

EQUALITY AND DIVERSITY ACTION PLAN AT THE OSLO NATIONAL ACADEMY OF THE ARTS

Approved by the board at Oslo National Academy of the Arts 14 June 2022, S-sak 29-22

Background and objective

The work on equality and diversity at the Oslo National Academy of the Arts shall promote equality and combat discrimination among staff and students independent of gender, ethnicity, national origin, language, religion and belief system, functional ability, sexual orientation, gender identity and age. The Academy's action plan shall therefore continue to develop a culture characterised by equality and diversity. "Equality" refers here to equal status, equal opportunities and equal rights. Equality requires accessibility, adaptation and the absence of discrimination. "Diversity" refers here to both representativity and a diversity of perspectives, outlooks and values.

The Academy shall continually work to achieve its gender balance goals and for the make-up of the student body and the staff to reflect that of society at large in regard to gender, ethnicity, national origin, language, religion and belief system, functional ability, sexual orientation, gender identity and age.

By way of this action plan the Academy wants to work on all the various areas that are covered by the Equality and Anti-discrimination Act. The action plan shall identify specific goals, measures, roles and responsibilities in a five-year perspective, with annual areas of prioritised focus. The aim of the action plan is that the work on diversity and equality shall be integrated into all of the Academy's activities and processes, so that students and staff are treated on equal terms and in order to ensure academic and artistic freedom.

The action plan shall be part of the Academy's strategic plans.

Legislation

The Equality and Anti-discrimination Act prohibits discrimination on the basis of gender, pregnancy, leave for childbirth or adoption, care tasks, ethnicity, religion, belief system, physical disability, sexual orientation, gender identity, gender expression, age or combinations thereof. "Ethnicity" in this context includes among other things national origin, ancestry, skin colour and language.

The Equality and Anti-discrimination Act and the Universities and University Colleges Act oblige public authorities to work for gender equality in an active, targeted and regular manner.

Activity and a duty to inform

As an employer the Academy has a duty to endeavour to promote equality and prevent discrimination in an active, targeted and regular manner. This requires that a strategy is both formulated and followed, with a clearly defined objective and with specific measures, and that the various areas of responsibility are clearly defined.

The work on equality and diversity shall be integrated into all parts and at all levels at the Academy. The action plan shall lay the foundation for the individual units' own work on equality and diversity, and funds for this purpose shall be earmarked in the budgets.

The Academy is subject to the requirement that the actual status at the given enterprise be accounted for. This concerns circumstances such as the following:

- *Planned and completed measures that promote equality in regard to gender.*

- *Planned and completed measures that promote equality in regard to ethnicity.*
- *Planned and completed measures that promote equality in regard to reduced functional ability.*
- *Planned and completed measures that promote equality in regard to socio-economic background.*

The responsibility for working on equality and diversity

It is the leadership's responsibility to follow up and ensure that the Academy meets its obligations in the action plan.

Follow-up

The action plan will be revised every five years, or if needed.

The Equality and Diversity Panel will submit an annual report to the board. Their report shall include annual survey data.

Suggestion for goals and measures to ensure equality and diversity at the Academy

During the 2022–26 five-year period the focus will be on surveying and on raising awareness. In order to establish an informed basis for the work, the following documents shall be drafted:

- A diversity report that covers the forms of discrimination that are enumerated in the Equality and Anti-discrimination Act. The diversity report shall help identify diversity challenges in regard to staff, part-time instructors and students so that measures can be implemented to counteract these challenges. The diversity report shall be submitted every five years.
- A statistical overview of equality that provides information on staff gender according to unit and position category. These statistics shall be collected annually.

Goals	Measures	Responsible authorities	Deadline
Staff and students: Recruitment of students and staff should as far as possible seek to reflect the make-up of society in regard to gender, ethnicity, belief system and social background.	In areas where the diversity report shows significant discrepancies between the make-up of the Academy's staff/students and the make-up of society, measures shall be considered in order to increase the qualified applicants to the positions /programmes in question.	HR and the academic departments The academic affairs administration	

<p>Academic positions: Increase recruitment to academic positions among the under-represented gender</p>	<p>Where the statistics reveal a gender imbalance in a certain category of academic position, measures shall be drafted to increase the range of qualified applicants.</p> <p>Ensure that staff of the under-represented gender can participate in a project that helps qualify them for a promotion.</p> <p>Launch a mentoring scheme in order to work strategically for personal promotions.</p>		
<p>Include staff and students with reduced functional ability</p>	<p>Establish contact with NAV and participate in the national commitment to inclusion</p>	<p>HR, the academic affairs administration and the academic departments</p>	
<p>Part-time instructors: Focus on informal recruitment</p>	<p>In areas where the diversity report shows significant discrepancies between the make-up of the Academy's part-time instructors and the make-up of society, the departments shall provide information and raise awareness about the use of part-time instructors.</p>	<p>HR and the academic departments</p>	
<p>Ensure equal pay</p>	<p>Work to ensure that the Academy's salary policy takes gender and diversity into consideration and reflects the Academy's policy of equal pay for equal work</p>	<p>HR</p>	
<p>Raise awareness and ensure an institutional grounding for the equality and diversity action plan</p>	<p>All units shall factor in the most important challenges related to equality and diversity that the diversity report and the statistical overview reveal and report on their measures to the Academy's action plan.</p>	<p>HR, academic departments, sections</p>	