

Action Plan for Diversity, Equality and Inclusion 2023 – 2026

Faculty of Medicine

The Faculty of Medicine’s vision is *Outstanding knowledge for future health*. Outstanding knowledge for future health is best created in an organisation that is diverse, equal and inclusive.

Introduction

The Faculty of Medicine’s *Action Plan for Diversity, Equality and Inclusion 2023 - 2026* is established in *UiO’s Strategy 2030*¹ and in *UiO’s Action Plan for Diversity, Equality and Inclusion 2021 – 2024*².

UiO’s action plan states: “At the University of Oslo, equality and diversity is about fairness, democracy, representation and quality. Employees and students will have equal opportunities to participate in and influence the university community. Diversity can refer to a number of factors, such as gender, ethnicity, disability, gender identity, sexual orientation, socio-economic background, age and religion”. In addition, the University of Oslo places focus on “a multidimensional equality policy that addresses the fact that the relationship between these factors can interact with and influence employees’ and students’ access to and conditions within the university community. Equality work deals with more than just the absence of discrimination. Inclusion is about recognition, respect and understanding of differences in order to ensure equal opportunities and equal treatment. The University of Oslo has zero tolerance for bullying and harassment. The working and study environments must be safe and inclusive for everyone. The University of Oslo will promote cultural development in order to attract the best candidates and draw on the positive effects of a diverse university.

The Faculty of Medicine will contribute to promoting scientific progress, sustainability, innovation and value creation, and be a good workplace for everyone. This is best ensured if students and employees reflect society’s diversity, and by the faculty actively working for equality and inclusion. We will promote equal opportunities and prevent discrimination that is based on group characteristics such as gender, pregnancy, maternity/paternity leave, leave in connection with adoption, care duties, ethnicity, religion, life stance, disability, sexual orientation, gender identity, gender expression or age

¹ <https://www.uio.no/om/strategi/strategi-2030/>

² https://www.uio.no/om/strategi/likestilling/tiltaksplaner/revidert-tiltaksplan_lim-2021-2024_07.02.2023.pdf

cf. [the Equality and Anti-Discrimination Act](#)³. The Faculty of Medicine will offer an inclusive environment, and students and employees must be met with respect. There should be room for open and critical reflection and freedom of expression. Work on diversity, equality and inclusion must be firmly established at all levels of the organisation.

Organisation and follow-up of the work

As part of UiO's work on diversity and equality, it has been decided that "all units must have their own plans for follow-up of the action plan that are adapted to local conditions and challenges".⁴ At the Faculty of Medicine, a dedicated **Equality, Inclusion and Diversity Committee (LIM)** has been established. The committee's mandate includes helping the faculty develop relevant guidelines (appointments and personnel policy), following up equality work and ensuring awareness of diversity, inclusion and equality. The Equality, Inclusion and Diversity Committee submitted a proposal regarding the Action Plan for Diversity, Equality and Inclusion in the autumn of 2023. The proposal was processed, revised and adopted by the faculty's management team in December 2023.

The action plan must be communicated to employees and students.

Measures to promote diversity, equality and inclusion at the Faculty of Medicine

Management

Area	Goals	Measures	Responsibilities
Management	To raise awareness in the organisation through discussion of diversity, equality and inclusion in matters related to recruitment, personnel follow-up, working environment and organisational development.	<ul style="list-style-type: none"> • Discussion of relevant topics on diversity, equality and inclusion in Management Forum once every semester. • Discussion of relevant topics on diversity, equality and inclusion in Dialogue Meetings between the faculty management and the departments/units once every semester. 	The Dean

³ <https://lovdata.no/dokument/NL/lov/2017-06-16-51>

⁴ https://www.uio.no/om/strategi/likestilling/tiltaksplaner/revidert-tiltaksplan_lim-2021-2024_07.02.2023.pdf

		<ul style="list-style-type: none"> • Annual briefing to the Faculty Board. 	
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Students

