

UiA 2021-2024

Plan of action

Equality, Inclusion
and Diversity

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Introduction

With at least 13 000 students and 1 600 employees, UiA is one of the largest organisations of Sørlandet. UiA's vision is "co-creation of the future's knowledge". We aim to create and share knowledge and contribute to innovation. Furthermore, UiA's strategy highlights that its academic culture should be diverse, within a knowledge community that is characterised by equality and a sense of community. Moreover, we wish to contribute to the Sustainable Development Goals of the UN, also with regards to gender equality and a more inclusive society.

The diversity represented by UiA's students and employees is an enrichment for the organisation and the region. It is essential that students and employees feel comfortable, equal and included so that UiA benefits in the best way from its human resources. At UiA, we have a zero-tolerance policy regarding discrimination, bullying, harassment and racism.

As stipulated by law, the university works systematically to prevent discrimination based on gender, ethnicity, religion, disabilities, culture, gender identity, sexual orientation or other.

The trade unions for employers and employees and the Student Organisation in Agder also contribute with guidelines on how to promote equality and prevent discrimination.

On 15 September 2020, the University Board issued its fourth Plan of Action for Equality, Diversity and Inclusion to guarantee the diversity of all students and employees.

The Plan of Action describes goals and measures that support equality, diversity, and inclusion at UiA. It is valid for the period 2020-2024. This action plan builds upon the previous plans. Under each priority area, the present situation is summarised. The implemented and completed measures will be reported annually to the University Board and the Departments.

We can only succeed if all managers, students and employees continuously contribute to our efforts to achieve equality, diversity and inclusion at UiA.

UiA prioritises the following topics in the 2020-2024 Plan of Action for Equality, Inclusion and Diversity:

Gender balance

During the previous action plan period, we achieved promising progress in some areas with regards to the gender balance between men and women. The percentage of female professors, for example, increased from 22 per cent in 2016 to 28,7 per cent in 2019. However, we still have a long road ahead of us to achieve an equal gender balance among professors employed at UiA. The same applies to our administrative units and our study programmes. We must, therefore, continue our work towards improving the gender balance at UiA during this strategic period.

Diversity

Diversity is the sum of differences. Diversity involves differences in age, gender, ability, ethnicity, ideology, cultural background, class, gender identity, sexual orientation, educational background, experience, competence, interest and family situation.

To achieve equal treatment and inclusion, we should ensure that minority groups are represented in managerial positions, and that diversity is reflected in the syllabus and the academic content of our educational programmes. The university should offer role models the students can identify with to level out differences in the long run.

The efforts with regards to diversity during this strategic period will revolve around culture, language, ethnicity, people with disabilities, people with different sexual orientations, gender identity and gender expression. The background for this priority area consists of UiA's strategic goal towards internationalisation and the government's guidelines regarding inclusion. Moreover, UiA received state funding to establish a knowledge centre for gender and sexual diversity.

- **Cultural, linguistic and ethnic diversity**

Increased level of internationalisation, a linguistic and ethnical diversity provides UiA with new opportunities. To maximise the potential of such diversity, we need to facilitate activities with regards to language, cultural understanding and understanding of the do's and don'ts at the Norwegian workplace.

- **People with disabilities and a gap in their CV**

The government points out that many of those who are part of the labour force are unemployed. A high labour participation rate is essential for the value creation in our society. As part of the efforts towards inclusion, the government defined as its goal that 5% of all new state employees should consist of individuals with disabilities or a gap in their CV. This objective will also lead to more insight into how society as a whole could facilitate a better inclusion of this target group in working life.

Universal design plays a crucial role when we wish to ensure that all students have access to the study programmes and vocational courses at UiA, regardless of any disabilities. Having students with disabilities will contribute to the diversity of our organisation. During autumn 2020, the Office for Students with Disabilities (TSF) already completed an action plan ensuring universal accessibility for all students. That is why we will only to a limited degree focus on measures for students in this action plan.

