

GENDER BALANCE, GENDER EQUALITY AND DIVERSITY MEASURES (September 2021)

General measures

1. The faculty will prioritise the work that takes place through the gender balance project called GenderAct, and will ensure that the measures there are implemented at all departments
 - a. The Management Programme, the Top Researcher Programme and the Network for Early Career Researchers are assured participation and necessary resources
 - i. The Top Researcher Programme and the Network for Early Career Researchers are scheduled to receive announcements for group two in spring 2022, starting in autumn 2022
 - ii. The participants in the Top Researcher Programme are assured qualification grants funded through gender equality funding
 - b. New recruitment process routines and associated training materials will be used at all departments from 1 October 2021
 - c. New guidelines for work on career development and promotion qualification will be implemented from October 2021. Based on the experience gained from the Top Researcher Programme, these will be revised so a good programme can be created that all genders can take part in.
2. All departments will initiate Local Gender Balance Work from October 2021. The work is planned in two phases, where the first phase is a preparatory phase in which the main goals are raising awareness, knowledge and discussions. In phase two, which begins in autumn 2022, the departments will develop specific goals and action plans that are adapted to their local challenges.
3. The Faculty will continue its increased allocation of grants to gender equality funding, and in line with new key guidelines, also use these funds on diversity and inclusion measures.

Measures to improve the gender balance in permanent academic positions and in research management

1. Managers at all levels are jointly responsible for improving the gender balance.
2. An important goal is to increase knowledge among managers and in the academic communities about the structural and cultural reasons why women remain in academia to a lesser extent than men.
3. Building an internal culture is a particularly important management responsibility, and all departments will initiate Local Gender Balance Work from 1 October 2021 and use the tools that are available in GenderAct.
4. In phase 2 of the Local Gender Balance Work, each department must develop its own gender balance target figures and draw up action plans that are adapted to individual academic communities.
5. Improved gender balance is a primary goal in all future recruitment work
 - Questions about gender balance must be addressed at all stages of recruitment processes (see Appendix 1). This must be documented when submitting a recommendation.
 - The academic community must take active initiatives to identify potential female applicants – search committees must be used for all announcements.
 - If an announced senior position does not attract female candidates, the head of department must, in collaboration with the dean, assess whether the position should be re-announced with strengthened measures to bring in qualified applicants.
 - If no women are ranked in the head of department's recommendation, the position will normally be re-announced. In collaboration with the head of department, the dean will assess whether there are compelling grounds for not re-announcing the position.

6. Great emphasis must be placed on being successful at recruiting in-house female talent. Performance assessment interviews that include career planning and a focus on CV compilation are now a compulsory measure that must be used particularly well for young female candidates. Participation in tasks worthy of merit will be an important topic in the conversations.
7. The use of tenure positions for recruiting female talent is a measure that must be used.
8. Purposeful efforts must be made to achieve a marked increase in female project managers in applications (SFF, TMS, etc.).
9. The departments must work actively to achieve a clear improvement regarding the gender balance in research management.
10. The faculty and departments must strive to offer starter packages to all new employees. New female employees must be given priority if there are limited starter package resources. University fellowship positions should be directed towards newly employed women in permanent senior positions.
11. Available gender equality funding will mainly be directed towards women in associate professor positions to facilitate faster career development, and to recruit women to adjunct professor positions. Prioritisation when allocating strategic research funding, participation in tasks worthy of merit, allocation of working capital and other career-promoting measures should also be used.

Measures to improve gender balance in other job categories

1. In all recruitment processes, there must be awareness of gender balance issues at all stages of the process. Regulations for appointments to academic positions (Appendix 1) can also be used in these processes.
2. Improved gender balance in permanent and temporary research positions is an important goal, and it will be important to succeed in recruiting female candidates to these positions.
3. The gender balance in the faculty's administrative positions at all levels is very poor. Work will be initiated to make the announcement texts for these positions more attractive to men, and to look at other measures that can improve the balance.

Measures to improve the gender balance in education

1. Highlight female role models in teaching management, research management and dissemination.
2. Increase the proportion of women who are appointed as heads of groups, especially in subjects with gender imbalance.
3. Appointment of female adjunct professors in teaching positions should be given priority in subjects where the proportion of women is low among the permanent academics.
4. Follow up the measures for the recruitment and retention of students as proposed in the Handbook for Local Gender Balance Work.
5. The faculty's common student recruitment work must include measures to strengthen the gender balance in academic communities where the proportion of women is low.
6. Increase knowledge about structural and cultural factors that influence women's choice of education and career in STEM subjects. This work should be prioritised in the recruitment work, in the local LIM network and in Local Gender Balance Work.
7. As part of local gender balance work, each department should set its own goals regarding the proportion of women among its students and establish measures to achieve these goals.
8. The departments are encouraged to follow up UiB's plan of action with measures to strengthen gender perspectives in research and education.

Work on diversity and inclusion – introductory measures

As mentioned earlier, UiB's new plan of action includes both gender equality and diversity, with gender balance and inclusion as important fields of action. The issues and measures related to diversity and integration must also be included in this plan of action and should be addressed in

the important work of building a new culture that will be initiated at the departments this autumn. Pending a final decision by the University Board, the following measures are proposed:

1. Work on diversity and integration is made an integral part of local gender balance work and is discussed in the handbook that has been prepared in support of this work. The departments are encouraged to put these issues on the agenda when building a new culture to improve gender balance and gender equality.
2. In the spring of 2022, the Faculty Board will update this plan of action with diversity and integration measures and include these issues when requesting the local plans that will be prepared in phase two of Local Gender Balance Work.
3. In accordance with the new plan of action, the faculty will establish a local LIM network at the faculty and will also actively participate in key network efforts in the future.