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In this paper I will focus on 3 main strategies in monitoring diversity in Higher Education Institutions.

3 strategies to monitor diversity in Higher Education Institutions.

1. Individual conversation with each student twice their first year focusing on their; abilities, goals, challenges, study and different learning strategies.

I have for many years had these conversations with the nursing students. This strategy enables to quickly get to know the students special needs in the study. I will in my presentation give examples from the topics and the students' experience. This might be useful in developing further relevant recruiting strategy.

2. Language and communication skills – a developmental project started in 2009. Experiences from the last 10 years show that many nursing students have difficulties with the complexity of interaction and their language proficiency. This is of special concern to second language students.

Research at Oslo University College shows that non-native students tend to take on the role of non-participants.

My central thesis is that learning is enhanced by participation in the learning environment. An enabling environment provides the possibility for all students regardless of gender, social, ethnic or linguistic background, to learn, develop and succeed as students and future professionals.

This project has been carried out for 2 years. The program will be presented. It consists of 5 different modules.

“Without this I would not know how to improve my Norwegian communication skills.” (Student)

This project has been evaluated and these results will also be offered.

The minority students' progress in the program of study has increased.

3. Staff involvement.

Every staff member does these conversations of study with their students early when the students start in the first semester. They tell their students to join the program that helps students progress in their study. Still it is much more work to do involving the staff. Everyone must take the responsibility of helping heterogeneity students. This may ease the recruiting strategies and measures. Data will be presented.