



ANNUAL REPORT – COMMITTEE FOR EQUALITY, DIVERSITY, AND INCLUSION (LMI), NORD UNIVERSITY

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1. Committee for equality, diversity, and inclusion

The Gender Equality, Diversity, and Inclusion Committee (formerly the Gender Equality, Diversity, and Integration Committee) was established by the rector in 2018.

The Gender Equality, Diversity, and Inclusion Committee is an advisory body to the leadership of Nord University, tasked with advancing the work on gender equality, diversity, and inclusion at the university. The committee is intended to serve as a resource for promoting gender equality, diversity, and inclusion in a comprehensive and effective manner within the institution.

The committee's purpose is to promote genuine gender equality at Nord University regardless of gender, ethnicity, ability, religion, worldview, age, and sexual orientation.

The committee's function and tasks are as follows:

- Develop an action plan for gender equality, diversity, and inclusion and ensure its implementation.
- Submit an annual report to the university leadership.
- May request reports from the faculties within specific areas of focus.
- Can initiate seminars, lectures, etc., and independently address and comment on issues.

The work on gender equality, diversity, and inclusion is integrated as part of the leadership and development efforts at the university and falls within the responsibility of leaders at all levels, as well as departments and units. This work is also integrated into the cooperation between the university and employee representatives and naturally takes place in central ID (Inclusive Development) and IDF (Inclusive Development Forum) meetings and at the faculties.

2. Members

The committee currently consists of two representatives for the employees appointed by the main employee representatives, two representatives for the employer appointed by the rector, and two representatives for the students appointed at the annual meeting of the Nord Student Organization. The employee and employer representatives serve a term of 4 years, while the student representatives serve a term of 2 years.

As of today, the committee consists of:

NAME	DEPARTMENT/FACULTY	FUNCTION	AFFILIATION	DEPUTY
GURO SKJETNE	Adviser, FSH	Leader	Employees	Torill Beate Risøy
ELENA DYBTSYNA	Associate Professor, HHN	Member	Employees	Kai-Martin Johnsen
YAN ZHAO	Professor, FSV	Member	Employer	Gøril Ursin
KETIL EIANE	Vice Rector, Research and development	Member	Employer	Levi Gårseth-Nesbakk
DEJIN ARAZ SAEED	Student	Member	Students	Amalie Moen Eidet
ERIK HØYDALSVIK	Student	Member	Students	

The HR department serves as the secretariat, with Synne Lind as the contact person.

The Student Ombudsman is a permanent observer at the committee's meetings, and the meetings are otherwise open to anyone who wishes to participate. Participation and input are encouraged on the committee's website.

3. Meetings and activities in 2023

In 2023, five committee meetings were held in LMI. The first meeting of 2023 was canceled due to the lack of a secretary in the committee. The HR secretary was the only resource LMI had in 2023, so when the committee lost this resource from the turn of the year, activity in the committee decreased as none of the members had allocated time for this in their work plans. Nevertheless, the committee has managed to maintain some level of activity, which the members are very satisfied with.

In addition to the committee meetings, the committee chair had one meeting with Dean Rose Martin at FLU regarding LMI in June. Furthermore, three planning meetings were held in connection with the organization of a diversity seminar during International Week, which took place in October. In September, the committee chair provided training for the new committee secretary. Additionally, the chair participated in several meetings through SEA-EU and Task 4.1 - European campus starts with equity promotion. Task 4.1 falls under work package 4 – European campus life and is an expert group that, along with student representatives, holds meetings every three months. The group will be responsible for updating the Gender Indicator report (conducted in 2021 - to be updated in 2024). Nord's representatives in the group consist of both academic staff, student representatives, and administrative staff.

Gender equality in higher education is a guiding principle in many countries and also contributes to the EU's gender equality strategy. Gender equality across SEA-EU universities for both staff and students are one of the alliance's priorities. Based on previous activities (Gender booklet, Gender indicators, and Gender webinar), the alliance will conduct a series of activities to raise awareness in the student community about gender equality and diversity. The minimum commitment for each university will be to organize two activities each year on inclusion (one on gender equality, one on other related topics) aimed at students. In addition to focusing on gender, the group has gradually expanded its scope to include inclusion and diversity aimed at multiple arenas.

In connection with International Week on October 23rd – 27th, the LMI committee organized a seminar on ethnic diversity at Nord University – "Diversity and Internationalization at Nord University – Work inclusion and Career Development." This was done in collaboration with the research group KEL (Gender, Ethnicity, and Equality) and the ELSA network (Network for Ethnicity, Equality, and Social Responsibility).

