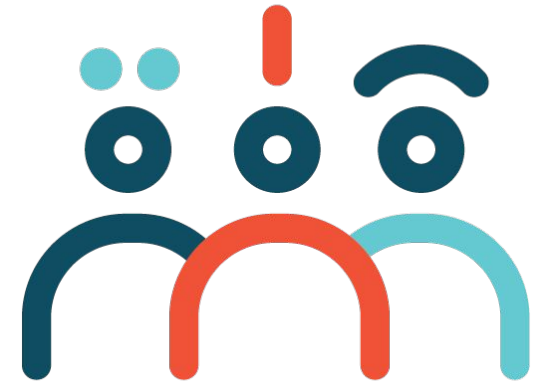


RITMO's diversity policy and action plan 2022-2023



Tour de RITMO 7 December 2021

SORRY, YOU
ARE SIMPLY NOT THE
RIGHT MAN FOR
THE JOB.

searchID:mfn750

© Original Artist
Reproduction rights obtainable from
www.CartoonStock.com

Gender bias in academia: A lifetime problem that needs solution

Anaïs Llorens^{1*}, Athina Tzovara^{1,2,3*}, Ludovic Bellier^{1****}, Ilina Bhaya-Grossman^{4****}, Aurélie Bidet-Caulet^{5****}, William K. Chang^{1****}, Zachariah R. Cross^{6****}, Rosa Dominguez-Faus^{7****}, Adeen Flinker^{8****}, Yvonne Fonken^{1,9****}, Mark A. Gorenstein^{1,10****}, Chris Holdgraf^{1,11****}, Colin W. Hoy^{1****}, Maria V. Ivanova^{10****}, Richard T. Jimenez^{1****}, Soyeon Jun^{1,12****}, Julia WY. Kam^{1,13****}, Celeste Kidd^{10****}, Enitan Marcelle^{1****}, Deborah Marciano^{1,14****}, Stephanie Martin^{1,15****}, Nicholas E. Myers^{1,16****}, Karita Ojala^{17****}, Anat Perry^{18****}, Pedro Pinheiro-Chagas^{19****}, Stephanie K. Riès^{209****}, Ignacio Saez^{21****}, Ivan Skelin^{22****}, Katarina Slama^{1****}, Brooke Staveland^{1,14****}, Danielle S. Bassett^{23,24**}, Elizabeth A. Buffalo^{25**}, Adrienne L. Fairhall^{26**}, Sabine Kastner^{27**}, Nancy J. Kopell^{27**}, Jack J. Lin^{29,30**}, Anna C. Nobre^{16**}, Anne-Kristin Solbakk^{31,32,33,34**}, Joni D. Wallis^{1,10**}, Xiao-Jing Wang^{35**}, Shlomit Yuval-Greenberg^{36**}, Robert T. Knight^{1,10**+}, Nina F. Dronkers^{10,37**+}



Llorens*, Tzovara* et al.,
Neuron, 2021



<https://link.springer.com/article/10.1007/s11233-019-09033-0/figures/1>



KIF committee, 2016

WHY GENDER EQUALITY AND DIVERSITY?

- **Democracy, fairness and transparency.** If institutions reflect the diversity of the population, their credibility will be enhanced.
- **Competitive advantage.** We cannot afford to waste talent.
- **Academic values and legitimacy.** The legitimacy of academia depends on a research and higher education sector that is based on academic merit without bias.
- **Quality of research.** Heterogeneous groups perform better than homogeneous groups.

Handlingsplan for likestilling og mangfold ved Det humanistiske fakultet 2020

Visjon

Mangfold er en ressurs og en styrke for Det humanistiske fakultet (HF). En ansatt studentgruppe med sammensatt bakgrunn er riktig og viktig for kvaliteten på arbeidet som gjøres ved fakultetet.

