Business School. This implies that statements and actions that may be offensive to the dignity of students, job seekers or employees shall not be tolerated.
- The employees of BI Norwegian Business School shall be well informed about equal opportunities and the action programmes in place to counteract discrimination and harassment of employees.

2. Key indicators – gender diversity – per 31.12.2019

a) GENDER DISTRIBUTION

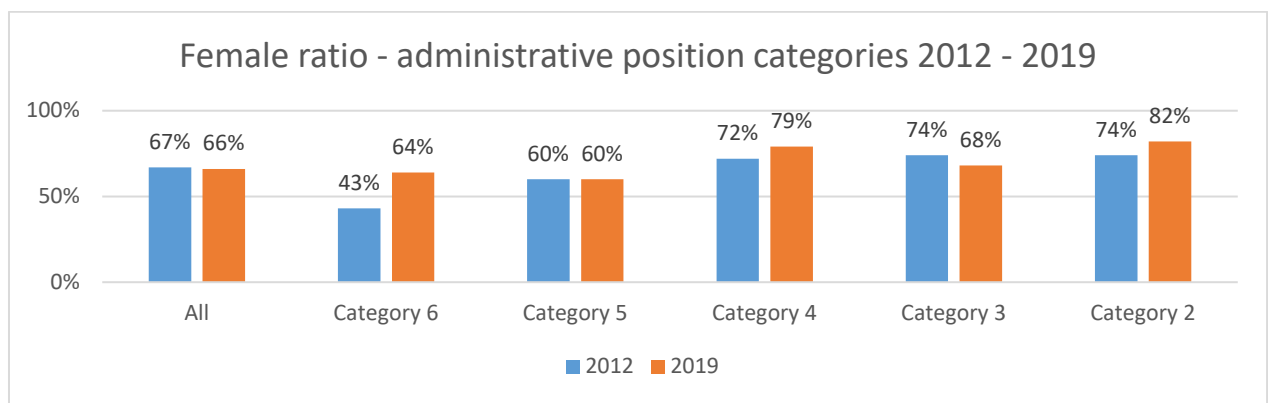
- **Faculty** (in % of FTE)
 - Total
 - 34% female
 - 66% male
 - Per position category, incl. adjunct positions
 - Professor – 23% female
 - Associate Professor – 27% female
 - Assistant Professor/Post doc – 39%
 - PhD – 58% female
 - Teaching Professor – 60% female
 - Senior Lecturer – 17% female
 - Lecturer – 40% female
 - Adjunct positions (all) – 20%



- Per department & campus
 - Department of Accounting, Auditing and Business Analytics – 38 %
 - Department of Communication and Culture – 54 %
 - Department of Economics – 12%
 - Department of Finance – 18%
 - Department of Law and Governance – 39%
 - Department of Leadership and Organizational Behaviour – 44%
 - Department of Marketing – 38 %
 - Department of Strategy and Entrepreneurship – 49%
 - Campus Bergen – 15%
 - Campus Stavanger – 20%
 - Campus Trondheim – 18%

- **Administrative staff**

- Total (in% of FTE)
 - 66% female
 - 34% male
- Per position category (in% of FTE)
 - Category II – 82% female
 - Category III – 68% female
 - Category IV – 79% female
 - Category V – 60% female
 - Category VI – 64% female
 - Category VII – 50% female