The seminar was aimed at all academic and administrative staff, leaders at various levels, international staff, students, and anyone else interested in the topic. The seminar took place physically in Bodø with digital transmission to the Rosasalen auditorium on the Levanger campus. Lunch was also served at both locations. The event could also be followed digitally online. In addition to two invited speakers, a panel discussion was held focusing on specific measures Nord University should and will work on regarding diversity and internationalization, and how this should be done. The panel discussion included the vice-rector, deans (FSV, FBA, FLU), three staff representatives, and a union representative. Following the discussion, the panel received several interesting questions and comments from the audience, which the committee has taken forward in its work. The dean from FLU also contributed input from Levanger.

Based on the insights gained from the seminar, members of the committee took the initiative to prepare an application that was submitted to the Norwegian Research Council under the Balanse+ program on November 15th. The project aims to develop measures for better gender balance, diversity, and inclusion in academia with a focus on ethnic diversity associated with the increasing

proportion of staff with foreign backgrounds at Nord University. The project is a collaboration between HR and three faculties: the Faculty of Teacher Education and Arts and Culture (FLU), the Faculty of Social Sciences (FSV), and the Business School (HHN), but some of the developed measures will encompass the entire university. The application was approved in early 2024.

Throughout 2023, despite the lack of resources, the committee feels it has fulfilled its mandate as best as possible. Conducting the seminar on ethnic diversity and obtaining approval for the application to the Norwegian Research Council are aspects of the past year that the committee is particularly pleased with.

4. Statistics

To illustrate Nord University's pursuit of a more balanced and diverse academic environment, the committee has attempted to gather relevant statistics. Below are the gender distribution, nationality composition, and age distribution at the university in 2023.

The committee found it challenging to find data that fully captures the diversity at Nord University and will consider opportunities for improvement in this area in their future work. Despite these obstacles, the committee has nevertheless used the available statistics to present as clear a picture as possible.

Gender distribution:

Indicator	2022	2023
Percentage of women out of total number of students	64,14	64,98
Percentage of women among candidates in three- and four-year bachelor's and vocational education programs	71,33	69,52
Percentage of women among candidates in one- and two-year master's degree programs	53,75	58,87
Percentage of women among candidates in five-year master's and professional education programs	63,08	67,8
Percentage of women among completed doctoral degrees	70,59	33,33
Percentage of women out of the total number of full-time equivalent positions	58,46	60,3
Percentage of women out of full-time equivalent positions in teaching, research, and outreach roles	55,96	58,42
Percentage of women out of full-time equivalent positions in technical and administrative roles	62,78	63,6

(Source: Database for statistics on higher education)¹

¹ [Database for statistikk om høyere utdanning - DBH \(hkdir.no\)](https://hkdir.no/)

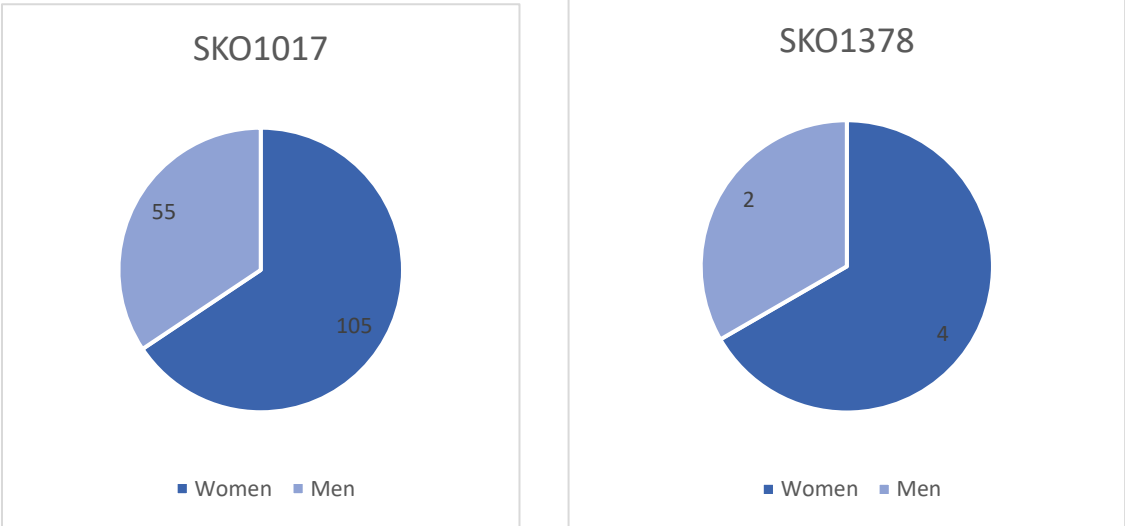
The table above provides a percentage overview of the gender distribution among employees and students at Nord University.

