

RITMO's diversity policy and action plan 2022-2023

(draft)

The diversity policy builds on [RITMO's inclusivity statement](#):

Our goal is to create an inclusive and respectful work environment that invites participation from people of all ethnicities, countries of origin, gender identities and expressions, sexual orientations, physical appearances, ages, physical abilities, economic backgrounds, scholarly or professional backgrounds, employment status, religions and beliefs of faith, and other differences.

As a leading research centre, RITMO is in a unique position to make a change on a worldwide scale. This requires careful consideration of our practices when it comes to developing, hiring, and mentoring researchers at different stages throughout their careers. It also relates to the materials we work on and the research questions posed. Ultimately, we need to help build a diverse culture both within and outside of RITMO.

Developing talent

Given the interdisciplinary nature of RITMO's research activities, we need to help develop talent in relevant disciplines and communities. We aim to:

- make a descriptive web page with a video that highlights the diversity goals and initiatives of RITMO.
- develop a (1) research assistantship programme, (2) master scholarship programme, and (3) internship programme focused on under-represented groups at RITMO and under-represented, yet relevant, research topics.
- support the activities of the WoNoMute network (Women Nordic Music Technology) economically and practically.
- continue to run "fall break" camps for high school students interested in music technology and consider developing similar initiatives for informatics and psychology/neuroscience.
- develop an outreach activity aimed at children.
- highlight the work of women and non-binary researchers and bring in diversity perspectives in teaching.
- develop free online courses to empower students from all over the world on RITMO-related topics and methods.

Hiring broadly

The recruitment of new researchers to RITMO is essential to ensuring diversity in the workforce and topics. We aim to:

- make a descriptive web page with a video that explains how diversity is currently considered in RITMO's hiring practices.
- write announcement texts as open as possible to allow for a diverse group of applicants while maintaining necessary competence requirements.
- check that the wording used in announcement texts is inclusive and encourages diversity in the application pool.
- aim for including research perspectives and materials from outside the Global North.
- develop partnerships with researchers and institutions from the Global South.
- report on diversity measures and numbers in the annual report. Make it clear that our initiatives are not just words.

Mentoring wisely

Working at RITMO is more than only doing research. The interdisciplinary and international culture is also a good foundation for developing an interest in and knowledge of the importance of diversity issues. We aim to:

- consider diverse representation in RITMO's events.
- run a diversity training workshop at a Tour de RITMO.
- consider adding international mentors to the career development programme to strengthen its profile.
- work with RITMO's related departments to ensure that PhD and postdoctoral fellows can develop their CVs in relevant aspects, including teaching, supervision, and academic leadership skills.
- highlight the importance of considering diversity as part of citation practices, such as not letting preconceived notions and biases decide whom you cite.

Building community

We acknowledge that RITMO is part of a global network of researchers. In particular, RITMO's alumni are significant for making a change worldwide. We aim to:

- showcase locally and internationally what RITMO already does to improve diversity.
- continue to promote diversity among speakers and guests at RITMO events.
- ensure that RITMO's web pages show our commitment to diversity.
- organise an international workshop on diversity questions and possible solutions.

- invite all alumni to RITMO summer parties.
- make the alumni more visible on the web pages and highlight their (diverse) career paths after RITMO.
- develop partnerships with alumni and their institutions when relevant.

Contact points

If you have any questions or comments, please feel free to get in touch with:

- The PhD/postdoc representatives
- Your supervisor
- Your career mentor
- Your cluster leader
- The centre director
- The safety representative
- UiO's [Speak Up](#) (whistleblowing)