



Ministry of Culture and Equality

Action plan

Action plan to combat harassment and discrimination of the Sami 2025-2030

Action plan to combat harassment and discrimination of the Sami 2025-2030



Contents

Preface	6
Measures	8
1 Introduction	10
Enhanced efforts to combat racism and discrimination: the government's priority areas.....	10
2 Background	12
The Sami in Norway	12
Assimilation policy.....	12
3 Challenges	14
Lack of knowledge and competence	14
Public attitudes to the Sami	15
Discrimination and harassment	15
Regional differences.....	16
Media coverage and hate speech online.....	16
Sami people with multiple minority identities	16
Consequences of racism, discrimination and harassment.....	17
4 Strengthening the Sami identity	18
Culture, sports and the voluntary sector	18
International cooperation	19
Priority area 1: Dialogue and a well-functioning democracy	20
Priority area 2: Knowledge and competence	23
Priority area 3: Safety and security.....	27
Bibliography	29

Preface

The Norwegian government's aim is to create an inclusive and diverse society that is safe and welcoming for all. We are now presenting the first national action plan to combat harassment and discrimination of the Sami, with 32 measures aimed at preventing and combating such harassment and discrimination.

The circumstances surrounding the preservation of Sami languages, culture and society have improved over time. Public insight and awareness of the presence of the Sami have grown. Sami kindergartens and Sami language lessons in schools play a key role in strengthening the Sami languages and identity. Sami festivals and art, and the establishment of Sami collaborations have boosted the Sami languages, culture and society.

However, we know that the injustices of the past have left deep scars. The Truth and Reconciliation Commission reviewed the Norwegian government's policies aimed at Sami people, Kvens/Norwegian Finns and Forest Finns, and examined the repercussions of the assimilation policy to 'Norwegianise' these minority groups. On 7 October 1997, King Harald apologised on behalf of the Norwegian state for the assimilation policy. The Storting (Norwegian parliament) apologised on 12 November 2024 for the injustices that the policy entailed for these groups.

Surveys show how negative attitudes among the majority population can persist even after the official policy has changed. Harassment

and discrimination of Sami people continue to be a major societal issue and have negative consequences for those directly involved and for society as a whole. Sami people can become fearful of expressing themselves, revealing their Sami identity or being in public spaces. At a societal level, harassment and discrimination can serve to maintain and reinforce prejudices, as well as legitimise persecution.

This is not the kind of society we want in Norway. We have a shared responsibility to ensure that all Sami people feel safe and included.

The *Action plan to combat harassment and discrimination of the Sami* is also part of the government's broader approach to strengthening and renewing the efforts to combat racism, harassment and discrimination based on ethnicity and religion. The focus of the overall approach is on three key areas: 1) Dialogue and a well-functioning democracy, 2) Knowledge and competence, and 3) Safety and security.

The government would like to extend its thanks to everyone who provided input for this action plan. Special thanks go to the Sami Parliament in Norway (the Sámediggi) and the various Sami communities who shared valuable experiences and knowledge with us. These contributions have been important in developing effective measures.



On behalf of the Norwegian government,

Jonas Gahr Støre
Prime Minister

Lubna Jaffery
Minister of Culture and Equality

Erling Sande
Minister of Local Government and
Regional Development

Kari Nessa Nordtun
Minister of Education

Emilie Enger Mehl
Minister of Justice and Public
Security

Jan Christian Vestre
Minister of Health and Care
Services

Tonje Brenna
Minister of Labour and Social
Inclusion

Geir Pollestad
Minister of Agriculture and Food

Kjersti Toppe
Minister of Children and Families

Terje Aasland
Minister of Energy

Oddmund Hoel
Minister of Research and Higher
Education

Espen Barth Eide
Minister of Foreign Affairs

Bjørn Arild Gram
Minister of Defence

Tromsø, 14 January 2025

Measures

Priority area 1: Dialogue and a well-functioning democracy

- 1 Establish a collaborative forum to combat harassment and discrimination of the Sami
- 2 Work with the Sami Parliament and the Sami Student Forum to ensure participation
- 3 Strengthen the grant scheme to combat racism, discrimination and hate speech
- 4 Increase funding for the No hate speech movement Norway (*Stopp hatprat*)
- 5 Adapt the Family Conference Group model to Sami families
- 6 Strengthen resilience against disinformation
- 7 Facilitate open and informed discourse