In 2023, 60.3% of the employees at Nord University were women. This indicates that there were more female employees than male, which is higher than the sector average.²

The committee also notes a significant decrease from 2022 to 2023 in the proportion of completed doctoral degrees. In 2023, approximately 33% were completed by women, which is a decrease from 2022 when the proportion was approximately 71%. The large percentage difference is due to the relatively low number of completed doctoral degrees, making even small changes more significant in percentage terms.

Gender distribution among doctoral candidates in 2023

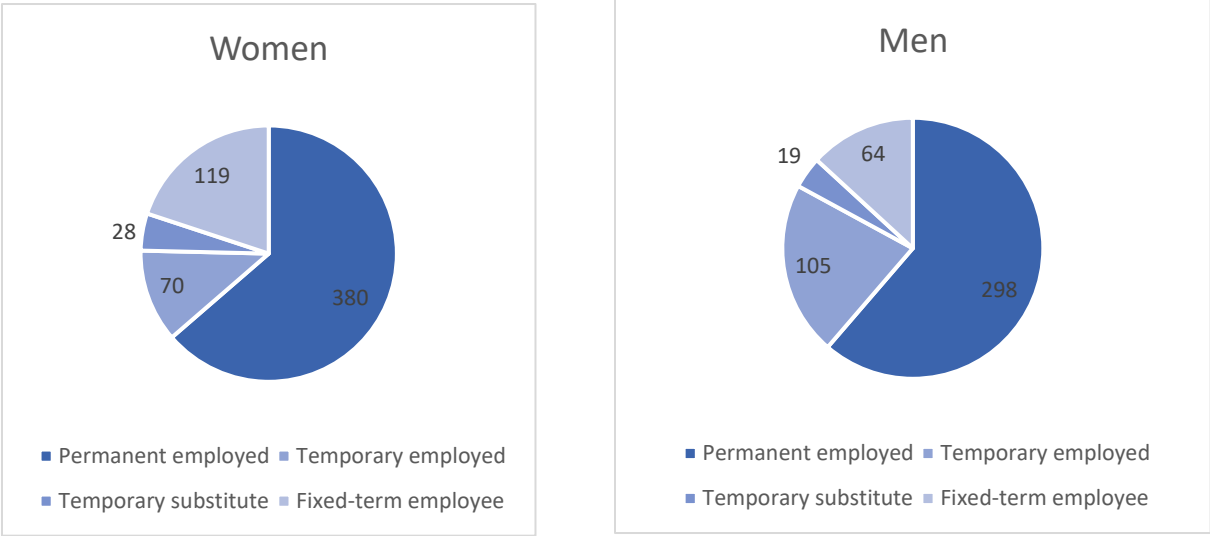
Below are diagrams illustrating the gender distribution among doctoral candidates at Nord University. The committee considers it particularly important to focus attention on this group of employees, as it provides an opportunity to identify any imbalances within the research community.



In 2023, Nord University had a total of 166 doctoral candidates, distributed across position codes SKO1017 and SKO1378. Of these, 65.7% were women. This represents an increase from 62.11% in 2022, indicating a positive trend with increased female representation among doctoral candidates.

² [Database for statistikk om høyere utdanning - DBH \(hkdir.no\)](https://hkdir.no)

Gender distribution among permanent and temporary scientific staff in 2023



In 2023, the proportion of permanent scientific staff members who were women and men were 56.1 % and 43.9 %, respectively. Among women in fixed-term scientific positions, the proportion was 65 %. Women accounted for 59.6 % of substitute positions. In temporary positions, the proportion of women was 40 %.

Gender distribution among permanent and temporary technical and administrative staff in 2023



In 2023, the proportion of permanent technical and administrative staff members who were women and men were 66.7 % and 33.3 %, respectively. Among women in substitute positions, the proportion was 59.6 %. In the remaining temporary positions, women accounted for 41.4 %.

