

EQUALITY, DIVERSITY AND INCLUSION

Action plan for UiT The Arctic University of Norway 2020-2024

UiT The Arctic University of Norway is working actively to promote equality, gender balance and diversity among employees and students, and to create an inclusive and safe working environment. No one shall experience discrimination, including based on their ethnicity, nationality, language, religion and life stance, functional ability, sexual orientation or gender identity.

The various forms of discrimination involve differences as well as common features. This action plan focuses on measures related to equality and gender diversity, as well as diversity and inclusion.

Equality involves not only gender balance, but also power relations, equal opportunities, distribution of resources and recognition of diversity and difference, including gender and sexuality diversity. Equality considerations will quickly suffer in the day-to-day operations unless goals are stated, clearly anchored and responsibility clearly assigned.

UiT The Arctic University of Norway shall seek to expand and develop knowledge about methods and measures that promote equality, diversity and inclusion. An important challenge is the lack of gender balance among professors and the management of major research projects. The promotion projects have led to an increased proportion of female professors, but UiT still has challenges in this respect. It's important to focus on gender and diversity perspectives in research and teaching. There is also a need to improve gender balance in programmes of study with especially uneven representation.

Discrimination and harassment of students and employees is incompatible with good learning and working environments. Sexual harassment has been and remains a problem in academia. This is a form of abuse of power that must not be tolerated and that undermines the core values of the university. Credibility, academic freedom, closeness, creativity and commitment will be hallmarks of the relationship between employees, between employees and students and between UiT and its partners.

Internationalisation and increased cultural diversity are enriching for research, education and the working environment. Among the students and employees at UiT are people with different ethnic origins and demographic groups covering indigenous peoples, national minorities, immigrants and the ethnic majority, etc. This requires good management and forms of interaction that give us new opportunities of developing the university.

People with disabilities currently experience major problems getting into the labour market. This also applies to people with higher academic education. Including more people will involve challenging attitudes and demands related to efficiency and the use of financial resources.

The university shall facilitate inclusion of students and employees with different backgrounds and needs. To achieve equality and tolerance, the university must develop competence and procedures to deal with differences and various forms of discrimination. This work must have stated goals and be anchored in management at all levels.

This plan raises some important challenges we have at UiT The Arctic University of Norway that we want to do something about. All faculties and units shall have local plans focusing on their particular challenges within the framework of UiT's action plan. These action plans shall be made known to students and employees.

Important goals for the work during the action plan period:

- Increased efforts to prevent harassment with a focus on sexual harassment
- Work actively to achieve a proportion of 40% female professors
- Implement measures to improve gender balance in programme of study with especially uneven representation
- Render visible gender and diversity perspectives in research and teaching
- Use role models to strengthen diversity perspectives in research and teaching
- Strengthen the work involving gender diversity at UiT
- UiT has a goal to employ more disabled people

STYRING AND MANAGEMENT	RESPONSIBILITY
Continue having an Equality and Diversity Committee. This committee shall have a broad representation that reflects the committee's areas of work.	The University Board
The work involving equality and diversity shall be included as a theme in governance dialogue with faculties and units	The University Management
Adopt the Action plan for Equality, Diversity and Inclusion and render this work visible in UiT's annual report	The University Board
Allocate funding for equality and diversity that may be used for central and local measures	The University Board
The action plan shall be concretized in annual activity plans	Equality and Diversity Committee
UiT shall establish forums for equality, diversity and inclusion with representation from all faculties, UMAK, UB and campuses	The University Management
Hold annual discussions about the action plan with the trade unions	ORGØK