Priority area 2: Knowledge and competence

- 8 Pilot a dedicated guidance service in North Norway
- 9 Acquire knowledge on the impact of racism, discrimination and hate speech on social participation
- 10 Conduct a new survey on public attitudes to Sami people
- 11 Increase competence in municipal authorities on harassment and discrimination of Sami people
- 12 Spread information about the e-learning course on equality, inclusion and diversity
- 13 Spread knowledge about the Sami and national minorities
- 14 Support the development of safe and good kindergarten and school environments and prevent discriminatory practices
- 15 Develop support resources for working with Sami content in kindergartens and schools
- 16 Strengthen democracy education, critical thinking and pupil participation

- | | |
|----|-------------------------------------------------------------------------------------------------------------------|
| 17 | Introduce a new comprehensive system for competence and career development for staff in kindergartens and schools |
| 18 | Grants for local competence development for kindergartens and primary/lower secondary schools |
| 19 | Evaluate Dembra |
| 20 | Support peace and human rights centres |
| 21 | Further develop ung.no |
| 22 | Facilitate diversity training for managers in health and care services |
| 23 | NAV to make the North Sami phone service permanent |
| 24 | North Sami as a working language – the NAV Ávjovárri host collaboration between Kautokeino and Karasjok |
| 25 | Strengthen knowledge about gender and sexual diversity in Sami communities |

Priority area 3: Safety and security

- | | |
|----|--------------------------------------------------------------------------------------------------------------|
| 26 | Conduct a survey on harassment and threats aimed at Sami politicians |
| 27 | Update the guide on hate speech, harassment and threats against politicians |
| 28 | Increase the police force's knowledge and understanding of Sami languages and culture |
| 29 | Raise awareness and strengthen competence in the police force in relation to hate crimes against Sami people |
| 30 | Collect data and analyse reported hate crimes against Sami people |
| 31 | Facilitate information and communication in Sami languages within the police force |
| 32 | Strengthen the dialogue between the police and Sami communities |

Introduction

Through the Action plan to combat harassment and discrimination of the Sami 2025–2030, the Norwegian government aims to strengthen the efforts to combat discrimination and racism against the Sami people. This is the first national action plan aimed at this work.

Enhanced efforts to combat racism and discrimination: the government's priority areas

The government's goal is to intensify and renew efforts to combat racism, harassment and discrimination based on ethnicity and religion, with a view to ensuring that everyone feels safe and has equal opportunities regardless of their background. We aim to ensure a well-functioning democracy built on mutual respect. We will continue our efforts to build knowledge and competence within racism and discrimination across various spheres of society. Everyone has the right to express themselves, and no one should be subjected to harassment because of their ethnicity or religion. Our efforts will allow us to further strengthen our society and uphold the values we hold dear: trust, equality and democracy. Everyone has a responsibility

to combat racism and discrimination of the Sami, as well as all other forms of racism and discrimination.

This action plan should be viewed in conjunction with the *Action plan on racism and discrimination – New initiatives 2024–2027*, the *Action plan against antisemitism 2025–2030*, and the *Action plan to combat Anti-Muslim racism 2025–2030*, which were launched in November 2023, November 2024 and December 2024, respectively.

Building on these goals, the government has established three common priority areas for the action plans to address antisemitism, anti-Muslim racism, as well as harassment and discrimination of the Sami:

1. Dialogue and a well-functioning democracy
2. Knowledge and competence
3. Safety and security

The measures in the action plan are grouped into these priority areas.

The intention is for the action plan to be dynamic. Existing measures may be adjusted and new ones added, including through follow-up of the Storting's resolution based on the Truth and Reconciliation Commission's report. The measures will be implemented within the budgetary frameworks of the relevant government ministries.

The work on the action plan

The Sami Parliament's action plan to combat harassment of the Sami 2022–2025 was launched in May 2022. One of the measures in the action plan was to call for a *national* action plan to combat harassment of the Sami.¹

The aim of this action plan is to prevent and combat harassment and discrimination of the Sami. Collaboration across ministries has been essential to ensure that the action plan reflects a unified national and coordinated effort.

We have worked closely with the Sami Parliament in order to obtain expert assistance and input, and to ensure that the action plan is well-grounded in the Sami community. The Norwegian government has held three open meetings to obtain input: in Oslo, Drag and Kautokeino. Meetings have also been held with central organisations and stakeholders, including a debate meeting in Tromsø and meetings in Røros. It was also possible to submit written input, and we received contributions from approximately 40 different stakeholders.

To strengthen the knowledge base, the Norwegian Institute of Public Health conducted a rapid systematic review of existing research on harassment and discrimination of Sami people in Norway, Sweden and Finland over the past ten years.² The report from the Truth and Reconciliation Commission has also been an important source of knowledge.