Nationalities and ethnic diversity

Nord University prides itself on being an institution characterized by significant ethnic diversity among both students and staff. With employees from over 60 different countries and approximately 15 % of the workforce holding nationalities outside of Norway, Nord's composition reflects a global workforce.³ Despite attempts to gather accurate statistical data, challenges with registering

³ HR, 2023

nationality upon employment have made it difficult to achieve complete accuracy. Therefore, the numbers presented here may be a minimum, and the actual numbers may be higher.

Despite this limitation, the committee believes that even these figures provide valuable insight into the current diversity situation among the scientific staff at Nord and has therefore chosen to include them in the report.

	FBA	HHN	FLU	FSV	FSH
Number of nationalities	39	38	34	26	14

At the faculties in 2023, FBA had the highest number of employees with different nationalities, followed by HHN, FLU, FSV, and FSH. Within technical and administrative positions, the variation in nationalities was smaller, but still present. Particularly, the cleaning department stands out with several employees of different nationalities.

Despite ethnic diversity being a part of the institution's composition for some time, this issue has previously received less attention in Nord University's gender equality efforts compared to the focus on gender and equality. Through the Balanse+ project, the university aims to develop and implement measures specifically aimed at improving the inclusion of employees with foreign backgrounds, as well as better facilitating their career development. The committee hopes that the project will contribute to increasing awareness of the importance of ethnic diversity and inclusion at Nord University. The project marks a positive turn in the university's gender equality efforts, and it is an important step towards creating a more inclusive and diverse work environment that values and supports all employees regardless of background.

Although it has been challenging to obtain accurate figures regarding the ethnic diversity among employees, it has nevertheless been possible to identify some statistics providing insight into the diversity among students at Nord University. Data from the Database for Statistics on Higher Education⁴ show that in 2023, Nord had approximately 545 international students and 200 incoming exchange students.⁵ According to the statistics, FLU had the most international students, followed by FSV, FBA, HHN, and FSH.

5. Plan of action

Nord University and the committee have developed an action plan for the period 2021 – 2024 aimed at ensuring a work and learning environment that reflects the diversity of society and promotes equality and equity. The action plan is based on the university's strategy, which emphasizes academic freedom, high ethical standards, good leadership, employee

⁴ [Database for statistikk om høyere utdanning - DBH \(hkdir.no\)](https://hkdir.no)

⁵ Note: Starting from 2021, citizenship is no longer registered for students applying via the Centralized Admission System (Samordna opptak). This has resulted in a significant increase in students with "Undeclared / Unknown" citizenship. Therefore, the DBH statistics showing "Foreign students" from autumn 2021 onwards have been modified so that students with "Undeclared / Unknown" citizenship are no longer included in the dataset.

engagement, and social responsibility. This is in line with Nord University's values: Respect, openness, proximity, and creativity.

The overarching goal of the action plan is to ensure active efforts for equality and equity, equal opportunities, and rights, and to prevent discrimination. Nord aims to work towards removing disabling and discriminatory barriers and prevent the creation of new ones.

The action plan includes a range of measures at the organizational level, faculties, students and education, recruitment, and qualification. These measures are intended to integrate gender equality perspectives and values related to equity at all levels of the organization.

6. Implementation of the 2023 action plan

At the organizational level

Nord's LMI committee has been active in 2023 and, in collaboration with the faculties, has prepared the annual report for 2023. Gender equality, diversity, and inclusion were topics in modules 2 and 6 of Nord's leadership development program in 2022 and 2023. Gender balance in leadership positions at Nord is also considered during admissions to the program.

Monitoring and subsequent reporting on gender equality and diversity for all job categories, studies, and salary levels have not been prepared for 2023. This is due to capacity constraints in the HR department and the lack of quality-assured data on nationality and diversity among our employees at Nord. HR has allocated new resources to follow up on the LMI work in the fall of 2023, and procedures for registering nationality in SAP have been improved but not sufficiently to produce such a report.

Salary placement is assessed in terms of gender equality both during recruitment and during the various salary negotiations throughout the year. The development of Nord's salary policy is done in collaboration with the trade unions.

Nord has established procedures for employee discussions available in the personnel handbook and is a regular topic in Nord's leadership development courses.

Nord did not participate in the state's trainee program for the state in 2023 due to capacity constraints in the HR department and the resources required to accommodate more trainees, apprentices, and internships across the organization. This is work that HR has started and will continue in 2024.