- HF ser hele mennesket og er opptatt av menneskeverd. Fakultetet erkjenner sammenhenger og behov for et ekstra fokus på enkelte grupper.
- HF skal være et sted med trygghet.
- HF skal ha et godt og inkluderende sosialt miljø for alle.
- Arbeid med likestilling og mangfold skal være forankret på alle nivåer i organisasjonen.

HF ønsker å fremme likestilling og hindre diskriminering på bakgrunn av kjønn, etnisitet, funksjonsnedsettelse, seksuell orientering, kjønnsidentitet, kjønnsuttrykk, sosial bakgrunn, graviditet, permisjon ved fødsel, adopsjon og omsorgsoppgaver, jf Likestillings- og diskrimineringsloven. Det samme gjelder andre vesentlige forhold ved en person og kombinasjoner av grunnnevnte. Med etnisitet menes blant annet nasjonal opprinnelse, avstamning, hudfarge og andre faktorer som påvirker identitet og opplevelse.

Fakultetet ønsker å tiltrekke seg et større mangfold slik at ansatte og studenter i større grad representerer det norske samfunnet. For å oppnå likestilling og mangfold er det viktig å sikre at ansatte og studenter får tilrettelegging og at ingen utsettes for diskriminering eller annen utilbørlig adferd.

Alle ledere skal arbeide aktivt, målrettet og planmessig for å fremme likestilling og jobbe for et mangfold på fakultetet. Alle ansatte og studenter skal gjøres kjent med fakultetets arbeid og praktisere disse holdningene internt og utad.

Definisjoner

Med **likestilling** menes likeverd, like muligheter og like rettigheter. Likestilling forutsetter tilrettelegging, og at ingen utsettes for diskriminering.

Med **mangfold** mener vi representativitet.

Likestillings- og diskrimineringsloven definerer **trakassering** som handlinger, uttalelser eller handlinger som har som formål eller virkning å være krenkende, fiendtlige, nedverdiggende eller ydmykende. Trakassering menes enhver form for uønsket seksuell oppmerksomhet som har som formål eller virkning å være krenkende, skremmende, fiendtlig, nedverdiggende, ydmykende eller som forbyr trakassering på arbeidsplasser og i utdanningsinstitusjoner.

UiO

Meny

Det samfunnsvitenskapelige fakultet

Psykologisk institutt (PSI)

← Forskning ← Forskningsprosjekter

Kjønnsbalanse og mangfold ved Psykologisk institutt

Kontakt

[Bjørn Lau](#)

Til tross for en betydelig andel av studenter i psykologi, har Psykologisk institutt (PSI) en overvekt av menn.

Om prosjektet

Denne ubalansen førte til at ledelsen ved instituttet evaluerte ansettelsesprosessene ved instituttet og foreslo forslag til både systemorienterte og karrivedrettede tiltak ved rekruttering til førstestillinger. Disse tiltakene ble gjennomført i samarbeid med instituttets delttagelse i BalanseHub. BalanseHub er en etablering av et norsk akademisk kvinne- og menneprosjekt i Storbritannia, en halv rådgiverstilling med ansvar for å etablere et akademisk karriereutviklingsnettverk for faglige toppstillinger i Norge og etablere nasjonale nettverk som Nasjonalt fagopplæringsnettverk for å diskutere og fremme relevante prosjekter.

Prosjektet koordineres av ledelsen ved instituttet og er et samarbeid mellom ledergruppe og sentrale strategiske dokumenter.

UiO

Det matematisk-naturvitenskapelige fakultet

← Likestilling

FRONT- Et prosjekt for å fremme likestilling og kjønnsbalanse

Gjennom ny kunnskap, læring og innovative tiltak jobber FRONT-prosjektet for en langsiktig og bærekraftig organisasjons- og kulturendring, hvor like muligheter for kvinner og menn er en normal del av forskningsstiltværelsen.

