

# Action plan for equality and diversity regarding students

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AAU's strategic action plan for equality and diversity for 2022-2026

This document constitutes the action plan for equality and diversity regarding students at AAU. The action plan supplements AAU's strategic action plan for equality and diversity 2022-2026 which is targeted AAU's employees.

## **Focus areas, intervention areas and activities in the strategic action plan 2022-2026**

In the strategy period 2022-2026, the university will work with a number of new intervention areas and activities within the two overall focus areas: diversity and inclusion.

The action plan for employees at AAU works with the following three intervention areas:

- Recruitment and career development
- Organisational culture
- Work-life balance

The action plan for students works overall with the same intervention areas. However, it has small adjustments, so it targets the students:

- Recruitment and career development
- Organisational culture
- Study-life balance

The university has chosen the intervention area recruitment and career development to promote diversity and equality within the students. The activities under the intervention area aim to reduce unconscious bias in recruitment processes and ensure diversity in career guidance and offers.

To promote inclusion, the university has chosen the intervention areas organisational culture and study-life balance. The university will raise awareness of inclusion of students regardless of gender, ethnicity, functional impairment, background, religion, etc. The university will also strive to foster study-life balance through guidance, focus on study intensity, and flexible conditions during the education.

In the figure below, the action plan is illustrated with its focus areas, intervention areas and activities:

Focus area	Diversity	Inclusion	
Intervention area	Recruitment and career development	Organisational culture	Study-life balance
Activity	Diversity in recruitment processes	Inclusive study start	Guidance regarding study-life balance
	Monitoring of diversity	Inclusive student guidance	Focus on study intensity
	Inclusive career guidance	Inclusive conditions for international students	Opportunity for flexibility in the arrangement of the education
		Inclusive conditions for LGBT+ students	
		Inclusive conditions for students with special needs	
		Inclusive behaviour	

## Recruitment and career development

**Purpose:** Ensuring diversity among students and inclusive career guidance.

**Indicator:** Gender distribution at the admission at AAU-level.

	Activity	Responsibility and deliverables
<b>Diversity in recruitment processes</b>		
1.1	Efforts will be made to target communication and events to better embrace the diversity among potential students.	AAU Communication targets communication and events.
1.2	Selection of role models among current and former students as well as prospective employees, will aim at forming a group that the target group can identify with and feels represented by.	AAU Communication works with role models.
1.3	New initiatives will be made to accommodate and communicate with different groups of students on their terms and platforms.	AAU Communication and relevant study programmes will start initiatives within STEM.
<b>Monitoring of diversity</b>		
2.1	Diversity is monitored based on data for gender, age and nationality, to be able to identify areas with uneven student population.	Study Data is responsible for data which is being published in AAU's data warehouse.
<b>Inclusive career guidance</b>		
3.1	Career guidance is offered to all students at AAU regardless of age, gender, nationality, sexuality, disabilities, political or religious beliefs etc.	AAU Career offers career guidance.

## Organisational culture

**Purpose:** Creating the foundation for an inclusive culture at AAU.

**Indicators:**

- The students' experience of social attachment.
- The students' experience of student welfare.
- The students' experience of offensive behaviour and discrimination.

	Activity	Responsibility and deliverables
<b>Inclusive study start</b>		
<b>1.1</b>	To raise awareness on the tutors' function as role models, AAU hosts a tutor coordinator education and tutor seminar.	AAU Student Guidance facilitates tutor coordinator education and tutor seminar.
<b>1.2</b>	Tutors and student counsellors are prepared to secure an inclusive community as part of the study start; this includes facilitating inclusive study start activities.	AAU Student Guidance prepare a "Code of Conduct" for tutors as well as knowledge catalogue and a toolbox.
<b>Inclusive student guidance</b>		
<b>2.1</b>	Student guidance is offered to all students at AAU regardless of age, gender, nationality, sexuality, disabilities, political or religious beliefs etc.	AAU Student Guidance and student counsellors provides study- and well-being guidance.

2.2	Efforts are being made to train and provide guidance to student counsellors, with a focus on equipping them with the necessary counselling skills to provide student guidance in an ethically appropriate manner, with the students seeking guidance at the centre.	AAU Student Guidance educates the student counsellors and stays available for sparring.
2.3	Consciousness is created by the student counsellors' function as role models.	AAU Student Guidance educates the student counsellors and stays available for sparring.
2.4	Student counsellors are prepared to engage in dialogue with new students about building a good study culture through the introduction to AAU's code of conduct.	AAU Student Guidance trains new student counsellors to use AAU's Code of Conduct in practice. This takes place as part of onboarding activities for new student counsellors.
<b>Inclusive conditions for international students</b>		
3.1	International students are offered study- and well-being guidance on same terms as Danish students.	AAU Student Guidance and student counsellors provide study- and well-being guidance.
3.2	There is a focus on pre- and onboarding new international students to prepare them for their upcoming student life and give them the best possible start at AAU.	International Office and Master Admission ensure pre- and onboarding. This includes organizing a welcome week and closed online groups for new international students during admission, for interaction and information before the start of studies and during the initial period.
3.3	Events are held throughout the semester to include international students, helping them navigate new surroundings and culture in Denmark and at AAU.	International Office organises seasonal events. The staff at International Office on the campus in Copenhagen hosts monthly informal café meetings on campus (International Corner).

