

**Rector's decision**

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**Case: Establishment of a gender equality, diversity and integration committee at Nord University and establishment of a mandate for the committee****Decision:**

The Rector shall establish a gender equality, diversity and integration committee at Nord University and adopts a mandate for the committee as proposed.

Bjørn Olsen  
Rector

## CASE REPORT

### **Background:**

As an employer, Nord University is obliged to make active, targeted and systematic efforts to promote gender equality, diversity and integration. This means that the university has both an activity duty and a duty to issue a statement. The institution's gender equality, diversity and integration committee is an important tool for making an active contribution in this regard. The former University of Nordland, Nord-Trøndelag University College and Nesna University College had committees for gender equality and/or gender equality and anti-discrimination. No such committee has been established at Nord University. A more detailed description of the committee's purpose, tasks and mandate is provided in this case. There is now a need to establish a committee for gender equality, diversity and integration for Nord University, as well as adopting a mandate for the committee. The committee will be an important tool for active assistance in the field of gender equality, diversity and integration.

### **Discussion:**

Gender equality, diversity and integration efforts are regulated by several laws, including:

- Norwegian Act on Gender Equality
- Norwegian Act on prohibition of discrimination on the basis of ethnicity, religion and beliefs, 2014,
- Norwegian Act relating to working environment, working hours and employment protection, etc. of 1977, including a number of revisions,
- Norwegian Act relating to the prohibition of discrimination on grounds of sexual orientation, gender identity and gender expression, 2014.
- Norwegian Universities and University Colleges Act

### Purposes and tasks:

The Gender Equality, Diversity and Integration Committee is appointed by the Rector and must be an advisory body for the university's management on all issues relating to gender equality, diversity and inclusion. The committee must be a resource for promoting gender equality, diversity and integration initiatives in an effective and comprehensive manner at the institution.

The committee must promote genuine gender equality at Nord University irrespective of gender, ethnicity, functional ability, religion, beliefs, age or sexual orientation.

### The committee

- must draw up a plan of action for gender equality, diversity and integration and ensure that this plan is followed up.
- must submit an annual report to management at the university.
- may ask the faculties about reporting within delimited areas.
- is able to initiate seminars, lectures, etc., and discuss and make statements on cases at their own initiative.

### Composition:

It is proposed that the committee should have 6 members:

- two staff representatives who are appointed by the chief employee representatives, and with four years in office.

- two employer representatives who are appointed by the Rector, and with four years in office.
- two student representatives who are appointed by the student organisation, and with two years in office.

Personal deputies will be appointed for each of the regular members. Both members and deputy members may be reappointed for a new term of office when the original term of office comes to an end.

The committee itself elects a Chair among the staff representatives or employer representatives. As a general rule, the Chair must serve for at least two years, but no longer than a total of four years.

It is proposed that the student representatives should receive remuneration in accordance with time sheets for time spent at meetings and preparation according to State rates.

### Secretariat

It is proposed that the Organisation Department should hold secretariat responsibility for the committee.

### Mandate

A proposed mandate for the committee is enclosed.

### The following people have been appointed:

Eva Robertson	- appointed by chief employee representative, term of office 4 years
Elin Sommerli	- appointed by chief employee representative, term of office 4 years
Levi Gårseth Nesbakk	- appointed by the Rector, term of office 4 years
Trine Karlsen	- appointed by the Rector, term of office 4 years
Solveig M. Fleischer	- student representative, term of office 2 years
Emilie J. Johansen	- student representative, term of office 2 years

### **Financial consequences:**

A separate budget entry must be earmarked in the Organisation Department's budget in order to facilitate the committee's work.

The student representatives will receive remuneration in accordance with time sheets for time spent at meetings and preparation according to State rates.

The secretarial function will be addressed via the budget for the Organisation Department.

### **Recommendations:**

The Rector shall establish a gender equality, diversity and integration committee at Nord University and adopts a mandate for the committee as proposed.

Arne Brinchmann  
Head of Organisation

## Appendices: Proposed Gender Equality mandate