Racism, discrimination and hate speech/harassment

The Equality and Anti-Discrimination Act defines 'discrimination' as treating a person less favourably than others based on one or more personal characteristics. Ostensibly neutral acts that result in someone being treated less favourably than others on the basis of, for example, their religious affiliation are also considered discrimination.³

There is no universally accepted definition of the term racism. The Penal Code's provisions on hate speech and hate crimes cover racially aggravated speech and acts, but beyond this, racism is not defined in Norwegian law. In various understandings of racism, the assumption is that individuals can be reduced to a group identity, for example, ethnicity, skin colour, culture or religion, and that such characteristics are unequivocal and immutable.⁴

Hate speech is defined in section 185 of the Penal Code as threatening or insulting behaviour, or promoting hate, persecution or contempt towards someone based on their skin colour or national or ethnic origin, religion or beliefs, sexual orientation, gender identity, gender expression or disability.

The terms 'hate speech' and 'harassment' are often defined more broadly than provided for in the Penal Code. Hate speech/harassment refers to speech that is stigmatising, degrading or threatening and is directed at an individual or a group based on characteristics of the group as a whole (such as Sami origin).⁵

¹ The Sami Parliament, 2022.

² Norwegian Institute of Public Health, 2024.

³ Equality and Anti-Discrimination Act, section 8, cf. section 6.

⁴ Skorgen et al., 2023.

⁵ Norwegian Human Rights Institution, 2022.

2

Background

The Sami are an indigenous people with traditional settlement areas in Norway, Sweden, Finland and Russia.

The Sami in Norway

Estimates of the Sami people range from 50,000 to 80,000, depending on the criteria applied.⁶ The majority live in Norway, and the Sami is spread across the entire country. In 2023, 23,488 people were registered in the Sami Parliament's electoral roll, but many Sami are not registered.⁷

Norway was the first country in the world to ratify the ILO's Indigenous and Tribal Peoples Convention, which grants the Sami the right to preserve and further develop their culture, and imposes an obligation on the authorities to implement measures to support this work.⁸ In 2023, the Storting enshrined the Sami's status

as an indigenous people in the Norwegian Constitution, based on the notion that 'the state of Norway is built on the territory of both Sami and Norwegians'.⁹

Assimilation policy

From the mid-19th century until the late 1970s, Sami people in Norway were subjected to an assimilation policy aimed at integrating the Sami into Norwegian society. This policy required the Sami to give up their language, religion and other aspects of their culture. Many Sami bear the legacy of past treatment as part of their identity.¹⁰

⁶ Norwegian Directorate for Children, Youth and Family Affairs, n.d.

⁷ The Sami Parliament, n.d.

⁸ ILO Convention no. 169 (1989).

⁹ Hoelseth, 2023.

¹⁰ Norwegian Institute of Public Health, 2024; Document 19 (2022–2023).

The Truth and Reconciliation Commission

The Truth and Reconciliation Commission was appointed by the Storting in June 2018 to investigate the assimilation policy and injustices against the Sami, Kvens/Norwegian Finns and Forest Finns.¹¹ The Commission delivered its report on 1 June 2023, *Document 19 (2022-2023) Truth and Reconciliation – the basis for addressing the assimilation policy and injustices against the Sami, Kvens/Norwegian Finns and Forest Finns*.

The Commission points out that although the assimilation policy has been revoked, many of the patterns of behaviour, attitudes and social structures that the policy contributed to are still in evidence. The Commission has uncovered ongoing injustices, particularly in the form of discrimination and the lack of recognition of the Sami, Kvens/Norwegian Finns and Forest Finns in Norway.¹²

The Truth and Reconciliation Commission's report was discussed in the Storting on 12 November 2024, and the following resolution was passed: 'The Storting wishes to express its deepest regret for the abuses that the assimilation policy has entailed for the Sami, Kvens/Norwegian Finns and Forest Finns. The Storting hereby apologises for its previous active role in the assimilation policy and acknowledges responsibility for the consequences of this policy for groups and individuals'.¹³

¹¹ Recommendation no. 408 to the Storting (2017-2018).

¹² Document 19 (2022-2023), p. 42.

¹³ Recommendation no. 30 to the Storting (2024-2025) Resolution 15.

Challenges

Anti-Sami harassment and discrimination is a major societal problem. Many Sami bear the legacy of past treatment as part of their identity, and many still experience prejudice, harassment and discrimination from the majority population and within Sami communities.

Lack of knowledge and competence

The consequence of several hundred years of the assimilation policy is that the Norwegian majority population has little knowledge of the Sami, Kvens/Norwegian Finns and Forest Finns.