LMI has set a goal in its action plan to hold an annual meeting between LMI, the faculties, and units at Nord. The purpose of such a meeting is to present the status of the work on gender equality, diversity, and inclusion at the university, both from LMI's perspective and from the perspectives of the faculties and units. In 2023, this did not happen due to resource constraints in HR, but a digital meeting is planned to be held in spring 2024.

Regarding universal design, the property department reports that this is something the department focuses on, both in existing buildings and in ongoing projects. Building technical errors and deficiencies are reported to property owners for rectification. Currently, efforts are also underway to map UPS (battery-operated emergency door opening) in connection with evacuations to ensure the safe evacuation of wheelchair users. In addition, new environmental hubs have been installed on the Bodø campus, as the previous ones did not comply with universal design due to their height.

In preparing the annual report for 2023, LMI has gathered information from the faculties and units in the organization. LMI has received feedback from FSH, FLU, FSV, HHN, Campus Services, the Communications unit, Education, KOLT, and HR. An annual revision of the action plan was not conducted in 2023.

Recruitment and qualification

After the regulation on special treatment of men was repealed and the Main Agreement of 2023 was implemented, Nord has changed the rules regarding gender quotas, removing the wording in job advertisements stating that Nord practices moderate gender quotas. Positive discrimination of the underrepresented gender is still allowed but under more specific circumstances. In job advertisements, it still states that the state workforce should, to the greatest extent possible, reflect the diversity of the population, and qualified candidates with disabilities, CV gaps, immigrant backgrounds, and other diverse life experiences are encouraged to apply.

According to the action plan, the guidelines for expert committees for assessing applicants for teaching and research positions should highlight Nord's values related to diversity and gender equality. The guidelines were revised in the spring of 2023 without the inclusion of diversity values. HR will, in collaboration with the committee, explore how this can be addressed in 2024. In the feedback received from the faculties, both FLU and FSH state that they themselves make the expert committees aware of Nord's values related to diversity and gender equality. HHN does not do anything beyond what is sent out by HR, job advertisements, and other guidelines. FSV tries to seek gender balance in the establishment of the committees but also provides no further information beyond what the members receive from HR.

According to the action plan, a mentorship program and program for selected associate professors of the underrepresented gender with the goal of ensuring rapid promotion to professor should be developed. An evaluation of the professor program is currently underway, and the continuation and potential changes to the program have not yet been determined.

The Communications unit states that they focus on actively utilizing the diversity among the employees and students at the university in communication efforts and profiling. Currently, only the university's own students and mainly its own employees are used in Nord University's profiling. The unit has worked diligently to ensure diversity in gender,

appearance, ethnicity, and background. These individuals appear in school visits, educational fairs, and in all profiling materials online and on social media. The unit also notes that it has been challenging to represent diversity among employees to the same extent, but this is a goal they are working towards.

HR has established a mentoring system for all new employees through Nord University's onboarding program. The content of the mentoring program is tailored individually based on the needs of each new employee. The onboarding program is under evaluation, but feedback from departments and faculties indicates that the mentoring program is being utilized.

Departments and faculties also report that there is room to discuss measures that can promote gender equality and inclusion, as well as counteract discrimination, in employee discussions.

Faculties

According to LMI's action plan, the faculties are supposed to have their own faculty-specific action plans for gender balance measures and report the status to LMI. In LMI's mapping work, it emerges that the Faculty of Nursing and Health Sciences (FSH) follows up on its action plan for gender balance measures through its daily operations, various types of measures such as professor programs and first lecturer programs, writing seminars, and other measures. The Faculty of Teacher Education and Arts and Cultural Studies (FLU) also reports that they are on track with the work on the action plan. The Faculty of Social Sciences (FSV) revised its action plan in 22/23 and is currently one of the faculty's guiding documents in developing the faculty further. The School of Business (HHN) has an action plan for gender equality and gender balance for the period 2021-2024. This will be revised in 2024.

None of the faculties have reported that they have considered or used the appointment to adjunct professor positions as a tool in academic environments with particularly skewed gender balance.

Neither FSV, FSH, HHN, nor FLU offer systematic career guidance to postdoctoral fellows of the underrepresented gender in the academic community. HHN has very few postdoctoral fellows, but guidance on advancement is provided to all. In addition, the faculty regularly organizes academic seminars focusing on career guidance.

