



Equality, Diversity and Inclusion Action Plan

2023-2026

(Translation of the first edition of the action plan. The last and applicable edition has not been translated.)

A diverse and inclusive INN University make us stronger

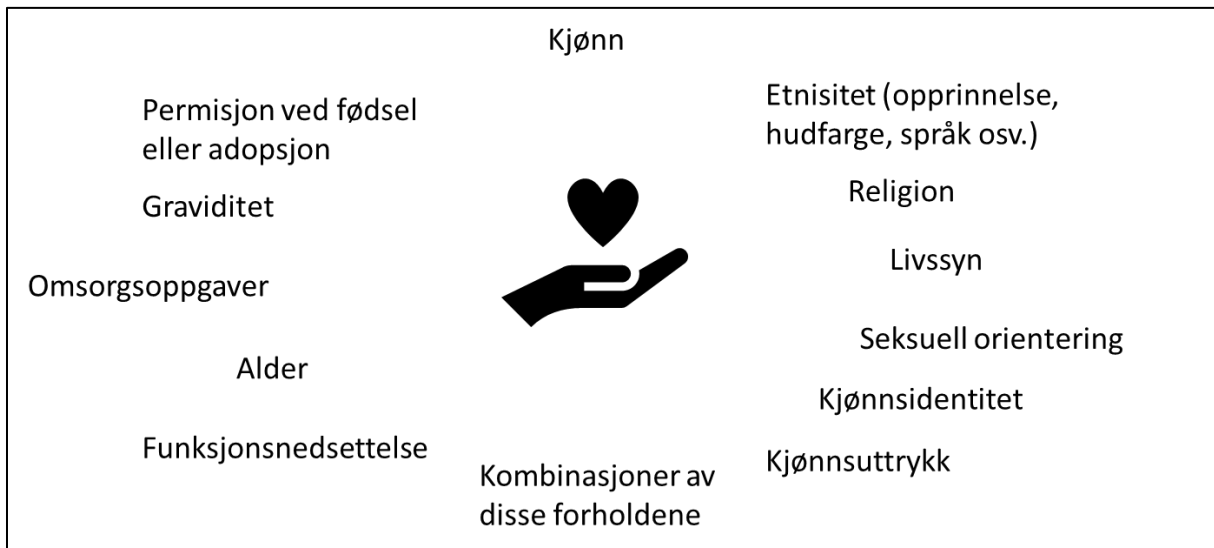


Introduction

Inland Norway University of Applied Sciences will have an organisational structure, working environment and learning environment that reflects the society the university is part of. The main objective of the action plan is to facilitate equality, promote diversity and inclusion and prevent discrimination among employees at Inland Norway University of Applied Sciences. The purpose of the action plan is to strengthen practical equality work in the organisation through increased knowledge and expertise relating to equality, diversity and inclusion.

This work is anchored in applicable legislation and agreements ([Equality and Anti-Discrimination Act](#), [Working Environment Act](#), University and University Colleges Act, NOR-CAM), the Norwegian Government’s Employee Manual and the Basic Agreement and supports the [University Strategy](#). The action plan has been discussed with main employee representatives, the main health and safety committee and the management team at Inland Norway University of Applied Sciences and all employees have had access to the plan and the opportunity to provide feedback via the INN intranet. The action plan was adopted by the University Board on 07/02/2023.

The action plan is based around the expanded concept of equality, which incorporates all grounds for discrimination, cf. the Equality and Anti-Discrimination Act. This is because prejudices and barriers can be complex and initiatives must be developed in a way that takes this complexity into account. Equality is about equal treatment, equal opportunities and equal rights for all and requires accessibility and adaptation. The word equality has traditionally been used about equality between women and men, referred to as gender equality. In the action plan, the word equality cover all grounds for discrimination and topics. Equality between genders will be referred to as gender equality.



Each year, INN University will report on the actual state of gender equality (add link to latest report). There is no recommendation to collect or publish information about other grounds for discrimination. For this reason, we have not and will not map other grounds for discrimination in the same way as gender. In order to prevent discrimination and promote equality across these grounds for discrimination, we examine and identify risks in these areas each year. We also map the number



of initiatives that have been implemented and managers' work with the measures set out in the action plan.

Duration and scope

In determining the focus areas of the action plan, we have used the focus areas from Horizon Europe (the EU framework programme for research) as the starting point and adjusted these to INN University's situation, strategy and future scenarios.

- Organisational culture, management, recruitment and career development
- Research, teaching and artistic development work
- Harassment and discrimination
- Systematic work on equality, diversity and inclusion.

The duration of the action plan is aligned with the University's strategy towards 2026 and the plan will be evaluated and revised annually by the Diversity and Equality Committee.

Main objective, milestones and initiatives 2023-2026

The main objective of the action plan is to promote equality and diversity and prevent discrimination among employees and students. The sub-chapters address the main objectives, milestones and initiatives and responsibilities associated with the four focus areas. In the "How to implement the initiative" column, you can find examples and inspiration for how to implement the initiative. This column will be updated throughout the action plan period and we encourage you to submit suggestions for the column to the EDC.

The initiatives in the EDI action plan constitute an important tool for managers and employees when it comes to INN University's work to become a diverse, equal and inclusive workplace. The action plan has deliberately been designed at a general level as there are different challenges and risks in different faculties/departments at INN University. This requires departments and faculties to start with their contextual challenges and to start local initiatives.