Input from the Sami University of Applied Sciences

Lack of knowledge about the Sami languages, culture and living conditions can lead to prejudice and discrimination.¹⁴ A survey of public attitudes conducted by the Norwegian Human Rights Institution (NIM) in 2022 shows that approximately 30 per cent of the population has little or no knowledge about the Sami, and 49 per cent report that they learned little or nothing about the Sami at school.¹⁵

¹⁴ Norwegian Institute of Public Health, 2024.

¹⁵ Norwegian Human Rights Institution, 2022.

Kindergartens and schools are important for strengthening knowledge about the Sami culture. A study of the experiences of Sami Pathfinders (*samiske veivisere*) found that the Pathfinders identified a clear correlation between knowledge levels of pupils and teachers and discriminatory or disparaging behaviour. The Pathfinders found the interaction to be better with pupils and teachers who were familiar with the Sami culture.¹⁶

Public attitudes to the Sami

We must not tolerate Sami people being subjected to harassment, hate speech, bullying or discrimination. We must stand up for each other and speak out if we witness this type of behaviour. But it is not easy. We must therefore cultivate a culture of support and acceptance for exactly that.

Input from Røros local authority

Sami people still face prejudice and negative attitudes from the majority population. In NIM's survey, 64 per cent of respondents said they have a positive impression of Sami people, while 3 per cent have a negative impression. Thirty per cent have neither a positive nor a negative impression.¹⁷ A report from Amnesty International shows that the most prevalent negative stereotype of Sami in Facebook comments is that they hinder progress and modern development. This is particularly related to the Fosen case.¹⁸

Discrimination and harassment

The incidence of discrimination, bullying, violence and threats aimed at Sami people is higher compared to the general population.¹⁹ In a survey of Sami people aged 16-31, 41 per cent reported experiencing discrimination *several times a year*, and 26 per cent had encountered discrimination *once*. About half of the respondents stated that the discrimination was related to their ethnicity.²⁰

Harassment and discrimination take many forms, ranging from casual remarks and verbal insults to threats, violence and serious hate crimes.²¹ The Truth and Reconciliation Commission points out in its report that this is a *large-scale problem*. One or two hurtful comments can be dealt with, but the sheer volume is overwhelming.²²

samehets.no

In April 2024, the Sami Parliament launched the website samehets.no in collaboration with the National Police Directorate. Hate speech aimed at Sami people is a criminal offence. The guide explains how to contact the police, file a report, and tip off the police if you witness Sami people being subjected to hate speech.

¹⁶ Walsh-Knarvik, 2023.

¹⁷ Norwegian Human Rights Institution, 2022.

¹⁸ Analysis & Numbers, 2023.

¹⁹ Norwegian Institute of Public Health, 2024.

²⁰ Hansen & Skaar, 2021.

²¹ Norwegian Institute of Public Health, 2024.

²² Document 19 (2022-2023).

Regional differences

The further north you go, the more harassment there is. In the north, the problem is not just pure ignorance that can be quickly corrected; the harassers have a bias, they have formed an image of Sami people and choose to use it against them.

Input from the Sami Parliament's Youth Council

During the development of the action plan, significant regional variations were identified in Sami people's experiences with harassment and discrimination. Many reported that it feels safer to wear traditional Sami clothing in the evening in Oslo than in Tromsø, and that the harassment increases the further north you go. People with strong Sami ties, especially reindeer herders, report widespread discrimination both from the majority population and within Sami communities.²³

Media coverage and hate speech online

Much of the harassment occurs on social media. In NIM's survey, 15 per cent of respondents had observed hate speech/harassment aimed at Sami people, and about half of them observed this on the internet and in social media. The comments are often related to development projects in wind power and mining, as well as the rights to common land and grazing areas.²⁴

A report from Amnesty International shows that comments characterised by negative attitudes and stereotypes increased by almost 10 per cent as a direct result of discussions about the Fosen case, and that one in four comments about Sami people on Facebook are negative.²⁵

Sami people with multiple minority identities

Belonging to multiple minorities can present particular challenges and lead to complex or dual discrimination.²⁶ Sami people who are part of a sexual minority may feel marginalised within the Sami community. Being queer is now more acceptable in Sami communities, partly due to the rise in queer Sami role models and events like Sápmi Pride.²⁷

People with disabilities may encounter challenges, including limited access to health assessments in a Sami language and a lack of culturally adapted assistive devices. This can create barriers to accessing healthcare services and other necessary support, further marginalising the group.²⁸

²³ Norwegian Institute of Public Health, 2024.

²⁴ Norwegian Human Rights Institution, 2022.

²⁵ Analysis & Numbers, 2023.

²⁶ Fladmoe et al., 2019.

²⁷ Stubberud et al., 2018; Løvold, 2015; Hansen & Skaar, 2021.

²⁸ Olsén et al., 2018.



