

Kristiania University College

Action plan for equality and diversity for the 2020-2023 period.

Approved by the University College Management 18.06.2020

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1. Background and primary objective

Kristiania University College's action plan for equality and diversity aims to promote equality and diversity in accordance with the university college's mission, vision and values

Vision

Through creativity and a high academic standing, Kristiania University College will offer the studies of the future, today. Mission

Kristiania University College will provide the greatest possible number of people with access to education and personal development from a lifelong learning perspective for the benefit of society.

Values

- Practice-oriented
- Broadminded
- Ambitious
- Creative
- Tolerant

The purpose of the action plan is to contribute to the university college's vision, mission, strategy and goals being achieved by actively promoting diversity, an inclusive, attractive and stimulating psychosocial work environment, and by preventing discrimination in the workplace.

Through various initiatives, Kristiania University College wants to make the best use of its employees' resources, give employees equal opportunities, be an attractive workplace and ensure access to the best qualified people.

1.1 Objectives and vision

Kristiania University College aims to work continuously for diversity and equality. This objective is based on legislation and is also rooted in Kristiania University College's vision, mission and values, where a holistic and inclusive view of humanity is emphasised. Kristiania University College does not accept discrimination on grounds of gender, pregnancy, leave of absence due to childbirth or adoption, caregiving duties, ethnicity, religion, life stance, disability, sexual orientation, gender identity, gender expression or age.

Kristiania University College's view and attitude is that differences are a resource and source of diversity. Diversity and equality lead to departments being strengthened and better decisions being made when an employee's individuality and their contributions are accommodated. Individual differences create cognitive diversity that leads to different approaches to problem solving, increased creativity and the strengthening of cultural values and languages. Diversity can also help build a positive reputation.

In order for Kristiania University College to achieve its ambition of becoming Norway's first private university, we need to attract the best qualified candidates. Well-established equality and diversity efforts will help to ensure that Kristiania University College is perceived as an attractive workplace. This work will also help ensure that competent employees and candidates are seen and recognised for their expertise regardless of gender, background or functional ability, and ensure that challenges related to differences are not an obstacle.

1.2 Legislation

There is a statutory prohibition against discrimination in Norwegian working life. The work to promote diversity is rooted in the sectoral goals stipulated by the Ministry of Education and Research.

Five different laws ensure protection against discrimination. Common to all five laws is that they prohibit direct and indirect discrimination, as well as harassment

- *The Working Environment Act prohibits discrimination based on political views, trade union membership, sexual orientation and age*
- *The Act relating to Universities and University Colleges requires universities and university colleges to work actively, purposefully and systematically for gender equality for all categories of positions at the institution*
- *The Equality Act prohibits discrimination based on gender, pregnancy and parental leave*
- *The Anti-Discrimination Act prohibits discrimination based on ethnicity, national origin, descent, skin colour, language, religion and belief*
- *The Anti-Discrimination and Accessibility Act prohibits discrimination based on disability. The Act also stipulates requirements for individual adaptation in the workplace*

1.3 Activity duty and duty to issue a statement

As an employer, Kristiania University College has a duty to work purposefully, systematically and actively to promote equality and prevent discrimination at the university college. This involves developing and following a strategy with a clearly defined goal and concrete measures, as well as being clear about the division of responsibility.

The work to promote equality must be integrated in all parts and at all levels of the university college. The duty to issue a statement

All public and private employers must account for the actual state of their enterprise. This applies to matters such as:

- Planned and implemented measures that promote equality in terms of gender, ethnicity and disability

2. Goals and measures to ensure equality and diversity

2.1 Gender balance

Underrepresentation exists if one gender is represented by less than 40% at each individual school, institute, department, subject area or position category throughout the organisation. Kristiania University College focuses on gender balance where deemed appropriate.

2.2 Managerial positions

Currently, there are a total of 30 managers at Kristiania University College at levels 1, 2 and 3. The proportion of women and men at levels 1, 2 and 3 is 27% women and 73% men.

(Level 1: Chief Executive Officer and Rector. Level 2: University College Directors, Pro-Rectors and Deans. Level 3: Directors, Vice-Deans, Heads of Department and Campus Director Bergen)

Sub-goals	Measure	Responsible party	Deadline
Kristiania University College will strive for gender balance in managerial positions at levels 1, 2 and 3	Gender balance is taken into account when recruiting to these levels. Relevant academic communities or networks will be contacted to find qualified applicants and motivate them to apply for vacant positions	Board of Directors/ HL/ AL Managers at levels 1, 2 and 3 HR Director	Ongoing

2.3 Employees in research and teaching positions

The proportion of women and men in professorial positions at Kristiania University College: 20% women and 80% men¹. The proportion of women and men in positions which entail doctoral competence or equivalent was 32% women and 68% men. A relatively low proportion of women in senior positions is not uncommon in the sector, and not unique to Kristiania University College. Kristiania University College will focus on changing the distribution, especially when it comes to professorial positions.

