

A diverse campus

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According to Norwegian universities' act the universities and colleges are obligated to work actively, purposefully and according to plan when it comes to equality between sexes and diversity at all levels in every institution. This is considered as especially important since diversity, in the management and among the employees, is improving innovation and profitability and will thus be the best for the society. Siri Fjellheim, Prorektor for research and innovation at NMBU, wrote about this important issue in her chronicle in *Aftenposten*, which was published on the International Day of Women and Girls in Science at 11th of February 2021. In this chronicle she points out that the university and college sector do not meet the expectations, where she further points out that only 26 percent of the professors at NMBU per 2021 is women when the goal within 2020 was 30 percent. This aim is clearly far below the expected 50/50 vision for the future. Among students you will find study programs that has a great overweight of male or female students at different year classes, where there is little focus on the importance of diversity to create good learning environments and academic progression. Fjellheim emphasizes further how difficult it is to get into a group as an underrepresented individual. This individual will be a target of ignoring and can easily get overwhelmed by the majority, which makes it difficult to see possibilities when the environment and the frames of success is absent.

The Student Democracy at NMBU aspire to create this inclusive environment, by shining a light on the strengths of diversity across the whole University. In order to ensure that the future university employees are more diverse, early recruitment into academia should be worked for. It should be a goal that all genders and minorities shall be given the opportunity to succeed in academia, and not let for example maternity leave be an obstacle. We want to approach this structurally, by working to ensure that all employees and students connected to NMBU feel included and welcome on our campus.

It is important that we create an environment where everyone is being seen, authorized and heard, independent of gender, ethnicity, nationality, sexual orientation, life stance, age and disabilities. It is more important now than ever that we improve both attitudes and cultures in a way that makes it possible to realize the full potential of our future generations.

Today NMBU is composed of different small and large groups in the society, and this diversity must be strengthened and developed.

Student Democracy at NMBU believe that:

- It shall systematically and purposefully be worked towards a diverse campus at Ås
- It shall actively be worked to improve equality and inclusion among students, the administration and academic employees
- It shall be conducted an attitude creating work at NMBU, focusing on discrimination, exclusion, harassment and bullying.

- A “Diversity week” shall be established once a year, with inspiration from University of Agder, in cooperation with NMBU central