Photo: AdobeStock

Consequences of racism, discrimination and harassment

Harassment and discrimination can have major consequences. Sami people who have been subjected to discrimination report more health problems than those who have not experienced discrimination.²⁹ Lack of trust in public institutions can be passed down to new generations, leading to younger Sami also having little trust in the authorities.³⁰

Hate speech aimed at the Sami population can create insecurity and lead to *hate speech fatigue*.³¹ If certain voices and perspectives are systematically excluded, it undermines freedom of expression and open and informed public discourse.³²

²⁹ Norwegian Institute of Public Health, 2024.

³⁰ Midtbøen & Lidén, 2015; Document 19 (2022-2023); Wollscheid et al., 2021.

³¹ Document 19 (2022-2023), p. 620.

³² Official Norwegian Report NOU 2022: 9, p. 188.

4

Strengthening the Sami identity

Sami meeting places such as festivals, sports events and Nordic forums help strengthen the Sami identity.

Culture, sports and the voluntary sector

The culture, sports and voluntary sector promotes cooperation and tolerance, while also providing valuable life skills and experiences. Participation in culture, sports and voluntary work also helps strengthen the Sami identity and can serve as a protective barrier to discrimination.

Sports provide Sami communities with the opportunity to pass on knowledge and skills to new generations and help promote the Sami languages. Sami cultural heritage, art and language play a role in shaping identity. Sami cultural institutions, such as museums and theatres, along with Sami festivals and cultural events, represent safe arenas and meeting places that promote quality of life and well-being.



Čoarvemátta. Photo: Ministry of Culture and Equality

International cooperation

The authorities in Finland, Sweden and Norway have been working together on Sami issues since 1964, when the Nordic cooperative body for Sami and reindeer husbandry matters was established. The Sami Parliament presidents and the ministers responsible for Sami affairs in Finland, Sweden and Norway have been meeting regularly since 2000, and the Sami Parliaments in Finland, Sweden and Norway have formed a joint cooperative body, the Sami Parliamentary Council.

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the UN General Assembly in 2007, with strong support from the Norwegian authorities and the Sami Parliament. In recent years, efforts have been underway to strengthen the participation of indigenous peoples in the UN, so that indigenous representative institutions can be accredited on an independent basis and given access to forums where issues affecting them are addressed. The Norwegian authorities have actively participated in the discussions and support enhanced participation.



5

Priority area 1:

Dialogue and a well-functioning democracy

Shared meeting places help counter prejudice and foster mutual trust and respect. The government is implementing several measures to strengthen dialogue and cultural understanding, and to combat harassment and discrimination of the Sami.

MEASURE 1:

Establish a collaborative forum to combat harassment and discrimination of the Sami

In collaboration with the Sami Parliament, the Norwegian government will establish a forum for the exchange of experiences and cooperation between various stakeholders working to combat harassment and discrimination of the Sami.

Ministry of Culture and Equality

MEASURE 2:

Work with the Sami Parliament and the Sami Student Forum to ensure participation

The government will facilitate the Sami Student Forum's participation in the development of policies that are particularly important for Sami children.

All ministries



Photo: The Sami Parliament

MEASURE 3:

Strengthen the grant scheme to combat racism, discrimination and hate speech

The government will increase the grant allocation for efforts aimed at counteracting racism, discrimination and hate speech.

Ministry of Culture and Equality

MEASURE 4:

Increase funding for the No hate speech movement Norway (Stopp hatprat)

The government will increase the operating funding for the No hate speech movement Norway. This movement provides young people with the tools and knowledge to stand up to hate speech and human rights violations online.

Ministry of Culture and Equality

MEASURE 5:

Adapt the Family Conference Group model to Sami families

The Directorate for Children, Youth and Family Affairs (Bufdir) shall work to ensure that the Family Conference Group model is adapted to Sami families.

Ministry of Children and Families

MEASURE 6:

Strengthen resilience against disinformation

The government will launch a strategy to strengthen resilience against disinformation. The strategy is part of the follow-up of the Freedom of Expression Commission's report.

Ministry of Culture and Equality

MEASURE 7:

Facilitate open and informed discourse

The government will present a strategy for open and informed discourse. The conditions and opportunities for minorities to participate will be an important topic.

Ministry of Culture and Equality



Photo: The Sami Parliament

Priority area 2:

Knowledge and competence

Many have simplified and stereotypical notions about Sami people. The government is implementing several measures to strengthen knowledge and competence within Sami culture, as well as harassment and discrimination of Sami people.

MEASURE 8:

Pilot a dedicated guidance service in North Norway

The government will start a pilot project to establish a branch of the Equality and Anti-Discrimination Ombud in Northern Norway with specific expertise in Sami languages and issues.

