



## Action plan for Equality, Diversity, and Inclusion at the Department of Psychology 2022-2025

For the University of Oslo, equality and diversity represent justice, democracy, representation, and quality. Employees and students should have equal opportunities to participate in and influence the university community. Diversity may refer to a range of factors such as gender, ethnicity, disability, gender identity, sexual orientation, socio-economic background, age, religion, and different academic perspectives.

The Department of Psychology should recruit students and employees who reflect the breadth of diversity in society. Discrimination or harassment based on gender, age, disability, ethnicity, religion, or sexual orientation will not be tolerated.

Diversity, equality, gender balance, and inclusion are managerial responsibilities that should be at the forefront of the department's agenda. Managerial responsibilities include, among other things, ensuring that diversity and equality perspectives are followed up in recruitment, personnel follow-up, work environment, and organizational development.

Overall goal of the action plan The Department of Psychology should actively work for equality and parity, ensure equal opportunities and rights, and prevent discrimination.

The action plan defines measures, shows responsibilities, and provides timelines.

### The Department

Actions	Responsible Party	When
Equality, diversity, and inclusion should be a topic in the department's leadership group.	Department Head	Ongoing
Equality and diversity in the department should be monitored across all job categories, studies, and salary levels and should be reported to the leadership. HR	HR	Annually – preferably in January
There should be room to discuss measures that can contribute to promoting equality and inclusion and counteracting discrimination in employee conversations.	Leaders	Ongoing
The Department of Psychology should facilitate competence-building measures that ensure gender balance and diversity in leadership positions.	Department Head	Ongoing
Leaders are expected to take courses in recruitment, employer management rights, sick leave, employee conversations, conflict resolution, handling and prevention of harassment, and an introduction to equality and diversity measures at UiO, the Faculty, and the Department of Psychology.	HR	During the first year as a leader



A joint meeting point should be facilitated with the faculty for sharing experiences about ongoing activities related to equality, diversity, and inclusion.	HR	Annually – preferably in the first quarter
The action plan should be revised	Leadership	By the end of 2025, then every four years.

### Students and Teaching

Actions	Responsible	When
Relevant measures to increase diversity among students in all our programs include the conscious use of role models representing a variety of gender and background factors in our career interviews and marketing campaigns in schools in different districts of Oslo.	Head of Education	Throughout the fall semester and until the application deadline for centralized admissions.
The professional education program should ensure that all students acquire competence and attitudes during their studies that form the basis for providing equitable services to all groups in society. Additionally, it is important for the profession itself to have good representativeness and, to some extent, reflect the diversity in the population	Head of Education, Program Council	Ongoing
In order to improve gender balance in the professional education program, an additional point was introduced for male applicants in the quota for first-time examination certificate holders in the fall of 2019. In the fall of 2021, the Ministry of Education and Research approved extending the scheme to also apply to the regular applicant quota. The scheme will initially apply until the admissions for 2023/2024. The scheme will then be evaluated and, if necessary, seek to continue.	Department Head, Head of Education	After the admissions for 2023/2024
A working group will be established to examine how we can work on recruiting to the professional education program to reach a broad audience and ensure diversity among students, both in terms of gender but also ethnic, cultural, and socioeconomic background.	Head of Education, Program Council	May 2022

### Recruitment

Actions	Responsible Party	When
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Gender-neutral and inclusive language should be used when advertising all positions.	Human Resources (HR) Board	Ongoing
Encourage the use of job analysis when designing job descriptions for all positions.	HR, Department Managers	Ongoing
To promote gender equality and diversity, a search committee shall always be considered before advertising permanent academic and managerial positions. The search committee's work shall be documented in the hiring process.  Search committees may also be considered later in the process if there are few/no applicants from the underrepresented gender.	Department Managers, Department Head and HR	Ongoing
The expert committee responsible for evaluating applicants for teaching and research positions shall be made aware of the values associated with diversity and gender equality at the Department of Psychology.	HR	Ongoing
When recruiting candidates for first-time positions, elements of DORA/NORCAM should be employed.  Focus areas: <ul style="list-style-type: none"> <li>• Job analysis as a tool for improving the qualification requirements in the job description.</li> <li>• Other qualifications should be considered in the recruitment process, and we shall make an overall assessment of the applicants (formal qualifications, impressions from the interview, trial lecture, personal suitability, references and gender balance). We do not expect each academic to excel in all areas. It is our responsibility to achieve the expected goals set by the government regarding research, education and collaboration with society, not the individual academic.</li> <li>• Quality and excellence shall be measured through bibliometric indicators and other well-founded, relevant indicators of quality. It will vary how this is practiced in different fields.</li> <li>• Greater transparency for applicants through clear qualification requirements and how they will be weighted in the expert assessment. The ranking of candidates shall be based on the qualification requirements.</li> </ul>	Department Managers, Department Head and HR	Ongoing
Committees for evaluating applicants for teaching and research positions shall use templates for expert assessments and recommendations.	HR	Ongoing



At least 1 qualified applicant from the underrepresented gender shall be invited to an interview for first-time positions.	Appointment Committee and HR	Ongoing
If there are no qualified applicants from the underrepresented gender, it shall be considered to re-advertise the position	Department Managers and HR	Ongoing
When advertising positions where the gender balance in first-time positions (assistant professor and professor) per department is outside 40/60, a moderate gender quota shall be practiced.	HR and Board	Ongoing
The Department of Psychology commits to following up on the inclusion initiative in the public sector.	HR Department Managers	Ongoing
The Department of Psychology shall explore the possibility of participating in the trainee program in the public sector.	HR	By the end of 2025
When approached regarding work training and apprenticeship positions, the Department of Psychology shall consider if there are resources and capacity to receive and follow up on qualified applicants.	HR and Department Managers	Ongoing
Inform department heads and encourage them to apply for equal opportunities funding available at UiO.	Department Head towards the faculty	Annually

### **Career Development**

Actions	Responsible Party	When
When advertising scientific positions, information about career development opportunities at the Department of Psychology shall be provided.	HR	Ongoing
The Department of Psychology shall actively work on onboarding.	HR, Department Managers	Ongoing
New employees shall be followed up during their probationary period to include them and facilitate their development at the Department of Psychology.	Department Managers, Project Leaders	During the first 6 months after starting
Employees shall be encouraged to use: <ul style="list-style-type: none"> <li>• Mentor program for female postdoctoral fellows</li> <li>• Promotion seminar for female associate professors</li> <li>• Qualification stipend for female associate professors</li> <li>• Courses in handling and preventing harassment</li> <li>• Courses in ROSA competence on how to create a safe and inclusive work environment with regard to sexual orientation, gender identity and expression</li> </ul>	Department Managers	Ongoing