- **Sexual orientation, gender identity and gender expression:**

UiA received state funding to establish a knowledge centre for gender and sexual diversity. This is relevant as national queries indicate that this region in particular, faces certain challenges with regards to these groups. Therefore, sexual orientation, gender identity and gender expression are prioritised topics during this plan period.

Sexual harassment

In the previous years, we gained factual knowledge about sexual harassment in academic circles through research reports and reviews. The conclusions visualised that sexual harassment is still a widespread problem that we should take seriously. The University of Agder deals with this problem with several clear measures.

Deadline to achieve the goal

All goals should be achieved by 2024.

1. Gender balance

Employees

Gender balance

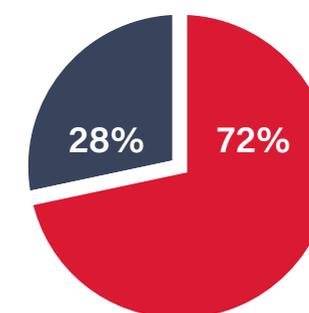
UiA employees consist of 53,6 per cent women and 46,4 per cent men. The gender composition varies between faculties and departments. Among **academic** employees, there are more men than women. With regards to the sum of administrative and **academic** employees, there is a gender balance at UiA. In administrative positions, more women are employed at UiA. There are large variations between departments.

As of 1 October 2019, UiA employs a percentage of 27,9 women in **academic top positions** (professorships/lecturer positions in working years), an increase from 2016 when the percentage was 22. The goal was 35 per cent. The increase was achieved among others, by the [Balance Project](#), which aimed to increase the percentage of female employees in academic top positions. At 10 of 22 departments, the percentage of female professorships is less than 20. The goal to achieve by 2020 was to have at least 30 per cent academic employees of each gender. We reached this goal at 15 of 22 departments.

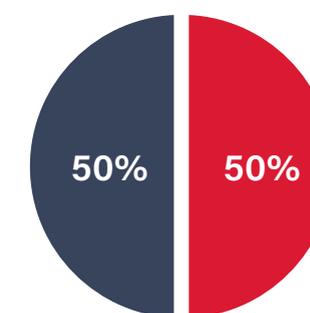
Both men and women are represented in practically all research groups, and practically all open vacancies for research positions at UiA received applications from women as well as men.

Participation level

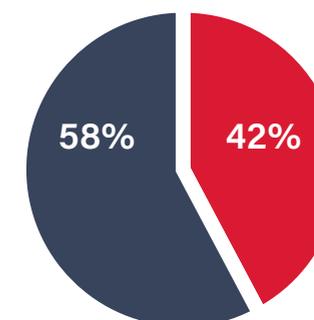
Administrative positions



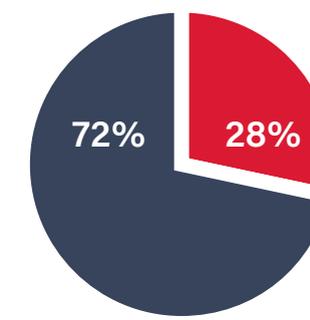
Adm. manager positions



Academic positions



Academic top positions



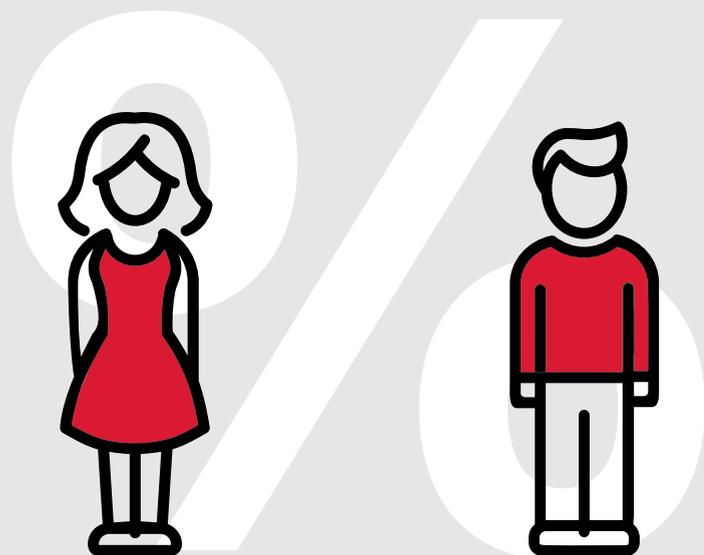
Overall, the numbers for the participation level between the genders are relatively balanced. During the coming period, we must concentrate on those units where there still is a large gender imbalance.

