

5 November 2020

## DRAFT

### **IMV Action Plan For Gender Equality and Diversity 2021-22**

*[Rolling plan to be updated annually. The plan will also be translated into Norwegian.]*

The Board of the Faculty of Humanities at the University of Oslo approved on 25 October 2019 the Action Plan for Gender Equality and Diversity 2020-2023. The Action Plan is the result of a process involving consultation with staff at all levels across the organization.

HF's Action Plan is available via the following link:

<https://www.hf.uio.no/om/strategi/handlingsplan-for-likestilling-og-mangfold-20-23/handlingsplan-for-likestilling-og-mangfold-20-23.html>

Plans for an IMV Action Plan for Gender Equality and Diversity 2020-2023 were set in motion at a Department of Musicology seminar on 8 June 2020.

The IMV Diversity Action Plan 2021-23 is intended as a supplement to HF's Action Plan and addresses select areas to be followed up in the coming period. The Action Plan should be considered a concise, dynamic document and updated annually. The Action Plan proposes measures that can be achieved within the current University framework.

The goal of the Department is to foster an academic and working environment in which staff of any race, gender, ethnicity, nationality, sexual orientation, and religion have the support to thrive personally, creatively, and intellectually. The measures included here aim to draw attention to the opportunities offered by the cultivation of diversity and increase discourse about inclusiveness within all fields of music study.

The following action points are developed with the goal of increasing the inclusiveness and relevance of IMV's study programmes and research activities in the context of the diverse society in which we live. The Action Plan also addresses recruitment. Routines are in place in the University-wide regulations to encourage applicants from diverse backgrounds. Yet there is much that can be done to develop routines for best practice.

#### **Studies, research and societal engagement**

- Compile an overview and establish lines of communication and collaborations with music institutions, organisations, festivals and other external partners which represent wider societal and cultural diversity; for example, when finding partners for courses that have work experience components (Hospital course) and for master's dissertation projects (establish new projects in



Vitenskapsbutikken).

- IMV staff are committed to cultivating diversity and inclusivity in all teaching activities. Yet there are limited materials available developed specifically for our study curriculums: continue to develop teaching materials in which diversity and equality issues are an orienting factor. Provide support for the compilation of anthologies and other reading materials that place diversity and equality at the forefront.
- Revise course descriptions and semester pages on IMV's webpages to reflect the diversity and equality of the music – and the musicological approaches to studying this music – on the curriculum.
- Include in student surveys questions about diversity and inclusivity in the study programmes in order to gather information which can inform the further development of the study programmes.
- Encourage applications for externally-funded projects that engage with inclusivity and which propose collaborations with partners/organisations/institutions representative of the wide diversity of society. This can also be seen in relation to UiO's strategic aim to establish research, education, innovation and outreach partnerships in the Global South.

### **Faculty recruitment**

- Reference to the Faculty Action Plan for Gender Equality and Diversity 2020-2023 should appear in all position descriptions.
- Evaluation committees should include members who are knowledgeable of the fields in which they are recruiting and include minority members whenever possible. Consider inviting minority colleagues from other Departments to serve on evaluation committees.
- Evaluation committees must explicitly discuss expectations, evaluation procedures and diversity goals before a recruitment process is commenced.
- Consider reannouncing positions with very few or no applicants with minority backgrounds, and positions where more than 60% of applicants are male.
- In order to diversify candidate pools, proactively contact prospective candidates with minority backgrounds and institutions with graduate programmes that have the highest levels of female candidates and candidates with minority backgrounds.
- When inviting guest lecturers, visiting scholars, and supplementary teaching staff to the Department, ensure that minority background and female scholars and teaching staff are always included and considered in search processes.