Sub-goals	Measure	Responsible party	Deadline
Kristiania University College will strive for gender balance in professorial positions and positions which entail doctoral competence or equivalent	Use of nomination	Board of Directors/ CEO/ Rector	Ongoing
	Contact relevant academic communities or networks to find qualified applicants and motivate them to apply for vacant positions.	Deans/Heads of Department	Ongoing
	Use the 'search committee' to find qualified candidates.		Ongoing
	Focus on career planning for promotion to professor and positions which entail doctoral competence or equivalent at Kristiania University College	Deans/Heads of Department	Ongoing
Kristiania University College will strive for gender balance in doctoral research fellowships and postdoctoral positions	In subject areas with uneven gender balance, the underrepresented gender should be encouraged to apply	Deans/Heads of Department	Ongoing
	In the event of equal qualifications, the underrepresented gender shall be prioritised	Deans/Heads of Department	Ongoing

¹ Source: DBH National governance parameters for 2019.

https://dbh.nsd.uib.no/styringsdata/virksomhetsmaal_2013.action?undermeny=virksomhetsmaal_2013

2.4 Employees in administrative positions

As of 01.11.19, the proportion of women and men in administrative positions was 63% women and 37% men²

Sub-goals	Measure	Responsible party	Deadline
Kristiania University College will work to increase gender balance in administrative positions	Gender balance will be taken into account in recruitment	Board of Directors/CEO/Rectorate/University College Director	Ongoing
	In departments with uneven gender balance, the underrepresented gender should be encouraged to apply	Managers HR department	Ongoing
		Managers HR department	

2.5 Salary

Salary statistics indicate that women and men in certain position categories receive different pay. In some categories, women are paid somewhat less than men, and in other categories, men are paid somewhat less than women (the picture is nuanced).

Sub-goals	Measure	Responsible party	Deadline
Kristiania University College will strive for equal pay for equal work	Even out unjustified pay differences that are based on gender in local salary negotiations	HR Director	Ongoing

2.6 Students

An overview of the student applicant numbers as of 08.06.2002³ shows that the proportion of women and men at Kristiania University College is 63.53% women and 36.47% men.

Sub-goals	Measure	Responsible party	Deadline
Kristiania University College will work to increase gender balance among students at all schools	Kristiania University College's recruitment profile for students should appeal to both genders. This will be reflected in the use of images, digital surfaces and material sent to potential students	The Department of Marketing and Communications	Ongoing
	Kristiania University College will involve the Student Organisation and the Learning Environment Committee in a project that aims to facilitate for students who attend programmes of study with uneven gender balance.	Student Administration	Annual

² Updated figures as of June 2020.

³ Figures taken from PowerBI

	Prepare an annual overview of gender distribution among applicants and recruited students at the various schools	The Department of Marketing and Communications	Annual
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2.7 Ethnicity

2.7.1 Recruitment

In this context, ethnicity includes ethnic background, skin colour and language. Here, 'immigrants' are defined as foreign-born persons with two foreign-born parents. Children born in Norway to two immigrant parents are referred to as 'Norwegian-born with immigrant parents'.

Sub-goals	Measure	Responsible party	Deadline
Kristiania University College will strive to have at least 10% of its permanent and temporary employees (in the number of full-time equivalents) with an immigrant background and Norwegian-born with immigrant parents	Diversity shall be taken into account in recruitment processes.	HR Director	Ongoing
		Recruiting managers	Ongoing

2.7.2 Students

Figures from Statistics Norway show that in 2016⁴, there were 14.1% men and 22.2% women with an immigrant background who took higher education. With regard to Norwegian-born persons with immigrant parents, the figures show 38.2% men and 50.6% women studied at university college and university level.

Sub-goals	Measure	Responsible party	Deadline
Kristiania University College will increase the proportion of students with an immigrant background and who are Norwegian-born with immigrant parents	Diversity Day aimed at ethnic minorities attending upper secondary school Kristiania University College's recruitment profile for students shall appeal to increased diversity. This will be reflected in the use of images, digital surfaces and material sent to potential students	Pro-Rector of Education	2020
		The Department of Marketing and Communications	Ongoing

2.8 Disability

As an employer, Kristiania University College has a duty to implement measures that enable an employee or job applicant with a disability to obtain or retain employment, perform and progress in their work, and have access to training and other skills development. This is ensured through laws and regulations relating to

⁴ most recently updated figures in Statistics Norway are from 2016

universal design which means that the enterprise's general, physical functions, including ICT, must be designed so that they can be used by as many people as possible.

Figures from Statistics Norway (2016) show that 15.4% of Norway's population aged 15-66 years have a disability. The proportion of employed persons among persons with disabilities was 44.3% in the 2nd quarter of 2016.

Sub-goals	Measure	Responsible party	Deadline
Kristiania University College shall focus on universal design and, as far as possible, facilitate persons with disabilities	Universal design training	Property and Procurement Director + Operations Manager Student Services	2020
Kristiania University College shall take universal design into account when upgrading buildings	Overview of buildings in need of upgrading	Property and Procurement Director + Operations Manager Student Services	2020

2.9 Sexual orientation

It is estimated that approximately 3-5% of Norway's population is gay, lesbian, bisexual or transgender (LGBT). Research shows that attitudes towards LGBT have become more tolerant. However, discrimination and harassment still occur.

Sub-goals	Measure	Responsible party	Deadline
No employee or student should experience harassment due to their sexual orientation	Increased awareness of everyday language use.	Managers and employees	Ongoing

3 Strategic establishment

The equality and inclusion perspective must be established strategically so that the entire organisational culture and university college environment is characterised by diversity and inclusion

Sub-goals	Measure	Responsible party	Deadline
The equality and inclusion perspective shall be integrated into all planning work at Kristiania University College	The equality and inclusion perspective shall be implemented in Kristiania University College's announcement texts	HR Director and managers	Ongoing