Focus area: Organisational culture, management, recruitment and career development			
Main goal: Equality, diversity and inclusion to be an integral part of the organisational culture. INN's recruitment, expertise and career development processes will contribute to increasing equality and diversity at all levels of the organisation.			
Sub-goal	Measure	How to implement the initiative?	Responsibility
Employees will be familiar with INN's work on equality, diversity and inclusion	The action plan is available to all employees and students in Norwegian and English.	Share with employees and students via the INN University website (publish in the feed twice each semester) and include details in information materials for new employees	The Equality and Diversity Committee (EDC) in collaboration with the Communications department.
	Good examples of work on equality and diversity are published via Innafor	The Committee highlight such efforts at least once every quarter	Communications department and EDC
Managers have the expertise and tools to fulfil their responsibilities relating to equality, diversity and inclusion in recruitment and training, professional development and the working environment	As a topic covered in management training	*Equality and diversity as a topic in LIP *Implement mandatory e-learning courses on gender equality in academic positions each year	HR in collaboration with EDC, Directors and Faculty Management
	Develop shared guidelines for equality and diversity in requirement specifications/announcement texts associated with recruitment	*A link to the guidelines will be added here *Active use of the requirement specification template (link) *Discrimination is a topic in the appointments committees, including the central committee	HR and the appointing unit
	Use "search and identification" committees to ensure a diverse recruitment base	*For example NAV, the Norwegian government's trainee scheme, networks, etc.	
	Active use of results from equality reports and employee	*Topic at workshops in all units	HR Managers at all levels



	surveys to identify and work on areas for development	*The administration contributes statistics and descriptions from units at different levels	
Systematic work on career development	Arrange promotion seminar for information and experiences relating to the qualification pathway	Arranged annually at faculty level (during the spring)	Dean/Pro-Dean of Research and Education
	Carry out assessments from an equality and diversity perspective when allocating meriting and non-meriting duties and participation in initiatives to develop skills	*Academic managers contribute to meriting duties for all employees, with a particular focus on the allocation of academic supervision of PhD candidates *Faculty-specific plans and initiatives for the use of qualification funds and other funds, such as seed funding * Selection for management development programmes, external conferences and other courses	HR Manager, Research Group Manager, SPA, PhD Manager R&D Vice-Dean of Research
	Establish a mentoring system	Appoint mentors for employees undertaking qualifications During the autumn	Managers responsible for qualifications



Focus area: Research, teaching and artistic development work			
Main goal: Research, teaching and artistic development at INN are characterised by diversity of expertise and perspectives.			
Sub-goal	Measure	How to implement the initiative?	Responsibility
The faculties possess the knowledge and expertise relating to equality, diversity and inclusion in research and education	Present and communicate the situation in academia in general and at INN University in particular	8 March, equality topics at management meetings and topical meetings at faculties	Rector, HR in collaboration with EDC
The faculties have strong research expertise relating to equality and diversity	Establish an interdisciplinary R&D group working on equality and diversity in research projects		Pro-Rector of Research, Director of Research
All programmes of study have an equality and diversity perspective	Assess the relevance of equality and diversity in the curriculum and teaching		Pro-Dean of Education, SPA, Course Coordinators, EDC
Equality and diversity perspectives in student recruitment	Develop and implement campaigns to recruit underrepresented genders/groups	*Programmes of study with less than 20 per cent of one gender will be prioritised for campaigns *Images/texts highlighting diversity among students and teachers	Pro-Dean of Education, Communication department, Student Affairs department



Focus area: Harassment and discrimination			
Main goal: Working and studying at INN feel safe			
Sub-goal	Measure	How to implement the initiative?	Responsibility
Prevent harassment and discrimination	Agenda item in the local health & safety committee, IDF and student organisations	Must be on the agenda at least once per year	Chair of the local health & safety committee, IDF, student organisations
	Topic at department and unit meetings	Clarify the topic in University policies	HR Managers at all levels
	Training of academic supervisors for PhD candidates, master's degree and bachelor's degree students	Topic at academic supervisor courses and forums	UC edu, PhD Coordinator, SPAs
Positive environment for freedom of expression and psychological safety in the working environment	Describe what happens if you blow the whistle and/or report a concern, possible consequences and follow-up.	Available to all employees via Innafor and the Speak Up page	HR and Communication
	Duty to act if harassment or discrimination are discovered	Speak Up scheme	All employees at INN University
	Working environment efforts in the context of ARK	Based on ARK initiatives	All employees at INN University

*Link to Speak Up <https://www.inn.no/om-hogskolen/kontakt-oss/si-ifra/>



Focus area: Systematic work on equality, diversity and inclusion			
Main goal: The work on equality and diversity permeates and is visible throughout the entire organisation.			
Sub-goal	Measure	How to implement the initiative?	Responsibility
Continuity and systematics in the work on equality, diversity and inclusion	The EDI action plan will be revised annually	Annual revision meeting	EDC
	The Equality and Diversity Committee meets four times each year, in addition to workshops	Arrange committee meetings	Rector/Director of HR
	Dedicated HR resources with specialist responsibility and expertise in equality and diversity	Prioritisation of duties associated with equality and diversity at INN University	Rector/HR
	Allocating funds for diversity and equality initiatives	EDC has funds to implement initiatives	Rector/Director of HR
	The equality report will be discussed annually by the INN University management team	Annual review of pay records from a diversity and equality perspective.	Rector/Director of HR
	Equality and diversity efforts must be highlighted in the long-term plan and annual plan at the faculty	The faculties will reference the action plans in their own governing documents	Dean