Prosjektet startet opp under tittelen "Female Researchers On Track" (2015-2019) og videreføres i prosjektet "Future Research- and Organizational Development in Natural Sciences, Technology and Theology" (2019-2022). Prosjektet er et samarbeidsprosjekt mellom Det matematisk-naturvitenskapelige fakultet, Det teologiske fakultet, Naturhistorisk museum, Senter for tverrfaglig kjønnsforskning og Kungliga Tekniska Högskolan i Stockholm.

Diversity workshop - Group work 1

1. What are good diversity practices at RITMO today?
2. What can we improve?

Brainstorm as much as you like, and select the 3 top suggestions

GROUP 3

TO IMPROVE:
Ethnic diversity in the faculty

GOOD: PhD defence:
always 1 female opponent

GOOD: In the job description, females and people with non-Norwegian (?) ethnic background are prioritized

Better funding for academic positions generally so that privileged classes (domestic males) aren't the only ones who can endure the long & unpredictable tenure process

1) Hiring - process of hiring more people at the same time can help to prioritize diversity

1) Workshops on diversity are important because the people in the positions that put them in the hiring room have been through these workshops and have reflected on these things.

1) Mindfulness on gender balance and diversity is important and RITMO does it.

2) Stability for researchers - how to get access to time and funds for early career researchers who start a family during their early career. How can we help women not fall out during an important time when women need to also

2) Local initiatives to affect day to day life

Norway is doing so many great things! LGBTQ+ flags can fly. Love all flowers. How can we work on multicolor aspect of people in our field? How can we continue to make our diversity more visible within our fields?

2) Holidays - environment holidays that being celebrated. Interest in per history is a po thing. We can continue to in by continuing highlight what makes us different.

2) M have opp gro only any

Group 5

overall emphasis on diversity

In practice, gender balance has focus in hiring processes

gender balance is strongly considered when inviting speakers

diversity and gender balance are topics in workshops

not sure about hiring quotas or concrete practices (not even 'if same qualification...?')

sometimes norwegian language skills are required or advantage in positions

be more clear in what measures are taken to hire diversely

More outreach activities with the goal of hiring diverse candidates



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.

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

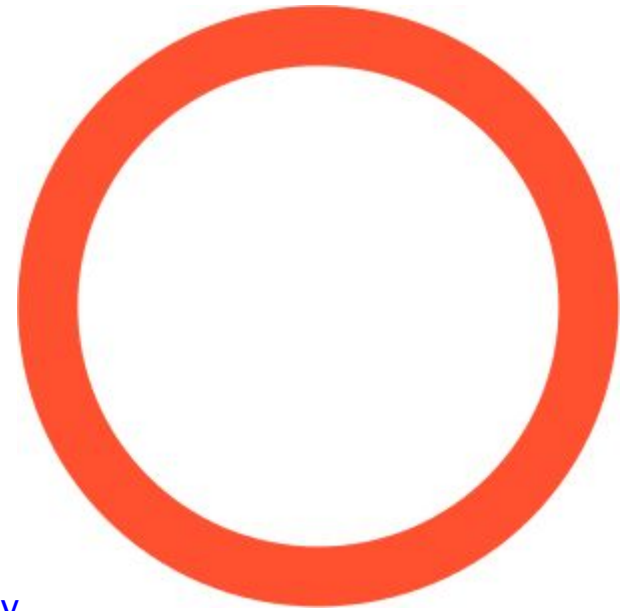
- The PhD/postdoc representatives
- Your supervisor
- Your career mentor
- Your cluster leader
- The centre director
- The safety representative
- UiO's [Speak Up](#) (whistleblowing)

Action plan:



Group work

1. Take a look at the Action Plan:
https://docs.google.com/document/d/1RgoisUeQIIAP4DHDGWpy7XsFVRj4c_jKppcb5qbiPhY/edit?usp=sharing
2. Prioritize which points you find most important (1 being top priority) -> Add to Jamboard:
https://jamboard.google.com/d/1pWA3qz9byK4_5rfGTQ3bVIC2MBNDeI-L_tSqk1Lqmjk/edit?usp=sharing
3. Is there anything missing?



Jamboard:

