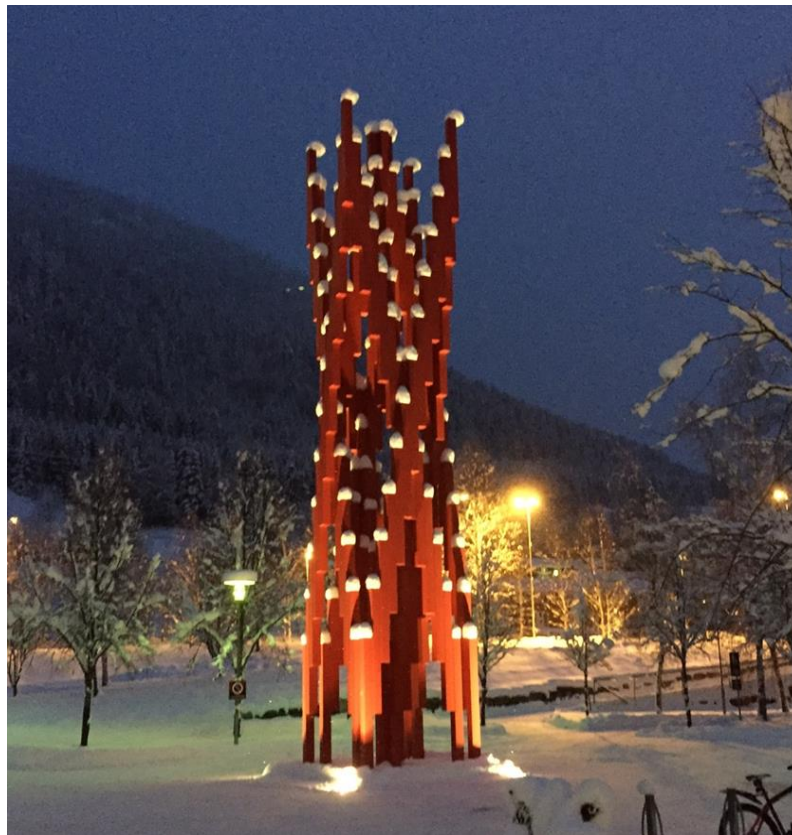


Creating a competitive edge  
through diversity – leadership  
for Nordic research  
excellence towards 2030

Ingrid Guldvik



# Committee for Gender Balance and Diversity in Research

- Appointed by the Ministry of Education and Research
- A driving force and a watch dog
- Contribute to
  - - gender balance and diversity among employees in the Norwegian research sector
  - - working with diversity perspectives, among these gender perspectives, in research

# Gender balance

- Too few women in high-level academic positions
- Gender segregation among students and staff in certain subjects
- Recommendations: action plans, promotion plans, mentoring, career planning, raising knowledge among leaders

# Diversity; a new topic in 2014

- A need for knowledge
- «Being a foreigner is no advantage»
- Statistical report
- Recommendations: strategies for diversity, leader training, create an inclusive culture, counteracting discrimination and racism

# KIF committee activities

- Visited research institutions
- Hosted seminars and workshops
- Published guidelines on restructuring
- KIF-info – to raise awareness of gender and diversity perspectives
- Public hearings

# Recommendations

- Transfer the KIF model to other sectors and other countries – the dual approach
- Nordic statistics on gender balance and diversity in research
- Gender and diversity issues in all leadership training