

Action plan «Diversity and equal opportunities» of the University of Applied Science of the Grisons for the years 2021-2024: summary of the focus areas

Focus area A 'Organisational development: equal opportunities, diversity and inclusion as a resource'

The main objective of this focus area is to establish equal opportunities, diversity and equality as a theme at the University of Applied Sciences of the Grisons and in its processes. A broad understanding of diversity and equal opportunities should become a general principle of action, both at a management level and across the entire university culture. In order to competently support and accompany the university and its management in handling these developments and fulfilling this task, equal opportunities should be implemented as a governance area in the university in a targeted manner. The subject area as well as the Diversity specialist unit should be further developed in accordance with the new circumstances associated with an independent university of applied sciences, with the corresponding knowledge area and scope for action being reflected upon and adapted on an ongoing basis.

Focus area B 'Raising the awareness and expanding the skills of all university members in the area of equal opportunities and diversity'

Under this focus area, a field of action to promote understanding among all university members, as well as a further field of action aimed at establishing diversity issues as a management task, in combination with a diversity controlling process will bring about diversity mainstreaming within the organisation of the university of applied sciences. Targeted training and awareness-raising measures for management and teaching staff will not only foster a diversity-aware management culture, but rather also give rise to an inclusive and non-discriminatory culture in general among all members of the University of Applied Sciences of the Grisons.

Focus area C 'Diversity-promoting, inclusive framework conditions and offers for careers and study programmes'

Inclusive and diversity-promoting framework conditions allow for equal access to careers and higher education. They help in promoting diversity, thus allowing for more balanced mixed teams to be formed at all levels of the university of applied sciences. The fulfilment of the overall objective, which is stated in the strategic goals of the University of Applied Sciences of the Grisons, to fill at least 30% of management and lecturer positions at each management level by the respective minority, respectively to increase the proportion of women by 2026 will be supported significantly by the existence of inclusive and diversity-promoting framework conditions.

Action plan 2021-2024

The action plan sets out specific, evaluable measures for the years 2021-2024 that are to be implemented on a centralised and decentralised basis at the university together with internal and external partners.

The action plan has been developed by the Diversity specialist unit of the University of Applied Sciences of the Grisons. Further information on equal opportunities and diversity at the University of Applied Sciences of the Grisons can be found at www.fhgr.ch/diversity.