

Title:	Plan of action for gender equality, diversity and inclusion at Nord University, 2021 - 2024
Administrator:	Director of HR and Finance
Adopted by:	The Nord University Board
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Nord University's work and learning environment must reflect diversity in society. This is stipulated in *Strategi 2030 Nord i verden*, which states that: *"Students and staff are our most important resources, and the study and working environment at Nord must be distinguished by co-determination and viewed as respectful and inclusive. Nord must undergo further development through effective leadership, employee collaboration and social responsibility at all levels of the organisation in line with the principles of academic freedom, gender equality and diversity, high ethical standards and institutional autonomy. This is summed up in Nord's values, which are: respect, transparency, closeness and creativity."*

Nord University must have a personnel policy that promotes the best in staff and ensures equal opportunities for all staff on account of systematic efforts to promote gender equality and diversity. This work is followed up by means of the activity duty and duty to issue a statement in accordance with the Section 24 of the Equality and Anti-Discrimination Act.

Nord must recruit students and staff from across all elements of diversity in society. Discrimination and harassment due to gender, age, disability, ethnicity, religion or sexual orientation, for example, will not be accepted.

The university's buildings must be designed so that as many people as possible are able to make use of the education offered and professional and occupational prospects at Nord, regardless of functional ability.

Nord must work in accordance with the requirements laid down in laws and regulations¹ to integrate gender equality perspectives and values linked with equality at all levels of the organisation. The objectives linked with gender equality, inclusion and diversity must be reflected in plans of action and other plan documents.

The overall objectives of the plan of action

Nord must work actively to promote gender equality and equal status, ensure that people have equal opportunities and rights and prevent discrimination. Nord must work to eliminate discriminatory barriers and barriers to disabled people and prevent new ones being created.

Measures for attaining the objectives

A number of measures will be prioritised between 2021 and 2024 so as to attain the objectives set out in the plan of action. The measures are arranged into sections: Organisational Level, Faculty, Students and Education, Recruitment and Qualification.

¹ Such as the Working Environment Act: <https://lovdata.no/dokument/NL/lov/2005-06-17-62> and the Equality and Anti-Discrimination Act: <https://lovdata.no/dokument/NL/lov/2017-06-16-51>

Organisational Level

Measures	Responsible	When
Nord must have a committee for gender equality, integration and diversity which includes representatives of all faculties, students and central management, and this committee must meet regularly	Rector	Annual report to the Rector
Gender equality, diversity and inclusion must be included in the university's management development programme	HR	Regularly
Gender equality and diversity within the organisation must be monitored for all job categories, studies and salary levels and must be reported to the management	HR	Annually
Nord must communicate with the civil servants' organisations and do its best to develop joint strategies to ensure fair salary grade placement when appointing staff, and in other determination of salaries	HR	Regularly
There must be scope for discussion measures that can help promote gender equality and inclusion and counter discrimination during performance assessment interviews	Managers at all levels	Annually
Nord must facilitate measures for building skills that address gender balance and diversity in senior positions	HR	Regularly
A joint meeting point must be arranged between faculties/units so that they can share experiences on ongoing activities linked with gender equality, diversity and inclusion	LMI Committee	Annually
Structural discrepancies detected in relation to <i>Universell utforming i offentlige bygninger</i> must be remedied promptly	Operations Department	Regularly
Nord must participate in the State trainee programme for individuals with disabilities and gaps in their CVs	HR	Regularly
LIMU must systematically obtain information and register various issues relating to gender equality, diversity and inclusion at Nord. This is specified by means of an annual plan of action	LMI Committee	Annually

Faculty

As of 2021, Nord University is in the final stages of a BALANSE project where faculty-specific plans of action have been drawn up in respect of gender balance measures for professional positions. A number of the measures in this plan of action have been extended in order to underpin this work.

Measures	Responsible	When
The faculties must have their own plans of action for gender balance measures and must report on their status to the LMI Committee	Dean	Annually
The faculties must assess nominations for Adjunct Professorships as an instrument in academic environments where gender balance is particularly skewed	Dean	Regularly
The faculties must offer systematic careers guidance to Postdoctoral Fellows of the underrepresented gender in the academic environment	Dean	Regularly

Students and education

Measures	Responsible	When
Marketing and profiling must be aimed specifically at the underrepresented gender in the case of studies where there is a lack of gender balance	Dean/Communications Department	Regularly
Nord University must offer training in the Norwegian language for students and staff who do not speak Norwegian	Dean/HR	Annually
Nord must develop a guide to addressing gender and diversity perspectives in teaching materials	Academic Administration	2022
Teaching and teaching materials must be universally informed as far as possible, and if necessary	Person with course responsibility, COLT	Regularly

Recruitment and qualification

Measures	Responsible	When
Moderate gender quotas must be practised when advertising positions where the gender balance is beyond 40/60	HR, Faculties	Regularly
Expert committees for assessing applicants for teaching and research positions must be made aware of Nord's values in respect of diversity and gender equality	HR, Faculties	Regularly
Mentorship schemes and programmes must be developed for selected associate professors of the underrepresented gender with a view to ensuring rapid personal promotion to a professorship	HR, SLG	Regularly
Active use of diversity among staff and students in the university's communication initiatives and profiling	Communications Dept.	Regularly
Nord must develop a buddy scheme for new staff as a measure to promote inclusion	Line manager	Regularly