LOCAL EQUALITY AND DIVERSITY PLANS FOR EACH FACULTY	RESPONSIBILITY
The faculties shall draw up plans for equality and diversity containing numerical values adapted to meet the special challenges at each unit	The faculties, UMAK and UB
Specific recruitment measures shall be implemented in subjects with particularly uneven gender balance	The faculties, UMAK and FUF
Continue the arrangement concerning direct appointments to adjunct professor positions at units with a low proportion of women or to implement gender and diversity perspectives in teaching	The faculties, UMAK and UB
In subjects with particularly uneven gender balance among the students, the faculties have a special responsibility concerning the distribution of and recruitment to PhD and post-doc positions	The faculties, UMAK and UB
Implement performance appraisal interviews with focus on ethical guidelines and prevention of exclusion, discrimination and sexual harassment	The faculties, UMAK and UB
EQUALITY AND DIVERSITY PERSPECTIVE OF RESEARCH AND TEACHING	RESPONSIBILITY
The university shall work to achieve better gender and diversity balance on the programmes of study	The faculties, UMAK and UB
Work to strengthen and render visible gender and diversity perspectives in research and teaching	The faculties, UMAK, UB and FUF
Establish networks for students of the underrepresented gender on programmes of study with particularly uneven gender balance	Faculties, units and FUI
At units with particularly uneven gender balance among the permanent teaching staff, seminars/lectures shall be given by internal or external role models	The faculties, UMAK and UB
Have focus on the syllabus and reading lists to assess whether various gender perspectives and/or female role models in the subject's academic development are included	The faculties, UMAK, UB and FUF
UiT shall strive to achieve gender balance among invited keynote speakers at major conferences	The University Management, faculty ar units
COMPETENCE AND CAREER DEVELOPMENT	RESPONSIBILITY
UiT's management development programme shall contain topics such as equality and gender and diversity perspectives	The University Management and SKK
Implement measures to improve the gender balance among research group leaders with special focus on major projects and centres of excellence	The University Management and SKK
Arrange seminars and workshops to increase the management competence about diversity and inclusion	ORGØK
The proportion of female professors shall be at least 40% by the end of 2022. The university shall offer women in academic environments with a low proportion of women and women who have the potential to achieve personal promotion to professor/dosent by the end of 2022 the opportunity to participate in a promotion project where UiT shall: • Arrange for promotion to be achieved within the stipulated deadline • Inform about the requirements of and process of application for personal promotion • Offer mentors to the participants • Arrange joint gatherings involving exchange of experiences and network building • Arrange academic writing workshops • Fund external text review of scientific works before applications are submitted	The faculties, UMAK, UB and ORGØK
UiT shall offer mentors to female postdoctoral fellows	The faculties, UMAK and UB
Offer competence enhancement measures to women in technical and administrative positions who qualify for management positions	ORGØK
Offer presentation and media training courses to women in all position categories	ORGØK and FUF
UiT shall have a life-phase policy that facilitates good balance between careers and family commitments	All units
RECRUITMENT OF EMPLOYEES	RESPONSIBILITY
Make a template for introductory meeting with new employees that includes information about risk situations, zero tolerance of harassment and notification procedures	ORGØK
Competence relating to equality and diversity shall be sought during recruitment to management positions	The faculties, UMAK and UB
Announcement texts for vacant positions shall be formulated and designed in a manner that makes it attractive for the underrepresented gender to apply	The faculties, UMAK, UB and ORGØK
Prior to announcing permanent academic and management positions, a search committee shall be established to identify candidates that promote equality and diversity. The search committee's work shall be documented in the appointment case.	The faculties, UMAK, UB and ORGØK
In order to take care of the gender perspective in new recruiting to permanent academic positions, a draft announcement text shall be discussed by search committees and at the local management level	Faculty and units
Raise the consciousness of members of assessment committees and appointment committees about their attitude/implicit bias and emphasis of equality and diversity	ORGØK
At least one qualified applicant of the underrepresented gender shall be called to an interview	Faculty and units
During the recruitment of women to faculties/units with a particularly low proportion of women, start packages consisting of grants, post-docs and/or extra working capital may be used	The faculties, UMAK and UB

There shall be gender balance with the use of tenure track positions at the university/institutional level	The University Management
Encourage disabled applicants to apply for positions at UiT. At least one qualified applicant shall be called to an interview.	ORGØK
Offer Norwegian courses to all new employees where necessary and include hours for Norwegian courses in work plans	The faculties, UMAK and UB
DIVERSITY AND INCLUSION OF STUDENTS AND EMPLOYEES	RESPONSIBILITY
Use the diversity among employees and students actively in the university's communication activities	FUF
Establish networks for students and employees with disabilities	ORGØK
Universal design in line with adopted guidelines with special focus on ICT systems	BEA and ITA
Have reception programmes for international students and employees at all campuses	FUF
Grant scheme to cover additional costs relating to parental responsibilities for employees who are invited to hold presentations at courses and conferences	The faculties, UMAK and UB
Arrange an international day/week to highlight UiT as an international university	FUF
Mark International Women's Day (8 March) at all campuses	ORGØK and SKK
Mark Sami national day (6 February), Kven people's day (16 March) and Norway's national day (17 May) at all campuses	The University Management
GENDER AND SEXUAL DIVERSITY	RESPONSIBILITY
Increase knowledge about gender and sexuality diversity among students and employees	ORGØK and FUF
Create a good working environment for students and employees that is safe and inclusive, regardless of gender identity and gender expression	Faculty and units
Arrange seminars/workshops about gender and sexuality diversity	ORGØK and SKK
Have information about how to support people who are in a process of changing gender identity	ORGØK and FUF
Participate in Pride parades	The University Management, faculty and units
SEXUAL HARASSMENT	RESPONSIBILITY
Distribute information about sexual harassment to students and employees	Faculty and units
Map risk situations and perform risk assessments	ORGØK
Conduct qualitative surveys based on the results of the risk assessment	ORGØK
Have dialogue with the Student Board to prevent sexual harassment during Debut Week	ORGØK and FUF
Ensure good training of managers, safety representatives and trade union representatives about sexual harassment and how to handle situations and notifications	ORGØK
Arrange annual workshops for research fellows and other temporary staff	ORGØK and FUF
DOCUMENTATION AND ANALYSIS	RESPONSIBILITY
Develop an overview of indicators that describe the state of work involving diversity and inclusion	ORGØK
Present an annual gender equality barometer that shows the development of the work involving equality and diversity at the university	ORGØK
Annual reports shall be compiled about appointments to academic positions showing gender distribution (applicants, nominated, appointed)	ORGØK
Map wage development in and between comparable position categories with focus on equal pay	ORGØK
Compile gender-based statistics about parental leave	ORGØK
Establish a project to survey experiences of students and employees that belong to different minorities at UiT	ORGØK
Undertake an annual review of adopted measures	ORGØK



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