Ministry of Culture and Equality

MEASURE 9:

Acquire knowledge on the impact of racism, discrimination and hate speech on social participation

The government will acquire knowledge on how and to what extent racism and discrimination take place and impact on perceptions and participation in different social arenas.

Ministry of Culture and Equality

MEASURE 10:

Conduct a new survey on public attitudes to Sami people

The government will conduct regular surveys to gauge public attitudes to the Sami.

Ministry of Culture and Equality

MEASURE 11:

Increase competence in municipal authorities on harassment and discrimination of Sami people

The government will increase the competence of municipal authorities on how they can work to combat harassment and discrimination of Sami people. In collaboration with the Sami Parliament, Bufdir will hold a regional event to enhance competence and facilitate the sharing of experiences between local authorities and civil society.

Ministry of Culture and Equality

MEASURE 12:

Spread information about the e-learning course on equality, inclusion and diversity

Bufdir will spread information about the e-learning course for efforts in equality, diversity and human rights in local authorities and other public organisations. The course covers prejudices against people with a Sami background.

Ministry of Culture and Equality

MEASURE 13:

Spread knowledge about the Sami and national minorities

The government will raise awareness about the e-learning course about the Sami and the national minorities in Norway (Kvens/ Norwegian Finns, Forest Finns, Romani people/Taters, Roma and Jews). Ministries and directorates will increase their uptake of the course.

Ministry of Local Government and Regional Development

MEASURE 14:

Support the development of safe and good kindergarten and school environments and prevent discriminatory practices

The government will follow up measures for safe and good school environments from the white paper on improving learning, motivation and well-being for pupils in Years 5 to 10 (Meld. St. 34 (2023–2024) En mer praktisk skole – Bedre læring, motivasjon og trivsel på 5.–10. trinn). A new strategy will be developed for a safe and good kindergarten and school environment, addressing the challenges that are particular to the Sami, and will consider new measures.

Ministry of Education and Research

MEASURE 15:

Develop support resources for working with Sami content in kindergartens and schools

The Norwegian Directorate for Education and Training (Udir) is developing information and support resources for Sami languages and culture in kindergartens, out-of-hours school care (SFO) and schools. Udir is also working to highlight Sami languages and culture in the support resources for the kindergarten curriculum and teaching materials.

Ministry of Education and Research

MEASURE 16:

Strengthen democracy education, critical thinking and pupil participation

The government will strengthen democracy education by supporting the work of schools on curriculums and the interdisciplinary topic of democracy and citizenship.

Ministry of Education and Research

MEASURE 17:

Introduce a new comprehensive system for competence and career development for staff in kindergartens and schools

The government will introduce a new comprehensive system for competence and career development for staff in kindergartens and schools in 2025 and 2026. The Sami perspective will be incorporated into the system.

Ministry of Education and Research

MEASURE 18:

Grants for local competence development for kindergartens and primary/lower secondary schools

The goal of the grant scheme is to improve standards through collective competence development for staff in kindergartens and schools. A separate national forum for Sami languages and culture will be established within the current competence framework.

Ministry of Education and Research

MEASURE 19:

Evaluate Dembra

An evaluation of the programme Democratic Preparedness Against Antisemitism and Racism (Dembra) will be initiated in 2025 and is expected to be completed in 2027.

Ministry of Education and Research

MEASURE 20:

Support peace and human rights centres

The seven peace and human rights centres receive grants to develop and provide education for pupils on topics such as democracy and citizenship, racism, discrimination and hate speech. Several of the centres have a focus on discrimination and hate speech aimed at Sami people and culture.

Ministry of Education and Research

MEASURE 21:

Further develop ung.no

Bufdir will identify information needs, services and self-help tools that are particularly relevant for Sami youth. These will also be made available on the ung.no website in relation to the information and service provision for Sami youth.

Bufdir will also consider establishing a specialist Sami group that can advise ung.no on the needs of Sami youth.

Ministry of Children and Families

MEASURE 22:

Facilitate diversity training for managers in health and care services

The government will commission the Directorate of Health to assess measures aimed at increasing the competence of managers in the health and care services in respect of diversity, discrimination and harassment.

Ministry of Health and Care Services

MEASURE 23:

NAV to make the North Sami phone service permanent

In the spring of 2024, NAV (the Norwegian Labour and Welfare Administration) conducted a pilot project in which North Sami speakers throughout Norway could call a dedicated phone number to receive guidance from NAV in their native language. The Sami phone service was made permanent in the spring of 2024.