When it comes to marketing and profiling of studies with gender imbalance, both FSV and FSH state that this has not been done to a particularly large extent, but FSH emphasizes that there are several national campaigns targeting men in health. FLU covers this point through, among other things, participation in a national recruitment project. At HHN, there are relatively few studies with skewed gender balance. However, the faculty believes that they have seen a positive development in recent years, where the proportion of women in the traffic teacher education program is now around 30%.

Both FSV and FLU have reported that they have their own offerings for Norwegian language training for students and employees who do not master Norwegian. FSV elaborates that this is primarily a high-priority topic, as there is a need for it. FSV has reported this to Nord's management, which has the overall responsibility for offering language training to employees in need. FSH has fewer employees who do not master Norwegian and does not need a separate offering. FSH currently has one employee who does not master the Scandinavian language, and the faculty has assisted this person in finding a local offering. HHN has also provided support for Norwegian language training for those who have requested it.

Neither FLU, FSH, nor FSV have practiced moderate gender quotas in job advertisements. HHN reports that this is something included in their job postings and that awareness is raised, for example, in connection with the appointment of expert committees.

Both FLU, FSH, FSV, and HHN state that they have implemented mentorship programs for new employees. However, FLU, FSV, and HHN argue that the mentorship programs are more closely linked to social and professional integration than as a tool for gender equality.

Students and education

The Education unit has been working to strengthen the universal design of digital learning resources. Administrative procedures are in place for handling, for example, name changes in FS and on diplomas after legal gender transition.

For educators and others creating teaching materials, a legal requirement has been implemented in Norway as of February 1, 2023, requiring compliance with universal design. Nord University therefore offers digital courses covering universal design in Word, PowerPoint, Canvas/web, and Inspira. The Education unit indicates that they are still working on universal design of digital learning resources.

Nord University, through the HR Department, conducted a procurement process in autumn 2023 to offer Norwegian language courses ranging from level A1 (beginner) to B2 (independent language user). An agreement with Folkeuniversitetet is expected to be reached by the end of the year. The plan is to offer digital Norwegian courses for employees at levels A1, A2, B1, and B2 during 2024.

For students, there was a credit-giving course, NSL (Norwegian Language and Society), offered by FSV, but this has now been removed from the study portfolio. FLU was responsible for the Norwegian part of this course, and FLU plans to offer a Norwegian course starting next autumn. Beyond this, Nord does not offer Norwegian courses for students associated with the programs.

7. Work ahead

During the spring of 2024, the committee will conduct a revision of the action plan. To ensure participation and inclusion, the action plan has been distributed to the faculties and departments with the opportunity for input on the revision. This process also serves to remind the faculties and departments of the importance of the action plan and their responsibility related to it. Some feedback the committee has already received points out that there is too much focus on gender compared to broader diversity perspectives. This is something the committee is aware of and will be taken into account in our further work. Additionally, the committee recognizes the need for increased focus on areas such as disability and LGBTQ+.

The committee has revised its annual schedule, which is attached as an appendix to the report. A budget of 30,000 kroner has been allocated for activities in 2024, to fulfil the committee's mandate.

The committee sees the need to increase the visibility and understanding of its work and will explore opportunities to improve visibility throughout the year. There is also a desire to consider changing the committee's name, as the abbreviation LMI is often confused with the Student Welfare Committee, LMU. One of the suggestions is to change the name to the Gender Equality, Inclusion, and Diversity Committee, abbreviated as LIM.

To ensure better anchoring in the organization, the committee wishes to participate in leadership meetings or similar events to inform and support the faculties and departments in their work on equality, diversity, and inclusion.

It is also desirable to have closer collaboration between LMI and LMU, as we see that the committees have overlapping areas of responsibility. We believe that closer collaboration will be beneficial for both parties, and we look forward to realizing this. Furthermore, the committee wishes to continue collaboration with the research group on gender, ethnicity, and equality (KEL) and the LUN network (Equality Advisors at the Universities in Norway). We also see a positive trend with increased involvement of trade unions in issues related to equality, diversity, and inclusion, and we look forward to further strengthening this collaboration. Regarding the students at Nord University, the committee wishes to strengthen collaboration to better understand and address their needs and challenges regarding equality, diversity, and inclusion.

The Balanse+ project has the potential to create significant positive changes and contribute to a more inclusive and diverse university, and the committee looks forward to following the project.

In conclusion, the committee looks forward to implementing these measures and strengthening its commitment to equality, inclusion, and diversity in the organization.