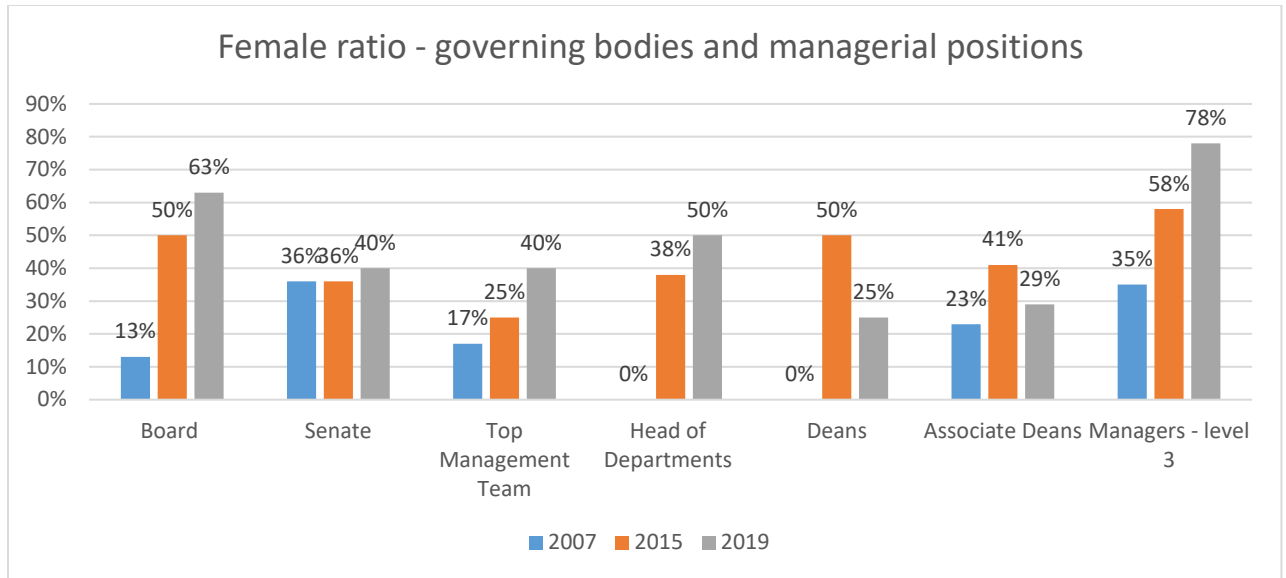
- Per division (head-count)
 - Full-time programmes – 76% female
 - Executive programmes – 66% female
 - Research and Academic Resources – 81% female
 - Academic Programmes – 73% female
 - Innovation and Outreach – 74% female
 - Digital – 33% female
 - Finance – 46% female
 - Organization and HR – 83% female
 - Communications – 50% female

- **Management (1.1.20)**

- Top Management Team – 40 % female
- Head of Departments – 50 % female
- Deans – 25 % female
- Associate Deans – 29 % female
- Administrative Managers – level 3 – 78% female
- Administrative Managers – level 4 – 69% female

- **Governing Bodies (1.1.20)**

- Board of Trustees – 62,5% female (5 of 8)
- Senate – 40 % female



b) SALARY (November 2019)

- **Salary – faculty positions** - Female wage in % of male
 - Professor – 89%
 - Associate Professor – 97%
 - Assistant Professor – 93%
 - Dosent – 100%
 - Senior lecturerer – 114%
 - Lecturer – 102%
 - PHD students – 100%
- **Salary – administrative position categories** - Female wage in % of male
 - Category II – 108%
 - Category III – 102%
 - Category IV – 96%
 - Category V – 94%
 - Category VI – 95%