Ministry of Labour and Social Inclusion

MEASURE 24:

North Sami as a working language – the NAV Ávjovárri host collaboration between Kautokeino and Karasjok

NAV Ávjovárri is a host collaboration between Kautokeino and Karasjok, where North Sami is the working language. In the collaboration, NAV Kautokeino-Karasjok is organised as one office but with two locations. One of the goals is to enhance the standard of case processing for users, ensuring that services and work-related activities align with their needs.

Ministry of Labour and Social Inclusion



Photo: AdobeStock

MEASURE 25:

Strengthen knowledge about gender and sexual diversity in Sami communities

The government will strengthen knowledge about gender and sexual diversity in Sami communities in order to support sector authorities and service providers in their efforts aimed at equality for queer people with a Sami background.

Ministry of Culture and Equality

Priority area 3:

Safety and security

Everyone in Norway should have the opportunity to feel safe and secure, regardless of their background. Everyone has a right to express themselves, but no one should be harassed because of their ethnicity or religion.

MEASURE 26:

Conduct a survey on harassment and threats aimed at Sami politicians

The government has commissioned the Norwegian Police University College to conduct a survey on harassment and threats aimed at Sami politicians. The survey will be conducted in South Sami, North Sami and Lule Sami.

Ministry of Culture and Equality

MEASURE 27:

Update the guide on hate speech, harassment and threats against politicians

Based on the results of the survey by the Norwegian Police University College, the government will update the guide on the prevention and management of hate speech, harassment and threats against politicians and political candidates.

Ministry of Local Government and Regional Development

MEASURE 28:

Increase the police force's knowledge and understanding of Sami languages and culture

Police force staff should have basic knowledge of Sami culture, history and rights. There is a need to boost the recruitment of professionals with expertise in Sami languages and culture in positions that require police training and other positions.

Ministry of Justice and Public Security

MEASURE 29:

Raise awareness and strengthen competence in the police force in relation to hate crimes against Sami people

The police force should possess competence and knowledge about hate crimes in all police districts. The National Competence Centre on Hate Crime was established in 2021 and strengthened in 2024. The centre will help enhance police districts' expertise and can provide guidance in specific cases. Its remit includes a focus on hate crimes against Sami people.

Ministry of Justice and Public Security

MEASURE 30:

Collect data and analyse reported hate crimes against Sami people

All police districts shall collect data on hate speech and hate crimes against Sami people and report annually to the National Competence Centre on Hate Crime, for publication in the hate crime report. The National Competence Centre on Hate Crime will conduct an in-depth analysis of reported hate crimes against Sami people.

Ministry of Justice and Public Security

MEASURE 31:

Facilitate information and communication in Sami languages within the police force

The police shall facilitate information and communication in various languages in their public-facing work. Vital information published on the police website and other channels should be available in multiple languages. Efforts will be made to ensure that the police force's national governing documents are translated into Sami languages, and that more information is available on the police website in Sami languages.

Ministry of Justice and Public Security

MEASURE 32:

Strengthen the dialogue between the police and Sami communities

The police shall strengthen the dialogue with various Sami communities, both at national and district level, to ensure legal protection and that Sami perspectives are considered in the development of police services.

Ministry of Justice and Public Security



Bibliography

- Analysis & Numbers. (2023). *Negative holdninger og stereotypier om samer på Facebook*. Amnesty International Norge. <https://amnesty.no/netthets-mot-samer>
- Document 19 (2022–2023). *Sannhet og forsoning – grunnlag for et oppgjør med fornorskingspolitikk og urett mot samer, kvener/norskfinner og skogfinner*. The Truth and Reconciliation Commission. <https://www.stortinget.no/globalassets/pdf/dokumentserien/2022-2023/dok19-202223.pdf>
- Equality and Anti-Discrimination Act (2017) (LOV-2017-06-16-51). [Act relating to equality and a prohibition against discrimination \(Equality and Anti-Discrimination Act\)](#) - Lovdata
- Fladmoe, A., Nadim, M. & Birkvad, S. R. (2019). *Erfaringer med hatytringer og hets blant LHBT-personer, andre minoritetsgrupper og den øvrige befolkningen* (Report 2019:4). Norwegian Institute for Social Research. <http://hdl.handle.net/11250/2584665>
- Hansen, K. L. & Skaar, S. W. (2021). *Unge samers psykiske helse. En kvalitativ og kvantitativ studie av unge samers psykososiale helse*. UiT Norges arktiske universitet. https://uit.no/Content/721559/cache=20210403160302/Miha_Unge_samer_rapport_digital.pdf
- Hoelseth, D. T. (2023, 16. May). *Endring i Grunnloven § 108 (samene som urfolk)*. Lovdata. [https://lovdata.no/artikkel/endring_i_grunnloven_%C2%A7_108_\(samene_som_urfolk\)/4404](https://lovdata.no/artikkel/endring_i_grunnloven_%C2%A7_108_(samene_som_urfolk)/4404)
- ILO-convention no. 169. (1989). Convention concerning Indigenous and Tribal Peoples in Independent Countries [Konvensjon om urbefolkninger og stammefolk i selvstendige stater ILO nr. 169](#) - Lovdata
- Løvold, A. H. H. (2015). *The silence in Sápmi – and the queer Sami breaking it* [Master thesis, UiT The Arctic University of Norway]. UiT Munin. <https://munin.uit.no/handle/10037/7063>
- Midtbøen, A. H. & Lidén, H. (2015). *Diskriminering av samer, nasjonale minoriteter og innvandrere i Norge. En kunnskapsgjennomgang* (Report 2015:01). Norwegian Institute for Social Research. <http://hdl.handle.net/11250/2440432>
- Norwegian Directorate for Children, Youth and Family Affairs (n.d.). *Samisk kultur, historie og befolkning*. <https://www.bufdir.no/nasak/samisk-kultur-historie-og-befolkning/>
- Norwegian Institute of Public Health (2024). *Harassment and discrimination of the Sami people*. Authors: Johansen, T. B., Borge, T. C., Klem, H. E., Hval, G. & Hestevik, C. H. [Harassment and discrimination of the Sami people - NIPH](#)

