

Priority	Objectives and measures	Expected results	Responsibility
Equality, inclusion and diversity (EID) at IMB	<p>Objective 1:</p> <p>To improve the gender balance and the proportion of underrepresented groups when recruiting staff at IMB. This applies to academic posts at all levels (PhD, postdoc, researcher, associate professor and professor) and to technical/administrative posts, with special emphasis on permanent staff.</p> <p>Measures:</p> <ul style="list-style-type: none"> • In departments with a strong predominance of one gender, the rule when recruiting should be that at least one qualified applicant of the non-predominant gender should be invited to an interview. • Introduce the use of search committees (ref. UiO) when advertising all permanent posts. These committees will actively search for candidates of the non-predominant gender, candidates with a minority background and academics with disabilities. We will make sure that the procedure for establishing search committees is simple and non-bureaucratic. • We must revise advertisement texts for academic posts so that applicants clearly indicate any gaps in their CV (periods of maternity/paternity leave result in a lower publication rate) and their minority background etc. <p>The instructions to external committees must also be amended to take the above points into account.</p>	By 2025, we will see a clear improvement in the gender balance at the recruitment stage and more recruitment of persons from underrepresented groups.	Departmental heads Recruitment committee

	<p>Internal recruitment committees must check that the guidelines are followed and the evaluation committee itself must consist of members from diverse backgrounds.</p> <p>Objective 2:</p> <p>Increase awareness about, and attention to, potential discrimination and lack of equality amongst employees in all scientific activities, including research, teaching, administration and management. We also need to learn how to act in such situations.</p> <p>Measures:</p> <ul style="list-style-type: none"> • We will invite employees to attend courses focusing on two themes: • i) Awareness about different forms of discrimination and the meaning of UiO's values • ii) Guidance for those who feel they are being discriminated against, the importance of reporting discrimination and advice on how to do so. <p>Objective 3:</p> <p>To increase participation from all levels of employees with a non-Scandinavian mother tongue in all activities at IMB (teaching, research, administration, management, social activities).</p> <p>Measures:</p> <ul style="list-style-type: none"> • All permanent staff and postdoc/researchers whose mother tongue is non-Scandinavian will be offered the necessary series of courses in Norwegian (max. cost of NOK 40,000 per person from TDI or other sources at IMB level). For permanent employees, 	<p>By 2025, the EID ombudsman believes that there has been an improvement in the understanding of EID at IMB (this could entail an increase in reported cases). By 2025, every new member of staff has been given training in EID.</p> <p>By 2025, alle new members of staff with a non-Scandinavian mother tongue have been invited to take a Norwegian language course. By 2027, the majority of employees use Norwegian as their working language.</p>	<p>Head of IMB Head of office IMB</p> <p>Head of IMB Head of office IMB</p>
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	this should be combined with a slight reduction in teaching duties during the language course period, which should not last more than 3 years.		