3.4	Buddy programs are established where an AAU student acts as a contact person for an international student, helping them during their initial time at AAU.	International Office ensures buddy programs on the Aalborg Campus and holds monthly events in the buddy network, possibly in collaboration with relevant stakeholders. A similar program is managed locally at the campus in Esbjerg. The buddy program does not exist at the campus in Copenhagen.
3.5	Feedback is collected continuously from international students regarding their stay at AAU. This is analysed and acted upon, for example, by adjusting or creating new events, informing studies about specific challenges, etc.	International Office sends out a survey at the end of the semester.
3.6	Events regarding Danish business understanding and cultural differences are being held, which makes it easier for international students to live, study and work in Denmark.	AAU Career collaborates with International House North Denmark, companies, and professional organisations to strengthen knowledge within the area.
<b>Inclusive conditions for LGBT+ students</b>		
4.1	Special visibility campaigns targeted LGBT+ students are being created.	AAU Student Guidance collaborates with student associations regarding campaigns.
4.2	Efforts are being made to secure help to students, who experience issues within their study life concerning gender, identity and sexuality.	AAU Student Guidance ensures referral options to specialized organizations that work with LGBT+ counselling.
<b>Inclusive conditions for students with special needs</b>		
5.1	Special Educational Support (SPS) is ensured to eligible students who have a documented functional impairment to ensure that they can complete their education at equal terms with other students.	The SPS-administration guides students with functional impairment regarding SPS.

5.2	The SPS Administration provides guidance on the SPS application process as well as aids and support options. AAU Student Guidance offers guidance to students with functional diversity on well-being, study techniques, etc.	The SPS administration and AAU Student Guidance collaborate to inform high schools in the North Jutland Region and Studievejlg Denmark about SPS at AAU. Additionally, information meetings and a specially designed peer-to-peer offer are conducted for students receiving SPS.
5.3	Guidance and the possibility of additional funds are offered to students with special needs in connection with exchange within the Erasmus+ program. Inclusion and diversity are an integral part of the Erasmus+ program, where the goal is for everyone to have equal opportunities to participate in the program.	The International Office provides guidance on and manages the Erasmus program in connection with exchanges.
5.4	Easy access to buildings, toilets, and parking lots on campus for disabled are secured for people living with a physical disability	Campus Service covers accessibility challenges and areas for improvement regarding the university's buildings in order to find areas to refine.
5.5	Accessible communication regarding physical conditions is ensured for people living with a physical disability	Campus Service secures that in AAU's wayfindings-app 'AAU-map' entrance via wheelchair as well as disabled toilets are marked.
5.6	Better conditions are ensured for people with increased sensitivity to sensory impressions in selected auditoriums, seminar rooms, and open study areas.	Campus Service implements various solutions for "quiet zones" and screened-off spaces in selected rooms and areas designated for larger gatherings.
<b>Inclusive behaviour</b>		
6.1	Clear communication is ensured regarding how boundary-crossing behaviour and/or discrimination is handled at AAU.	Study Service ensures that AAU has <a href="#">a policy describing the handling of boundary-crossing behavior among students</a> . The <a href="#">policy also includes AAU's Code of Conduct</a> to promote a good study culture, which outlines rules and expectations for students.

<p><b>6.2</b></p>	<p>Clear communication is ensured regarding rules and expectations for student behaviour at AAU.</p>	<p>AAU Student Guidance equips study management, tutor corps and student counselors to support the dissemination of AAU's Code of Conduct among students. AAU Communication targets communication about the Code of Conduct on social platforms.</p>
<p><b>6.3</b></p>	<p>Guidance is offered to students who have experienced offensive behaviour and/or discrimination at AAU.</p>	<p>AAU Student Guidance offers counselling to students who have experienced offensive behaviour and/or discrimination or refers them to relevant external services.</p>
<p><b>6.4</b></p>	<p>Students' well-being and experience of offensive behaviour are monitored.</p>	<p>Results regarding well-being and offensive behaviour and/or discrimination are addressed and discussed at the programme, in the Study Environment Council and the Strategic Council for Education.</p>
<p><b>6.5</b></p>	<p>Strategic and cross-cutting issues related to equality and diversity concerning students are discussed and qualified.</p>	<p>AAU Study Environment Council discuss subjects concerning equality and diversity.</p>



## Study-life balance

**Purpose:** Creating flexible and inclusive guidelines for the study life at AAU.

**Indicator:** The students' experience of pressure.

	Activity	Responsibility and deliverables
<b>Guidance regarding study-life balance</b>		
1.1	Tools, exercises and guidance are available to students; thus, they can work with the balance between student life and the life outside the university.	AAU Student Guidance offers guidance and e-learning courses regarding study techniques.
<b>Focus on study intensity</b>		
2.1	The expected workload during a semester is presented to the students during the study start on their first semester.	The head of studies at the study programmes ensures that the study activity model is presented to the students.
<b>Opportunity for flexibility in the arrangement of the education</b>		
3.1	Information and guidance regarding the opportunity to take breaks during the study (including leave, sick note, and maternity) are presented to the students.	AAU Student Guidance ensures information and offers guidance.