c) WORKING ENVIRONMENT

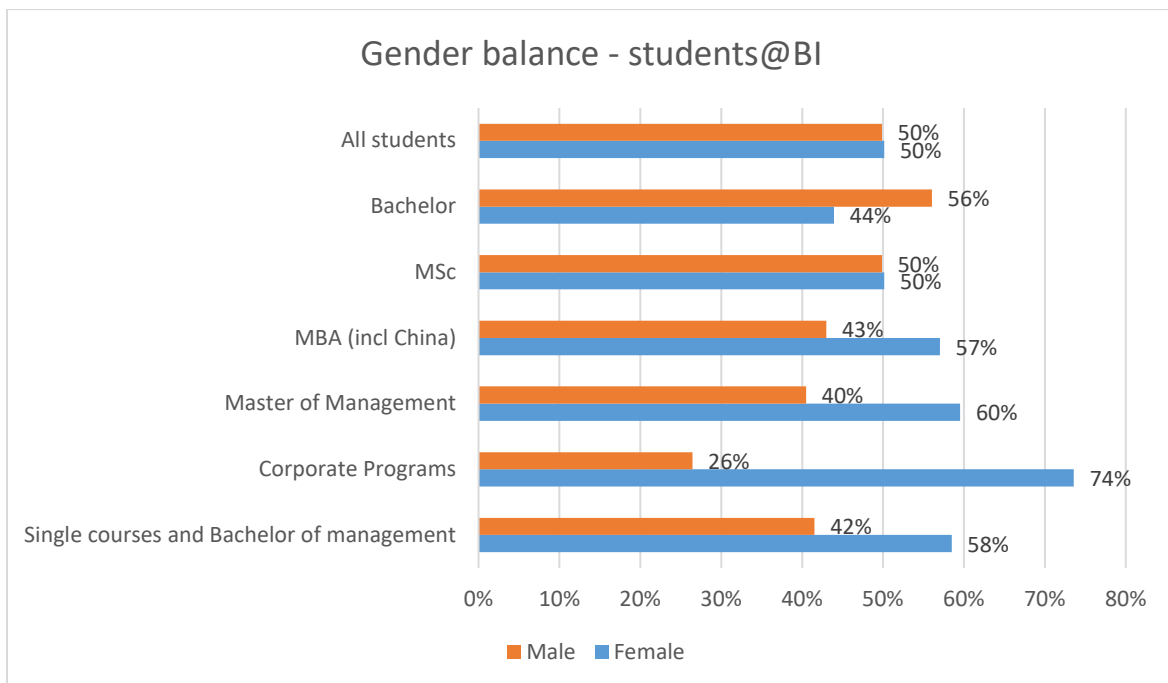
- 2018 working environment survey
 - Approximately 12% of faculty and 7% of administrative employees believe BI does not have an inclusive work environment regardless of gender.
- 2019 national survey on bullying and harassment – BI rapport
 - 4% report being sexually harassed (6% of female and 2% of male respondents). The national average was 1,6% (?)
 - Among those reporting – 51% reported physical sexual harassment
 - Men represented the aggressor in 81% of reported cases

d) GENDER DISTRIBUTION – STUDENTS

BI's goal is to work towards a 60-40 gender distribution across all programmes. For any full-time programme with less than 20% female or male participants concrete recruitment measures are initiated. For 2021 this involves the Bachelor programme in Finance.

Overall, the gender balance is within the 60-40 bracket, and most programme areas are within this target as well. The only exception being the Corporate programmes where the figures reflect the large offerings BI has for the public sector where the female ratio is much higher than in the private sector.

Within the various programme areas, we see great variation. The most prominent being the female ratio in the Bachelor programme in HR, organizational psychology and leadership and the male ratio in the Bachelor and MSc programmes in Finance.



3. Action plan 2020-2022

Based on an analysis of the main challenges with regard to gender equality, BI has chosen to focus its efforts on the following areas:

- a) Increase share of female faculty**
 - Targeted recruitment efforts in Finance and Economics – Provost/HoD/HR
 - Targeted recruitment efforts at campuses outside Nydalen – Provost/EVP fulltime/HR

- b) Increase male share in administrative positions and in managerial positions – level 3**
 - Targeted recruitment efforts in all divisions - HR

- c) Increase awareness of unconscious biases.**
 - Seminar series – Reading between the lines – Provost

- d) Prevention and handling of sexual harassment - HR**
 - Risk assessment
 - Specify code of conduct
 - Implement new policies on notification and handling of sexual harassment
 - Training – managers and supervisors PHD students
 - Awareness – PHD students

- e) Yearly reporting and analysis on key indicators - HR**
 - Distribution
 - Salary
 - Work environment survey 2020 and 2022

- f) Increase the number of female students in the Bachelor of MSc programmes in Finance.**
 - Women in Finance initiative