



## ACTION PLAN FOR GENDER EQUALITY 2023-2023

Adopted by the Faculty Board, 19 March 2021

***All leaders at the Faculty must be aware of challenges related to gender equality at their unit, take ownership of the local challenges, and work with targeted measures.***

1. The Faculty will strengthen the gender equality aspect in management, and all leaders will be made aware of the Faculty's goals related to gender equality. The units are responsible for developing proposals for measures to promote better gender balance in academic entry-level positions adapted to local needs and scientific priorities.
2. The Faculty will ensure that leaders know and follow up on the Faculty's gender equality policy and the available mechanisms for implementation, support schemes, etc. All staff and students shall be made familiar with the Faculty's Action Plan and measures for gender equality.
3. Gender equality shall be included routinely in the preparation of all strategy and planning documents, staffing plans, management dialogues with the units, etc.
4. One-to-one work dialogues will be used actively to promote competence and career development and as a gender equality measure. The units shall offer all staff the opportunity for one-to-one work dialogues. Heads of department/centre are responsible for ensuring this is carried out for postdoctoral fellows and doctoral research fellows.
5. Gender equality shall be included routinely in developing and recruiting leaders at all levels.
6. The Faculty will make leaders aware of the importance of creating a work environment that is perceived as safe and attractive for all genders.
7. Leaders at the Faculty shall be familiar with the scope of action in hiring processes and be particularly attentive to mechanisms in such processes that may work to the disadvantage of women.
8. It is a leadership task to prevent and respond to all forms of harassment. It is natural to include possible history of harassment as part of reference conversations when recruiting.

***The Faculty shall strive for better gender balance in academic entry-level positions and promote an organizational culture and work environment that ensures all genders are given equal opportunities.***

1. As a main rule, entry-level positions should be announced as Associate Professor ('førsteamanuensis'). The announcement of positions at Professor level should be justified specifically.

2. When announcing positions, the unit must establish the existence of potential female applicants within the relevant academic field. Upon hiring, a written account of what the unit has done to recruit women to the position must be available.
3. Recently recruited female Associate Professors ('førsteamanuensis') from the three departments with challenges related to gender balance in positions at professor level, the Department of Economics, the Department of Political Science, and the Department of Social Anthropology, shall acquire the right to apply for a 12-month research term after only three years (followed by normal accumulation). The arrangement is to be financed by the units. Other units may implement the arrangement of faster accumulation for their female Associate Professors if they wish.
4. When announcing and inviting to Adjunct Professor positions (professor II), an account must be given for the recruitment basis and how the appointment fits into or contributes to the unit's overall plan for improved gender balance within this type of position.
5. The Faculty shall offer practical support and stimulation measures that contribute to maximizing the academic potential for scientific development of female researchers.
6. The Faculty will actively encourage participation in mentoring programs for postdoctoral fellows and doctoral research fellows. The Faculty will highlight female academics as role models and practice such visibility consciously, e.g. by engaging guest lecturers, professor II/guest professors, appointing honorary doctors, etc.
7. The Faculty will investigate the possibility of using hiring and promotion criteria that allow women who experience research setbacks due to childbirth/care responsibilities to compete on equal terms, following the model of assessment for the allocation of ERC grants (18 months per child).

***The Faculty shall strive for better gender balance in study programs with a significant overrepresentation of female or male students over time. It is a goal to recruit students with different life experiences in all study programs.***

1. The Faculty shall work towards including more upper secondary schools with a high proportion of students with minority backgrounds in the school visiting scheme.
2. The study program web pages, the school visiting scheme, the buddy scheme, and the Faculty's Facebook pages is to reflect the Faculty's diverse student body.
3. The Faculty will implement measures, such as separate "boys' days" or "girls' days" and targeted information and communication campaigns if men or women are overrepresented by 70% or more over time in a study program.
4. The Faculty shall work to ensure the continuation of gender points for male applicants as part of the admission to the professional degree program in psychology.