



Norwegian
University of Life
Sciences

Equality, diversity and inclusion at NMBU 2018 – 2021

Approved by the Rector 10 August 2018



NMBU includes equality and diversity in its strategic work. The university wants to ensure gender balance at every level in the organisation: students, all employee groups, councils, committees, governing bodies, and at various levels in the study and career paths. The NMBU Equality and Diversity Committee advises the rector and the university management on matters related to equality and diversity. The Committee also has the task of defining useful parameters and reports that show developments within equality, diversity and inclusion, to ensure that the real issues are addressed.

Equality and diversity are also considered in NMBU's Adjustment Agreement to the Basic Agreement for the Civil Service.

Legislation

- The Human Rights Act
- The Equality and Anti-Discrimination Act
- The Working Environment Act (relating to working environment, working hours, employment protection, etc.)
- The Act Relating to the Prohibition of Discrimination on the Basis of Sexual Orientation, Gender Identity and Gender Expression
- Chapter 26 of the Penal Code, pertaining to sexual assault and indecent sexual behaviour.
- Other measures, rules and regulations that require agents in Norwegian society to promote equality
- Chapter 6 of the University and University Colleges Act pertaining to employment, and chapter 9 pertaining to board composition.

Sector Goal 4 of the Ministry of Education and Research's State Budget for Universities and Colleges: *An effective, diverse and solid higher education sector and research system.* One of the considerations of this Sector Goal is the proportion of women in Professor and Docent positions.

NMBU aims to have:

- women in $\geq 30\%$ of its professorships by 2020*
- women in $\geq 40\%$ of its Associate Professor, Researcher and Professor II posts by 2020*

NMBU does not have its own goals with regard to discrimination and diversity, but has its own core values:

Academic life is characterised by openness and mutual respect for each other's background, experiences, work and professional viewpoints. Staff and students are responsible citizens and fellow humans in the academic community.

We set high goals and require quality and ethical standards in everything we do. We shall make it possible for each individual to be able to fulfil his/her academic potential. We shall encourage ambition among our staff and students.

Academic freedom is a fundamental principle of the university's activities.

Our activities shall be characterised by interaction, internally within the university and with the world at large. We shall create an inclusive culture, working environment and academic community founded on openness, tolerance and interaction.

Whilst it may be perceived that this action plan does not represent the entire institution, NMBU considers it appropriate to give extra focus on professorial promotion aimed at women in order to achieve the goal of 30% female professors by 2020. This does not mean that measures toward equality and diversity will not apply to the entire institution. This action plan is, rather, a guide for the Equality and Diversity Committee in the coming period.

*** Whilst it is possible for this goal to be achieved if applications are submitted to NMBU during 2020, confirmation of this achievement will not be possible before 2021 due to the long evaluation process.**

Action Plan 2018-2021

Recruitment to permanent academic positions and tenure track positions

Goal: At least 30% female professors (position code 1013) by 2020	
ACTION	Responsibility
The announcement text for the post is formulated so that it appeals to women	The Dean, on behalf of the employer (prepares) Appointment committee (evaluates) POA (assists)
Fact sheet on the equality principle and unconscious preference is submitted to the selection, appointment and expert committee	The faculty administration/POA on behalf of the employer
Search committees which focuses on getting at least 30% qualified female applicants recommended for permanent academic positions	The Dean, on behalf of the employer
Recommendations that include no women, must be submitted to the chairman of the equality and diversity committee before being sent to the appointment committee	Chairman of the selection committee
Moderate gender quotas of qualified women for permanent academic positions until the goal of 30% female professors is reached	The selection and appointment committees of the faculties

Promotion to professor (position code 1013)

Goal: At least 30% female professors (position code 1013) by 2020	
ACTION	Responsibility
Identify female associate professors that are approaching an opportunity for promotion to professor	The Dean, on behalf of the employer (prepares)
Customise and follow up on career development programmes for female associate professors that are approaching an opportunity for promotion to professor	The Dean, on behalf of the employer Chairman of the equality and diversity committee
Fact sheet on the equality principle and unconscious preference is submitted to the selection, appointment and evaluation committee	The faculty administration on behalf of the employer

Safeguarding gender equality, diversity and inclusion and raising awareness of it amongst managers and committees

Goal 1: At least 30% female professors by 2020 Goal 2: The share of professor-II, associate professor and researcher posts held by women is higher than 40% by 2020 Goal 3: NMBU shall be an inclusive and diverse workplace and student environment in which everyone will be valued and have equal opportunities	
ACTION	Responsibility
Retain the committee for equality and diversity committee in order to contribute advice to the administration at all levels in matters to do with equality and diversity	The University Management

NMBU's training and development programme for managers must include themes on equality, diversity and inclusion	The University Management/POA
Fact sheet on the equality principle and unconscious preference is prepared and presented to the selection, appointment and expert committees	The Faculty Administration/POA
Equality, diversity and inclusion in general is discussed annually in all management groups	Head of the group
Equality, diversity and inclusion regular topics in management dialogues	Rector
Equality, diversity and inclusion, and career planning permanent items in the annual plan, as well as employee and managerial appraisals	Immediate manager POA supervises and prepares templates
Requirement for competence in equality, diversity and inclusion in the announcement texts for all management positions	The faculty administration

Diversity and inclusion in general

Goal: NMBU shall be an inclusive and diverse workplace and student environment in which everyone is valued and has equal opportunities	
ACTION	Responsibility
Provision of Norwegian courses for employees/students	POA/SIT
Provision of English courses for employees who teach in English	POA
Provision of courses that increase intercultural competence	POA