Goal 1

Faculties, Departments and all administrative units must achieve gender balance (40/60). Units with less than 20 per cent of either gender, should set their own target for this period.

At least 40 per cent of professors/lecturers at UiA should consist of either gender.

Research groups should aim for gender balance.



Measures

- Units with a considerable gender imbalance should make a fact-based action plan on how to recruit the under-represented gender group. As a starting point, they should map the unit's current situation and set a clear goal in the action plan.
Responsibility: Faculty Director, assisted by the Division of Human Resources and the Centre for Gender and Equality.
- The wording, images and job description in the advertised vacancies must consciously appeal to the underrepresented gender to increase the number of applications and the likeliness of receiving applicants of any gender.
Responsibility: Responsible manager, Human Resources consultant, Faculty Board, Employment Board and Employment Committee.
- UiA will be certified as an equal opportunity institution during the term of this action plan.
Responsibility: Division of Human Resources in collaboration with the county municipality.
- Information about UiA's guidelines on equality and diversity will be prepared so that it can be used for recruitment purposes. These guidelines should be used by the Employment Board and the Employment Committee.
Responsibility: Division of Human Resources.

For academic positions

- Employees with a PhD and subsequent five years of experience must be offered a pre-evaluation of their academic achievements in the light of a potential professorship.
Responsibility: Head of Department, Faculty Director and Division of Human Resources.
- Every year, we offer full personal scholarships for women to facilitate promotion from associate professor/senior lecturers to professor/docent.
Responsibility: Division of Human Resources, Division of Research Management, faculties.
- We are to offer competence development and qualification programmes so that employees qualify for senior positions. The under-represented gender should be encouraged to take part in these programmes and they will be prioritised if a programme is in high demand.
Responsibility: Division of Human Resources, department manager and dean.
- At departments with a considerable gender imbalance, we should be on the look-out for talented students of the underrepresented gender at master programmes, so as to recruit them for PhD programmes.
Responsibility: Department manager, dean, faculty director.
- We may use search-and-find committees for the recruitment of academic positions when the underrepresented gender consists of less than 20 per cent of the department's staff.
Responsibility: Department manager.

Salary

On 1 October 2019, the average female employee earned 92,5 per cent of what the average male employee earned. This gap reduced during the last year. Women in administrative positions earn 94,2 per cent of what men earn. This is a weak improvement in comparison to the previous year. Women in academic positions earn 93,8 per cent of what men earn. Here, the difference increased somewhat in comparison to the previous year. The reasons for these differences are complex and are not necessarily related to gender. Differences may be related, for example to salary category, degree of responsibility in the positions, as well as the extent to which the positions are exposed to competition on the labour market.

Goal 2

UiA must practise equal pay for equal work.

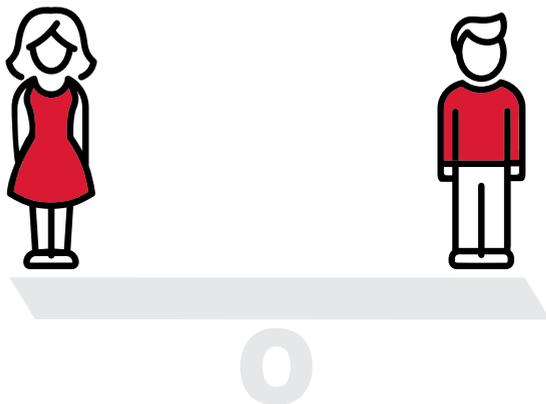
Measures

1. Monitor and report, ensuring that UiA's salary policy takes into account gender and diversity, and reflects that UiA practises equal pay for equal work.

