

Akershus University Hospital (Ahus) – Guideline to ensure adherence to requirements for research grant applications submitted to the Research Council/EU-Horizon, ID: 44494

1.0 Purpose

The purpose of this guideline is to ensure the fulfillment of criteria outlined by The Research Council of Norway and the European Commission, and should be included as documentation in applications submitted to the Research Council/EU-Horizon applications.

The requirements state that all research institutions and public entities that receive financial support from the Research Council (Horizon Europe calls) must have an action plan for gender equality (GEP/Gender Equality Plan). Since Ahus is a university hospital, this applies to our institution. The requirement applies to calls with an application deadline from 2022 onwards.

2.0 Scope

This guideline applies to all researchers and research candidates associated with Akershus University Hospital (Ahus).

3.0 Job Description

3.1 Responsibilities and Resources

Ahus has an overarching goal to foster a work environment that values diversity, promotes inclusion and equality and prevents discrimination against employees. Ahus should have employees with the right knowledge and competence, who communicate in a safe and secure way with patients, families and colleagues. In 2022, Ahus adopted a long-term plan for work with diversity, equity and migration health [Long-term Strategic Plan for Diversity, Equity and Migration Health](#)

All managers at Ahus are responsible for active follow-up in this area.

All employees are responsible for supporting and adhering to Ahus' goals and initiatives in this area, as well as complying with laws and regulations.

HR is responsible for HR systems, overall coordination, as well as individual follow-up for employees.

In addition, Ahus has a dedicated area for diversity, equity and migration health organized under the Department of Integrated Care and Health Promotion, with two dedicated full-time positions.

3.2 Action

3.2.1 Skill Development and Training

Ahus offers training for new hires, managers, interns and resident physicians. In addition, training is available in the form of seminars, in-house lectures, morning meetings etc. for all departments upon request.

These educational activities cover various topics within diversity, equity and migration health, including gender equality and equal rights regardless of background, language, culture, religion, beliefs & worldview, gender identity and sexuality, or functional ability. The responsibility for teaching lies within the Department of Integrated Care and Health Promotion.

3.2.2 Gender Equality in Research

Approximately 200 employees currently hold research positions at Ahus. These include PhD students/candidates, postdoctoral researchers, researchers, senior researchers and researchers without a doctorate affiliated with Ahus. In addition, roughly the same number of employees are engaged in various research activities as part of their position, but are employed in other job categories (doctors, nurses, psychologists, biomedical engineers and other support staff). Of the publishing researchers at Ahus in 2021, 182 were men, and 194 were women.

Ahus is actively working to ensure equal opportunities to hold leading positions in research and research projects. Ahus is also actively working to ensure that gender and other factors related to equity and equality are taken into account when conducting research, as well as when recruiting research participants.

3.2.3 Applicants for Research Funding

Employees preparing grant applications, particularly to The Research Council of Norway and the EU/ERC, must include:

- This guideline
- Refer to Ahus' Long-term Strategic Plan for Diversity, Equity and Migration Health and the associated action plan: [Long-term Strategic Plan for Diversity, Equity and Migration Health](#)
- Information from Ahus.no (in Norwegian): [Likeverd og mangfold - Akershus universitetssykehus HF \(ahus.no\)](#)

The purpose of this is to inform external collaborators and funding sources about what we are doing to promote gender equality and diversity, and prevent discrimination at Ahus.

3.2.4 Statistics and Reporting

Ahus reports statistics annually in the annual report ([årsberetningen](#)) which show the distribution between women and men in various job categories. This report also shows the distribution of personnel in regards to diversity, as well as how we can work to ensure that our staff is representative of our patient population. We present our Long-term Strategic Plan for Diversity, Equity and Migration Health annually with a status update for the hospital management.

4.0 Related Documents

- [Long-term Strategic Plan for Diversity, Equity and Migration Health](#)

- [Action Plan](#) (in Norwegian)
- [Ahus Development Plan 2040](#) (in Norwegian) (see section about research and innovation at Ahus, 2.7 and 6.5)

6.0 Basic information

Relevant legislation

- [Grunnloven § 98](#): “All people are equal under the law. No human being must be subject to unfair or disproportionate differential treatment.”
- [Act relating to equality and a prohibition against discrimination \(Equality and Anti-Discrimination Act\)](#) (Lov om likestilling og forbud mot diskriminering (likestillings- og diskrimineringsloven)
- [Section 185 of the Penal Code \(racism clause\)](#) (Lov om straff (straffeloven) - Kapittel 20. Vern av den offentlige ro, orden og sikkerhet)
- [Working Environment Act, Chapter 13](#): (Lov om arbeidsmiljø, arbeidstid og stillingsvern mv. (arbeidsmiljøloven), Vern mot diskriminering)

6.2. Definitions

Diversity and inclusion: diversity is about meeting people as they are, without discrimination. Here we refer to diversity in a broad sense. This includes linguistic and cultural diversity, gender and sexual diversity, and functional diversity*. Diversity should be acknowledged as a resource, and prioritized within the health system. Diversity in and of itself is not an end, but a means. If this hospital has a diverse group of employees, this can improve value creation, promote new ways of thinking and better equip us to provide equity in healthcare.

Inclusion is also part of the diversity concept, and is about giving individuals the opportunity to participate on equal terms in social communities, as well as equal opportunities to succeed and have real influence. This includes, among other things, universal design.

Equity: equity is about taking into account that people are different and have different needs. We can help ensure and achieve equity by adapting our systems, routines, and the way patients and staff interact. Health services are equitable when we provide the same quality of care and equally accessible services, which provide equal results for all.

Migration health: migration health is knowledge about how migration processes and migrant background can affect migrants' physical and mental health, as well as incidence of disease. This can also affect both access to, and quality of healthcare services.