

ACTION PLAN FOR EQUALITY AND DIVERSITY REGARDING STUDENTS

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 are targeted AAU's employees.

Focus areas, intervention areas and activities at the strategic action plan 2022-2026

In the strategy period 2022-2026, the university will work on two focus areas for a number of new intervention areas and activities: *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.

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 organisation of the education
		Inclusive conditions for LBGTQ+ students	
		Inclusive conditions for students with special needs	
	Inclusive behaviour		



Intervention areas and activities

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, physical or mental disability, religion, etc. The university will also strive to foster study-life balance through guidance, focus on study intensity, and flexible conditions during the education.



ELABORATION OF ACTIVITIES

Intervention area: Recruitment and career development

Purpose: Ensure diversity among students and inclusive career guidance.

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

Activity	Responsibility
<p>Diversity in recruitment processes</p> <ul style="list-style-type: none">• Efforts are being made to target communication and events in order to embrace the diversity among potential students.• Efforts are being made with role models among current students, former students, and prospective employees, which the target group can identify with.• Efforts are being made regarding initiatives which accommodates and communicate with different group of students on their terms and platforms.	<p>AAU Communication targets communication and events.</p> <p>AAU Communication works with role models.</p> <p>AAU Communication and relevant programmes creates initiatives at the STEM-area.</p>
<p>Monitoring of diversity</p> <ul style="list-style-type: none">• Diversity is monitored based on data for gender, age, and nationality, in order to be able to identify areas with uneven student population.	<p>Study Data is responsible for data which are being published in AAU's data warehouse.</p>
<p>Inclusive career guidance</p> <ul style="list-style-type: none">• Career guidance are offered to all students at AAU regardless of age, gender, nationality, sexuality, disabilities, political or religious beliefs etc.	<p>AAU Career offers career guidance.</p>



Intervention area: Organisational culture

Purpose: Create the foundation for an inclusive culture at AAU.

Indicator: The students' experience of social attachment.

Indicator: The students experience of student welfare.

Indicator: The students' experience of offensive behaviour and discrimination.

Activity	Responsibility
<p>Inclusive study start</p> <ul style="list-style-type: none"> • The tutors' function as role models is enlighten through a tutor coordinator education and tutor seminar. • The tutors are prepared to secure an inclusive community as part of the study start; including how to facilitate inclusive study start activities. 	<p>AAU Student Guidance facilitate tutor coordinator education and tutor seminar.</p> <p>AAU Student Guidance prepare a "Code of Conduct" for tutors as well as knowledge catalogue and a toolbox.</p>
<p>Inclusive student guidance</p> <ul style="list-style-type: none"> • Student guidance are offered to all students at AAU regardless of age, gender, nationality, sexuality, disabilities, political or religious beliefs etc. • Efforts are being made to train and provide guidance to student counsellors, with a focus on equipping them with the necessary counselling skills to guide in an ethically appropriate manner, with the student seeking guidance at the centre. • Consciousness of the student counsellors' function as role models are created. 	<p>AAU Student Guidance and student counsellors provides study- and well-being guidance.</p> <p>AAU Student Guidance educates and converses with the student counsellors.</p>
<p>Inclusive conditions for international students</p> <ul style="list-style-type: none"> • Study- and well-being guidance for international students is offered on same terms as Danish students. • Events are being held, with focus on including international students, for example by helping them navigate in the new surroundings and culture in Denmark as well as at AAU. • Buddy arrangements are established, where a Danish student works as a contact person and helps international students during their first period at AAU. • 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. 	<p>AAU Student Guidance and student counsellors provide study- and well-being guidance.</p> <p>International Office ensures buddies and arranges events in collaboration with relevant actors.</p> <p>AAU Career collaborates with International House North Denmark, companies, and professional organisations to strengthen knowledge within the area.</p>



<p>Inclusive conditions for LGBTQ+ students</p> <ul style="list-style-type: none">• Special visibility campaigns targeted LGBTQ+ students are being created.• Efforts are being made to secure help to students, who experience issues within their study life concerning gender, identity and sexuality.	<p>AAU Student Guidance collaborates with student associations regarding campaigns.</p> <p>AAU Student Guidance ensures help to LGBTQ+ students.</p>
<p>Inclusive conditions for student with special needs</p> <ul style="list-style-type: none">• Special Educational Support (SPS) is ensured to entitled students who have a documented functional impairment to ensure that they can participate and complete their education at equal terms as other students.• Easy access to buildings, toilets, and parking lots for disabled are secured.• Accessible communication regarding conditions for disabled is secured.	<p>The SPS-administration guides students with functional impairment regarding SPS.</p> <p>Campus Service covers accessibility challenges and areas for improvement regarding the university's buildings in order to find areas to refine.</p> <p>Campus Service secures, that in AAU's wayfindings-app 'AAU-map', entrance via wheelchair as well as disabled toilets are marked.</p>
<p>Inclusive behaviour</p> <ul style="list-style-type: none">• AAU's expectations to students' behaviour are described in a zero-tolerance policy regarding offensive behaviour.• Students' well-being and experience of offensive behaviour are monitored.• At AAU's Study Environment Council strategic and cross-cutting issues regarding equality and diversity among students are being discussed.	<p>Study Service ensures that AAU has a policy, which describes expectations to students' behaviour.</p> <p>Results regarding well-being and offensive behaviour and/or discrimination are treated in the individual programme at the Study Environment Council and the Strategic Council for Education.</p> <p>The Study Environment Council discuss subjects concerning equality and diversity.</p>



Intervention area: Study-life balance

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

Indicator: The students' experience of pressure.

Activity

Responsibilities

Guidance regarding study-life balance

- 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 regarding study techniques.

Focus on expectations alignment

- The expected workload during a semester is presented to the students during the study start at 1st semester.

The head of studies at the study programmes ensure that the study activity model is presented to the students.

Opportunity for flexibility in the organisation of the education

- 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.