Responsibility: University Board, Division of Human Resources and Employee Representative.

2. Education and experience must be considered equally for men and women during salary negotiations. Women and men must be evaluated similarly, and additional attention should be paid to equal pay at any new employment.

Responsibility: Faculty Director, Head of Department, Employee Representative, Division of Human Resources.



Management

There is an adequate gender balance among the managers at the organisational levels of UiA. There is also a satisfactory gender balance with regards to the group of Deans and Department Managers. As of 15 September 2020, the administrative management contains six female and five male department managers. Men and women are equally represented in the Faculty Boards, in the University Board women are overrepresented. Some faculties still have an imbalanced gender representation at the managerial level.

Goal 3

UiA har minst 40 prosent av både menn og kvinner i alle ledergrupper, inkludert fakultetsnivå.

Measures

1. We must actively ensure that both women and men are represented as applicants in the recruitment process of top and middle management positions.

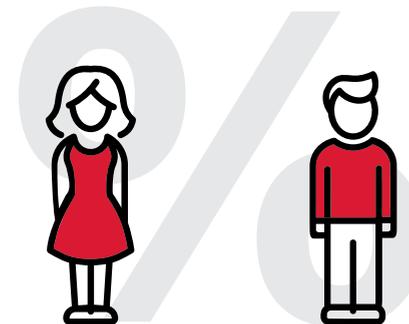
Responsibility: Division of Human Resources, Faculty Director, Head of Department, Human Resources consultant, Employment Board and the Employment Committee.

2. At units where one gender is overrepresented, qualified candidates of the opposite gender are encouraged to apply for managerial positions.

Responsibility: Head of the unit.

3. During the recruitment process of managerial positions, the candidate's competence on gender equality and diversity is a factor of consideration.

Responsibility: Faculty director and Division of Human Resources.

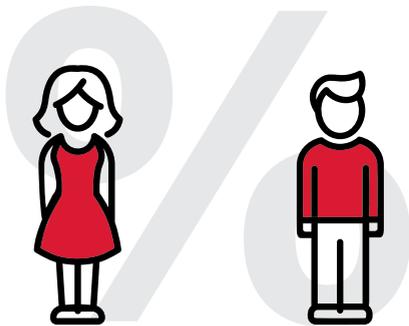


Students

Despite the attention to gender balance in the study programmes during the previous action plan period, there are still several study programmes that are characterised by traditional gender choices. Healthcare study programmes, for example, are still dominated by female students while male students are overrepresented in engineering study programmes.

We have implemented measures with regards to the student admission to study programmes with imbalanced gender representation. For the admission in 2019, extra study points were allocated to men seeking admission to the Nurse Education Programme. The number of male students increased by 3 per cent from 152 students in 2018 to 174 students in 2019.

18 Study programmes still have less than 25 per cent women, and 40 study programmes have less than 25 per cent men.



Goal 4

All study programmes must have at least 30 per cent female or male students. Both genders must be represented in the boards, councils and representative commissions.

Measures

1. Degree study programmes and year programmes with less than 25 per cent of the underrepresented gender must prioritise and implement extraordinary recruitment measures. These measures should be documented in the quality control system.
 - Examples of extraordinary measures:
 - Additional marketing campaigns aimed at the underrepresented gender, conscious use of role models in the interviews, representations and campaigns.
 - Use of videos and images from the database "[images reflecting inclusion and diversity](#)."
 - Review the wording of the study programme (name of the study programme, texts used to describe the study programme, marketing texts).
 - Investigate the possibility of national or international collaborative projects on recruitment to connect with other sectors that work with similar projects.

Responsibility: Faculty Director of the Teacher Education programme, administrative employees at the faculties, Communication Department.

2. In collaboration with third parties, we will develop a course with the subject "Choice of Education», which will be offered to lower secondary schools in the region. The learning aim of the course is to encourage reflection on gender traditional career choices.