- Norwegian Human Rights Institution (2022). *Holdninger til samer og nasjonale minoriteter i Norge*. <https://www.nhri.no/wp-content/uploads/2022/08/NIM-R-2022-006-web.pdf>
- Official Norwegian Report 2022: 9. (2022). *The Norwegian Commission for Freedom of Expression Report*. Norwegian Ministry of Culture and Equality. [NOU 2022: 9 - regjeringen.no](https://regjeringen.no)
- Olsén, L., Heinämäki, L. & Harkoma, A. (2018). Human Rights and Multiple Discrimination of Minorities within Minorities: Sámi persons with disabilities and sexual and gender minorities. *Juridica Lapponica* 44. <https://lauda.ulapland.fi/handle/10024/63142>
- Recommendation no. 408 to the Storting (2017-2018). *Innstilling fra Stortingets presidentskap om mandat for og sammensetning av kommisjonen som skal granske fornorskingspolitikk og urett overfor samer, kvener og norskfinner – BERIKTIGET*. Stortingets presidentskap. <https://www.stortinget.no/globalassets/pdf/innstillinger/stortinget/2017-2018/inns-201718-408s.pdf>
- Recommendation no. 30 S to the Storting (2024-2025). *Innstilling fra kontroll- og konstitusjonskomiteen om Sannhet og forsoning – grunnlag for et oppgjør med fornorskingspolitikk og urett mot samer, kvener/norskfinner og skogfinner*. Kontroll- og konstitusjonskomiteen. <https://www.stortinget.no/globalassets/pdf/innstillinger/stortinget/2024-2025/inns-202425-030s.pdf>
- Skorgen, T., Ikdahl, I. & Berg-Nordlie, M. (2023). *Rasisme*. Store norske leksikon. <https://snl.no/rasisme>
- Stubberud, E., Prøitz, L. & Hamidiasl, H. (2018). *Den eneste skeive i bygda? Unge lhbt-personers bruk av kommunale helsetjenester*. Forlaget Nora. <http://hdl.handle.net/11250/2587251>
- The Sami Parliament. (n.d.). *Sametingets valgmanntall 1989-2023*. [Sametingets valgmanntall 1989-2023 - Sametinget](https://sametingetsvalgmanntall1989-2023-sametinget.no/)
- The Sami Parliament (2022). *Sametingets handlingsplan mot samehets*. https://sametinget.no/_f/p1/iad6ed3b0-a065-4395-b5a6-7ae1e68b0dd4/handlingsplan-mot-samehets_norsk.pdf
- Walsh-Knarvik, K. (2023). *Agents of change: the Sámi Pathfinders, transforming majority-education within the cultural interface 2023* [Master thesis, UiT The Arctic University of Norway]. UiT Munin. <https://munin.uit.no/handle/10037/29730>





Published by:
Norwegian Ministry of Culture and Equality

Additional copies may be ordered from:
Norwegian Government Security and Service Organisation
publikasjoner.dep.no
Telephone: + 47 22 24 00 00
Publications are also available on:
www.government.no
Publication number: V-1053 E

Design: Melkeveien Designkontor
Print: Norwegian Government Security and Service Organisation
06/2025 – Impression XXXX

