

## Overall Policy for Equality and Diversity

1. We provide high quality, tailored, and equitable healthcare services to all patients regardless of age, gender, gender expression, sexual orientation, place of residence, socio-economic conditions, language, ethnic background, beliefs, health literacy, and functional ability.
2. We systematically work to prevent racism and discrimination and address unwanted incidents. This applies whether discrimination affects patients, relatives, or employees.
3. Our staff are treated with equality and reflect the diversity of the population. We recognize and leverage the strengths found in this diversity.

## Action plan

Objective/focus area	Action
1.The management system ensures systematic work on equality and diversity	1.1 Ensure that equality and diversity are a separate topic in the risk profile reviewed in the leadership review (LGG).
	1.2 Specify in the relevant EK procedure how the hospital handles discrimination, racism, and sexual harassment.
	1.3 Reporting of gender-segregated data, including salary ratios, for all job categories as part of the board's annual report. To be carried out in even-numbered years.
	1.4 Assess the use of involuntary part-time work. To be carried out in even-numbered years, and the figures are reported as part of the board's annual report.

	1.5 Identify/ investigate the need to establish a deviation category in Synergi related to discrimination and racism to ensure compliance with routines, procedures, and legislation.
2. Employees have relevant competence in equality and diversity in their work.	2.1 Develop a competency plan in diversity, equality, and migration health that is shared with VID and Omsorg. Ensure that the topic is covered in the basic HSE course for managers and safety representatives
	2.2 2 Introduce Gender Equality and Diversity, including diversity management, as a recurring theme in leadership training. Investigate the possibility of collaborating with Omsorg and VID in this area
	2.3 Organize a workshop with the Equality and Discrimination ombudsman for managers and possibly safety representatives in collaboration with the other institutions in Diakonhjemmet
	2.4 Explore the possibility of discrimination reporting against our employees to the police.
3 Highlight the hospital's attitude towards equality and diversity	3.1 Communicate the policy on a poster that also conveys that patients will meet diversity among our employees.
	3.2 Publish the policy and action plan on the intranet and internet.
	3.3 Establish more inclusive entrances to the hospital, such as welcoming signs in multiple languages.
	3.4 The hospital participates in national and international awareness days in collaboration with the Foundation to highlight support for diversity.

	3.5 Increase the use of illustrations that reflect the hospital's diversity (brochures, informational materials, websites, social media, e-learning, etc.).
4 Equitable health services.	4.1 Make the offer of “conversation partner services” known in the organization and finalize the EK procedure for spiritual and existential needs
	4.2 Strengthen information on the website about how to file a complaint if patients experience discrimination and consider the possibility of displaying that information elsewhere in the hospital.
	4.3 Employees in department of Communication take e-learning courses in Plain Language (The Golden Pen).
	4.4 Encourage other employees, especially those responsible for developing patient information, to participate in e-learning courses in Plain Language (The Golden Pen).
	4.5 Clarify which staff department should participate in NONEMI.
	4.6 Pilot the use of the digital translation tool “Care to Translate Clinic”.
	4.7 Advocate for inclusive (non-discriminatory) language in the hospital. Investigate the possibility of using "Lists of Inclusive Language" from Ahus. Make it known through training opportunities and use communication channels such as intranet and the competence portal.
	4.8 Conduct internal audit of the system for the use of interpreting services.
5 The hospital has diversity among its employees, and these resources are utilized.	5.1 Recruit individuals outside the labor market through the cooperation agreement between the hospital and NAV.

	5.2 Facilitate all managers to take the e-learning course on inclusive recruitment.
	5.3 Investigate the possibility of more systematic use of employees' language skills (not as interpreters).