Responsibility: Faculty Directors, Head of Department of the Teacher Education programme, Communication Department.

3. In study programmes with less than five students of the underrepresented gender, these students must be followed up to motivate them to complete the study programme and to gather the information that can be used for further recruitment of the underrepresented gender.

Responsibility: Head of Department and head of the study programme.

4. Students of both genders must be chosen to sit on boards and committees to ensure a diverse representation.

Responsibility: Persons responsible for the respective boards and councils, Student Parliament, Student Organisation of Agder.

2. Diversity and Inclusion

As mentioned in the introduction, our work with diversity during the strategic period will mainly revolve around culture, language, ethnicity, people with disabilities, people with different sexual orientation, gender identity and gender expression. Clear goals and measures will ensure that we use the potential of the diversity that our university community consists of.

Employees

Goal 5

UiA must be an open and diverse working environment where employees with a different origin, background or level of functionality feel they belong, are meaningful members of the community and have the possibility to influence the working environment.

Measures

1. A selection of managers at UiA will increase their competence with regards to diversity management.
Responsibility: Centre for Gender and Equality, Division of Human Resources, selected managers.
2. If the unit has employees who do not master the Norwegian language, important information must be made available both in English and Norwegian.
Responsibility: Manager of the unit.
3. Dialogues and gatherings must occur in a way that encourages inclusion, solidarity and well-being.
Responsibility: responsible manager and employees.
4. All UiA employees will be appointed a buddy during their first week at work.
Responsibility: Head of Department, Faculty Director, Department Manager and Division of Human Resources.
5. UiA must ensure that diversity is reflected in its internal and external communication. Images from the database "Images reflecting inclusion and diversity" must be used intentionally so that diversity is represented in our image.
Responsibility: Communication Department, Faculty Director.

Cultural, linguistic and ethnical diversity

During the previous strategic period, Global Mindset was a priority area. As a result, the ethnic and cultural diversity at UiA was strengthened. The number of students and employees with a non-Norwegian background increased during the last four years.

	2016	2020*
All employees	1192	1636
Non-Norwegian	9% (106)	18% (294)
Nationalities	40	61





6. All permanent employees are expected to learn Norwegian within two years from their date of employment. Permanent employees with a different mother language than Norwegian, Swedish or Danish will be offered the opportunity for free language tuition in Norwegian.

Responsibility: Centre for Teaching and Learning, employees.

7. All employees with a different mother language than Norwegian must show progression in their Norwegian language learning. Measures are to be taken if the progression is insufficient.

Responsibility: Manager of the unit.

8. UiA must offer courses in intercultural understanding to all its employees and managers. The focus of the course is on working in a multi-cultural work environment.

Responsibility: Division of Human Resources.

9. Both campuses must have an active "Global Lounge" as a meeting point for students, employees and guests to promote internationalisation.

Responsibility: Division of Human Resources, International Office, Division of Research Management, Student Organisation in Agder.

10. UiA will offer courses to international employees on the main principles of Norwegian working life.

Responsibility: Division of Human Resources.

11. UiA will collaborate with Business Region Kristiansand to strengthen the recruitment and inclusion of international employees and their family members.

Responsibility: University Director, Division of Human Resources.

12. UiA must review the everyday practice and organisation of the allocation, facilitation and inclusion of employees with regards to boards, councils and committees at UiA in order to ensure diversity in the selections.

Responsibility: Division of Human Resources.

People with disabilities and a gap in their CV

UiA has many students with disabilities and a gap in their CV. We do not have an overview of employees with disabilities. The following measures must be implemented to increase the recruitment of individuals from this group:

13. UiA should actively take part in the state`s trainee programme and enter a collaborative agreement with NAV on the inclusion of people with a gap in their CV or with disabilities.

Responsibility: Division of Human Resources.

14. UiA and NAV should evaluate together which units in the organisation offer the best opportunities for inclusion, and what is required to achieve this, for example, with regards to traineeships.

