

ACTION PLAN FOR EQUAL OPPORTUNITIES AND DIVERSITY 2022-2024

"Through outstanding expertise and cooperation, we shall contribute knowledge and solutions for a sustainable society" From Agenda 2020-2025

The Action Plan for Equal Opportunities and Diversity 2022-2024 is part of the process to realise the goals of Agenda 2020-2025, and shall promote an inclusive organisational culture, as well as an inspiring working and learning environment where there is room for free speech and professional discussions.

This action plan is based on the Oslo School of Architecture and Design (AHO)'s previous focus areas, but now with a specific focus on our top academic positions and recruitment to the school - from students to staff. We also focus on how we work with teaching and research, in order to increase competence on diversity in our subjects. With a new Campus on the drawing board, we have the opportunity to ensure that inclusion and accessibility are a key element when developing the new campus.

AHO's Action Plan for Equal Opportunities and Diversity 2022-2024 has the following strategic focus areas:

Top positions

In 2021, the quota of females in top academic positions (associate professor and professor) at AHO was 36%. With this action plan, AHO aims to increase this quota to 50%.

Recruitment

Our current recruitment of students is predominantly from the upper socio-economic classes and limited geographically to the Oslo area (url quality of education report). Through the diversity project, aiming to investigate how we should ensure increased diversity within the student mass, so it reflects society. We shall also ensure a recruitment practice for employees that contributes to a long-term and sustainable gender balance and diversity in the organisation, and which also retains current employees.

Competence regarding diversity

We shall ensure work on diversity and inclusion in our core activities: teaching, research and dissemination. This work will take place through analyses of curriculum and research applications and collaboration, aiming to identify opportunities to increase competence among students and staff relating to diversity.

Campus

In order to create a positive and exciting environment for future education and research, AHO will ensure a focus on inclusion and accessibility when planning the new campus.

Diversity entails a wide range of perspectives, innovative thinking and competence development. A positive gender balance and diversity shall reflect society as a whole, and shall be at the core of a dynamic and leading environment for research and education. AHO shall be an outstanding, internationally oriented and specialised university college. This requires a high level of specialised academic expertise, a strong working community and close proximity to society and working life. Active and strategic efforts to promote gender balance and diversity and to prevent discrimination are key instruments, and shall therefore be an integral part of all AHO's work for its students and employees. AHO's managers and employees at all levels are responsible for work on equal opportunities and diversity.

Goal: Increase gender balance in top academic positions			
Initiatives	Data collection & reporting	Responsibility & follow-up	Skills development & training
<p>Establish an annual qualification grant* that ensures gender balance. This incentive is available to academic staff who wish to qualify for promotion.</p> <p>Identify candidates and facilitate promotion by actively informing and motivating employees to apply for research sabbaticals*</p> <p>In principle, women who have been found to have professorial competence by an expert committee shall be summoned to an interview. If candidates are not summoned to an interview, recommendations shall state the reasons for this.</p>	<p>Annual reporting of use of the grant by the Research Committee (FU) in the annual report</p> <p>Annual reporting of research sabbaticals by HR to the Research Committee and the Department of Education, Research and Communication (UFF), as well as in AHO's annual report</p> <p>Annual reports on gender balance in top academic positions by HR to the management team, and in AHO's annual report</p>	<p>Head of Department / Research Committee represented by the Vice-Rector for Research</p> <p>Head of Department / HR / Research Committee represented by the Vice-Rector for Research</p> <p>Head of Department / HR</p>	<p>Annual PhD supervisor seminars, where inclusion is a part of skills development</p> <p>Annual announcement of participation in research management courses - programme for younger and experienced researchers.</p> <p>Regular research seminars on careers in research</p> <p>Research seminars at each institute with a special focus on PhD candidates</p> <p>Establish a mentoring scheme</p>
Goal: Gender balance and diversity in the recruitment of students and staff			
Initiatives	Data collection & reporting	Responsibility & follow-up	Skills development & training
<p>Further develop AHO's diversity project - where an employee will dedicate 50%* of working hours to dissemination and student recruitment.</p> <p>Annual assessment of recruitment and admission activities in relation to the goal of achieving a diverse student mass.</p> <p>Ensure focus on diversity and gender balance throughout the staff recruitment process</p>	<p>Annual reporting on diversity in the quality of education report by the Department of Education, Research and Communication (UFF) to the Board</p> <p>Annual reporting on diversity in the quality of education report by the Department of Education, Research and Communication (UFF) to the Board</p> <p>Annual report to the management team and the Board of Directors</p>	<p>The Equal Opportunities and Diversity Committee with the working group in the diversity project / the Department of Education, Research and Communication with the admissions committee</p> <p>Management team, HR & Employment Committee</p>	<p>During the period, the committee will assess and establish specific offers for skills development for different levels of the organisation</p>

Goal: Gender balance and diversity in teaching materials and research design			
Initiatives	Data collection & reporting	Responsibility & follow-up	Skills development & training
Chart gender balance and diversity in curriculum and in research projects	<p>a) Investigate how AHO can best report on gender balance and diversity in courses and in research</p> <p>b) Subsequently, semester-by-semester reporting on course development and research diversity in the quality of education report by the Department of Education, Research and Communication (UFF) to the Board</p>	The Study Committee (SU) and the Research Committee with the Department of Education, Research and Communication	<p>Annual Academic Day for teaching, where gender balance and diversity are part of the agenda</p> <p>Annual Research Days, where gender balance and diversity are part of the agenda</p>
<p>Chart gender balance and diversity in AHO's contracting of guest lecturers and use of jury members and examiners</p> <p>Establish pre-project funding*, where academic groups or other groups at AHO can apply for funding to write applications targeting specific calls for proposals - a proportion will be earmarked for gender balance and diversity</p>	<p>Annual reports on the composition of jury and examiner teams are compiled by the Study Committee for the Equal Opportunities and Diversity Committee, and are part of the annual report.</p> <p>Annual reporting on the use of pre-project funding by the Research Committee in AHO's annual report</p>	<p>The Study Committee (SU) with the Department of Education, Research and Communication</p> <p>The Research Committee (FU) with the Department of Education, Research and Communication</p>	
Goal: Inclusion as an approach in the development of the new Campus			
Initiatives	Data collection & reporting	Responsibility & follow-up	Skills development & training
<p>Chart how AHO can ensure equal conditions and opportunities for a diverse student and employee group on Campus</p> <p>Ensure focus on inclusion and accessibility when planning the new campus</p>	<p>Establish successful methods for AHO to report on the work</p> <p>Report annually on how diversity and inclusion are evaluated during the campus project to the Equal Opportunities and Diversity Committee, and include in the annual report to the Board.</p>	The Department of Education, Research and Communication with the working group for campus development	Annual management training on topics - seminars with the Board and management team

The Equal Opportunities and Diversity Action Plan 2022-2024 was adopted by the Board on 7 September 2022, and will be evaluated after one year.

In case of discrepancy, the Norwegian version has precedence.

**Earmarked funds in AHO's budget*