Area	Goals	Measures	Responsibilities
Recruitment of students	To increase diversity among students	<ul style="list-style-type: none"> • Conduct a survey on why boys are less likely to apply to the Faculty of Medicine with the help of the Project Forum⁵. • Continue the initiatives 'Boys and Life Sciences' and 'Girls and Technology'. • Put the recruitment of boys to our educational programmes on the agenda of the National Meeting of Deans. • Follow up UiO's efforts to recruit a diverse student population. 	<p>Equality, Inclusion and Diversity Committee (LIM)</p> <p>Faculty management and Communications Office</p>
Study environment and quality of study	To facilitate the well-being and integration of all students, regardless of factors such as gender, sexual orientation, gender identity, religion, ethnicity, disability or phase of life. It must be possible to report and sanction all censurable conditions.	<ul style="list-style-type: none"> • Appoint a working group to develop topics on diversity and discrimination for the introductory weeks for all students. • Ensure that students are made aware of how they can report censurable conditions with regard to sexual harassment, discrimination and racism, and what consequences such unwanted behaviour may have, for example through Speak up!⁶ 	Faculty management Section for Student Affairs and Communications Office
Education and teaching	As far as possible, to ensure that there is a diversity and equality perspective in the curriculum of MED's study programmes.	<ul style="list-style-type: none"> • Thematise diversity, equality and inclusion as perspectives in the development of study programmes and courses. • Educate employees about legal requirements for universal design, especially 	Pro-Dean of Studies, Vice-Dean for Bachelor's and Master's Degree Programmes Section for Student Affairs

⁵ <https://www.sv.uio.no/iss/om/samarbeid/prosjektforum/>

⁶ <https://www.uio.no/om/hms/si-fra/>

		the legal requirements regarding ICT solutions.	
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Employees

Area	Goals	Measures	Responsibilities
Recruitment	<p>To ensure awareness of diversity and equality throughout the entire recruitment process.</p> <p>To contribute to better analyses by developing the platform of knowledge regarding diversity among employees.</p> <p>Target figures for gender balance in academic positions by the end of 2026:</p> <ul style="list-style-type: none"> • Increase the percentage of females in professor positions to 40% • Increase the percentage of females in academic management positions to 50% 	<ul style="list-style-type: none"> • Develop recommendations and tools based on the FRONT recommendations that will ensure diversity in recruitment processes⁷ • Encourage female candidates to apply for academic management positions. • Develop recommendations and tools for appointment processes to even out underrepresentation of gender and ethnic minorities in administrative positions. • Follow up UiO's survey of diversity at faculty level and investigate whether it is appropriate to conduct similar surveys at departmental/institute level and/or for students at the Faculty of Medicine. 	<p>Faculty management, department/institute management/unit management and Section for HR</p> <p>Equality, Inclusion and Diversity Committee</p>
Skills development and career support	<p>To ensure that all employees have equal opportunities to be included in the working environment, both professionally and socially, regardless of gender, ethnicity, disability, gender identity, sexual orientation, socio-</p>	<ul style="list-style-type: none"> • Prepare a diversity guide and courses aimed at management and further down the chain of command. • Adding issues related to diversity and discrimination as a separate item in performance appraisal interviews. 	<p>Faculty management/ department/institute management/ unit management and Section for HR</p>

⁷ <https://www.mn.uio.no/om/likestilling/front/kjonnsnoytrale-ansettelsesprosesser/appendix-1-prosjektgruppens-anbefalinger.pdf>

	<p>economic background, age and religion, and are given equal opportunities for development. The faculty will be an attractive workplace for former students.</p>	<ul style="list-style-type: none"> • Language requirements must be stated in employment contracts, and language training must be a topic when receiving new employees. • Strengthen coordination between ISMO (International Staff Mobility Office) and the receiving unit when recruiting and receiving new employees from abroad. • Prepare brief information for new employees based on the Faculty of Medicine’s Action Plan for Diversity, Equality and Inclusion. 	<p>Section for Human Resources Communications Office</p>
<p>Communication and events</p>	<p>To ensure that diversity and equality are incorporated into communication work.</p>	<ul style="list-style-type: none"> • Prepare a communication plan for marking the Sámi National Day, International Women's Day, International Day against Racial Discrimination, Oslo Pride and the International Day of Persons with Disabilities. • Highlight gender and diversity perspectives in research and education through internal communication. • The faculty’s expert lists must include experts on relevant topics within diversity, equality and inclusion, and it must reflect the diversity of the faculty. 	<p>Faculty management and Communications Office</p>