Responsibility: Division of Human Resources, unit managers

See as well «the Action Plan of the Office for Students with Disabilities and Universal Design at UiA 2020-2024.»

Responsibility: Office for Students with Disabilities.

Students

Goal 6

Students at UiA, independent of their origin, background and ability level, have appropriate and equal academic development opportunities during their studies. There is a systematic culture for fair admission of new students at UiA..

Measures

1. Students who are admitted at UiA and who come from countries outside Scandinavia, or who have Norwegian as their second language, will be offered Norwegian courses.

Responsibility: Division of Students and Academic Affairs, Center for Teaching and Learning.

2. UiA must review the everyday practice and organisation of the allocation, facilitation and inclusion of students with regards to boards, councils and committees at UiA in order to ensure diversity in the selections.

Responsibility: Division of Students and Academic Affairs, Student Organisation in Agder.

3. At the beginning of the semester, UiA is responsible for welcoming the inbound students (international students coming to Norwegian universities or university colleges) so that they become an integrated part of the student community.

Responsibility: Division of Students and Academic Affairs in collaboration with the Erasmus Student Network and the Student Organisation of Agder.

4. UiA must increase the number of academic and social events where part of the programme is in English. This, especially at the start of the academic year.

Responsibility: Division of Students and Academic Affairs, faculties, Erasmus Student Network and the Student Organisation of Agder.

See as well the action plan for facilitation and universal design at UiA, which is made by the Office for Students with Disabilities.

Sexual orientation, gender identity and gender expression

In 2019, UiA received state funding to establish a centre for gender equality and sexual diversity. National queries indicate that the attitude towards lesbian, gay, trans, and intersexual individuals is more negative in Sørlandet than elsewhere in the country. It is hard to map the sum of challenges for LHBTIQ people as this group is as diverse as the rest of the population. Research on the living conditions of «queers» in Agder indicate that part of this group is vulnerable in society and live under difficult circumstances with poor mental health and risk of suicide. In contrast, others describe their lives as good, with positive prospects. We have little knowledge of how the situation is at UiA internally.

During the previous period, UiA put the topic on the agenda, among others, by:

- Participation in the *Skeive Sørlandsdager* (Queer Days at Sørlandet).
- A yearly diversity week with diversity celebrations on both campuses.
- The rainbow flag and pennant as a symbol of openness and inclusion in our organisation and elsewhere.
- Yearly academic events to put the topic on the agenda in the region.
- Raising the topic of LHBTIQ and hateful comments/discrimination at UiA-events.

UiA must contribute to the development and communication of knowledge, internally and externally. Clear goals and measures to improve the living conditions and support diversity are, therefore, essential.

Goal 7

UiA must be an open and diverse university, where students and employees with different sexual orientation, gender identity or gender expression feel welcome. Openness, knowledge and inclusion of LHBTIQ people characterise UiA.

Measures

1. Sexual orientation, gender identity and gender expression will return regularly as a topic at university events and in the university's internal and external communication.

Responsibility: Division of Human Resources, Committee for gender equality and inclusion, and the academic centres at the faculties.
2. Ensure that the relevant education programmes (for ex. Teacher Education Programme, Healthcare Education programmes and educational programmes for managerial positions) communicate adequate knowledge and understanding to students with regards to the conditions and rights of LGBTQ-persons.

Responsibility: Centre for Gender and Equality in collaboration with relevant academic groups, Studentsamskipnaden i Agder.
3. Use visual symbols such as the rainbow pennant and banners.

Responsibility: Centre for Gender and Equality, Knowledge Centre for Gender – and Sexual Diversity, Division of Human Resources, Division of Facilities Management.
4. Review the situation of LHBTIQ-persons working or studying at UiA

Responsibility: Division of Human Resources, Centre for Gender and Equality.

3. Unwanted sexual attention and sexual harassment

Employees

The Board of Universities and University Colleges established a task group (UHRMOT) to review the extent of bullying and harassment within the sector. This task group that was headed by the UiA Rector at that time presented its report during autumn 2019. The report recommends manager courses, institutional ethnic guidelines, courses for employees, a transparent reporting system, and case handling, openness and seminars as measures against sexual harassment.

During spring 2019, a questionnaire was sent out to map bullying and harassment among employees in the sector. At UiA, the following findings were made:

- 24 persons report having experienced sexual harassment during the previous year.
- 2 persons report having been exposed to sexual violence.
- 3 persons report having been exposed for sexual harassment but are unsure whether the incident can be defined as sexual violence.
- Research Fellows are more exposed to harassment than other employee groups.
- 75 per cent state that they are familiar with the reporting system «Speak Up», compared to 40 per cent in the rest of the sector. This number is lower among Research Fellows.

Goal 8

All employees and managers at UiA must be conscious of the effect of their position of power, and of the responsibility that comes with this position.

All employees must behave according to the sexual etiquette and be aware of UiA's zero-tolerance to bullying and harassment.

All employees must speak up if they have knowledge of sexual harassment and unwanted sexual attention.

Measures

1. Both managers and employees are to follow specific courses on sexual harassment in academia – with a focus on relations with power asymmetries.
Responsibility: Division of Human Resources, unit managers, Centre for Gender and Equality.
2. An ethical code of conduct and reflection activities around power relations and power asymmetries must be part of the training of all employees who teach or supervise.
Responsibility: Centre for Teaching and Learning, Division of Research Management, Division of Human Resources, Division of Students and Academic Affairs, faculty director.
3. Any risk situations or vulnerable groups in the unit must be identified, and measures taken if required.
Responsibility: HSE-manager, if required, assisted by the Division of Human Resources and the Centre for Gender and Equality.
4. To avoid power abuse, and to ensure that any conflicts of interest or other challenges are evaluated, employees must immediately inform their manager if they enter into a relationship with another employee or a student.
Responsibility: All employees, unit managers, Division of Human Resources.
5. New employees must be informed about UiA's zero tolerance towards bullying and harassment, including sexual harassment. We should be extra attentive that this information also reaches Research Fellows and international employees.
Responsibility: Division of Human Resources, unit managers.
6. An ethical code of conduct is to be part of the agreement between supervisors and research fellows, and both the supervisor and the research fellow should be familiar with this code.
Responsibility: Division of Research Management, head of the PhD study programme.
7. The topic «Sexual unwanted attention and harassment» must be integrated into the supervising seminars for all obligatory trainee periods of students.
Responsibility: Coordinator of the study programme, Centre for Gender and Equality,

Students

In her research from 2016-2018, professor Ingrid Lund found that 1 per cent of students reported sexual harassment by an employee, and 8 per cent reported sexual harassment by a fellow student. This extrapolates to respectively 3 000 and 24 000 students nationally.

In the 2018 national query on students' health and well-being (SHoT), sexual harassment was reviewed for the first time. The following results were presented:

- 31 per cent women and 8 per cent men report having been sexually harassed.
- The majority report that someone from outside the institution sexually harassed them.
- Almost 5 per cent of women and 0,4 per cent of men inform that they were raped (They did not indicate whether this occurred during their studies or had any connection to the educational institution).
- Students from abroad are more at risk than Norwegian students according to the report.
- Nationally, 32 per cent of students mentioned that they knew how to report incidents. At UiA, 50 per cent of students reported being familiar with the reporting system «Speak Up!»

Goal 9

Students must behave according to the sexual etiquette and know that UiA has zero tolerance towards unwanted sexual attention and sexual harassment.

Measures

1. We must organise campaigns on sexual etiquette and sexual unwanted attention. Target groups are buddies and students at UiA.
Responsibility: Division of Students and Academic Affairs, Centre for Gender and Equality, a chosen committee of employees and students who plan the campaign.
2. Information to new students must include UiA's Ethical Code of Conduct and information on unwanted sexual attention and sexual harassment.
Responsibility: Division of Students and Academic Affairs, Communication Department, in collaboration with the Student Organisation of Agder, Office for Students with disabilities, SiA Health, EVU- coordinator.
3. Student representatives must be familiar with UiA's procedures on how to report incidents.
Responsibility: Division of Students and Academic Affairs, student ombud.
4. We need to work continuously on advocating "trust in the system" by training of the representatives.
Responsibility: Division of Students and Academic Affairs, Teacher Education Programme, student ombud, Student Organisation of Agder.
5. Any risk situations or risk groups within the faculties are to be identified and measures taken if required.
Responsibility: Faculty director assisted by the Division of Human Resources and the Centre for Gender and Equality.
6. An ethical code of conduct is to be part of the agreement between the supervisor and the student, and both the supervisor and the student should be familiar with this code.
Responsibility: Head of Department, Division of Research Management, Division of Students and Academic Affairs.



Speak Up

Goal 10

All employees and students are familiar with the procedures to report incidents at UiA and know where to find information on their rights and obligations.

Measures

1. Information on the reporting procedure must be communicated to all new students and employees. Particular attention should be paid to international students and employees, including PhD candidates.

Responsibility: Division of Student and Academic Affairs, Division of Human Resources and the Communication Department in collaboration with the Student Organisation of Agder, the Office for Students with Disabilities and SiA Health.

2. On the website pages of «Speak up» where incidents can be reported, there should be clear and straightforward information on personal rights with regards to all types of discrimination.

Responsibility: Division of Human Resources, faculty director.

The university's Equality and Inclusion Committee

UiA established an Equality and Inclusion Committee (LiU), appointed by the University Board according to the recommendation of the University Director. The chair of the Committee is the Rector or one of the Vice-Rectors.

All faculties are represented, by a total of six persons. There are also two student representatives. Every faculty proposes two persons, one representative and one personal deputy. Men and women should be represented equally. The proposed student representatives must come from at least two faculties.

The term of the committee starts after the elections. The student representatives are elected for one year. The gender equality adviser is Secretary of LiU's Secretary, and a participates in the elections with the right to speak.

LiU's mandate

The purpose of LiU is to advance equality and diversity for all employees and students at UiA. LiU contributes to an inclusive university with real equality for all, independent of gender, ethnicity, origin, language, ideology, sexual orientation, ability or other circumstances.

Together with the Gender Equality Adviser, LiU has the following tasks:

Consultancy:

- LiU can be consulted in cases that concern equality, diversity and inclusion.
- LiU advises the university's management at all organisational levels on which measures are useful to promote inclusion.
- In collaboration with the Centre for Gender and Equality, LiU spreads fact-based information on equality, diversity and inclusion.

Implementation:

- LiU is responsible for the full implementation of the measures regarding equality and diversity at UiA and ensures that these measures are strictly followed.
- LiU helps to initiate and organise activities that put the topic of equality, diversity and inclusion on the agenda.

Report:

- LiU prepares a yearly report with numbers, statistics and the status quo on the implemented measures on equality, diversity and inclusion. UiA uses this report as a basis for the report that is sent to the Ministry of Education and Research and other government bodies.
- When deviations or challenging issues arise in the organisation, LiU will propose measures and initiate action.
- LiU forms a connective point between students, employees and managers, and receives information from all levels.

Relevant Acts:

- Act relating to equality and prohibition against discrimination (Equality and Anti-Discrimination Act)
- The Penal Code
- Act relating to the Equality and Anti-Discrimination Ombud and the Anti-Discrimination Tribunal (Equality and Anti-Discrimination Ombud Act)
- Act relating to working environment, working hours and employment protection, etc. (Working Environment Act)
- Act relating to universities and university colleges
- The European Convention on Human Rights (ECHR)



UiA is a certified «Charter and Code» institution.

This means that the institution satisfies the criteria of the European Commission and has the right to use the logo of HR Excellence in Research.

The certification obliges UiA to facilitate for and advance international mobility to and from UiA, and to promote the importance of gender balance, diversity and inclusion.

