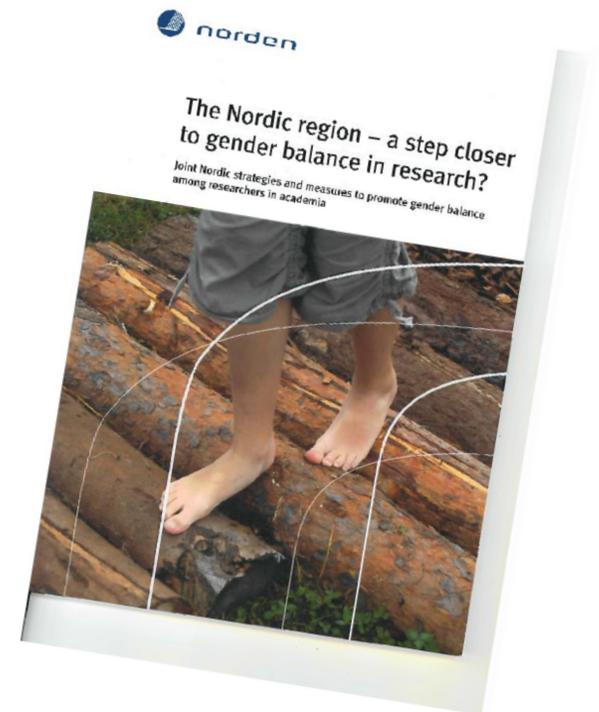


Creating a competitive edge through diversity and equality – leadership for Nordic research excellence towards 2030

Gender equality requires hard work

- Kif Committee – NordForsk
- “The Nordic Region – a step closer to gender balance in research?” (2013)
- Nordic programme **The Nordic Paradox: Gender Gap in NORIA** --- 2 Nordic Centres of Excellence
 - ✓ NORDWIT Beyond the Gender Paradox – Gabriele Griffin
 - ✓ NORDICORE – Mari Teigen



NordForsk's gender policy (2013)

The aim is to make visible how gender awareness improves the quality of Nordic research and research collaboration. Both **gender balance** among researchers and **gender perspectives** on research topics increase the quality of research and of policy decisions with implications for society as a whole.

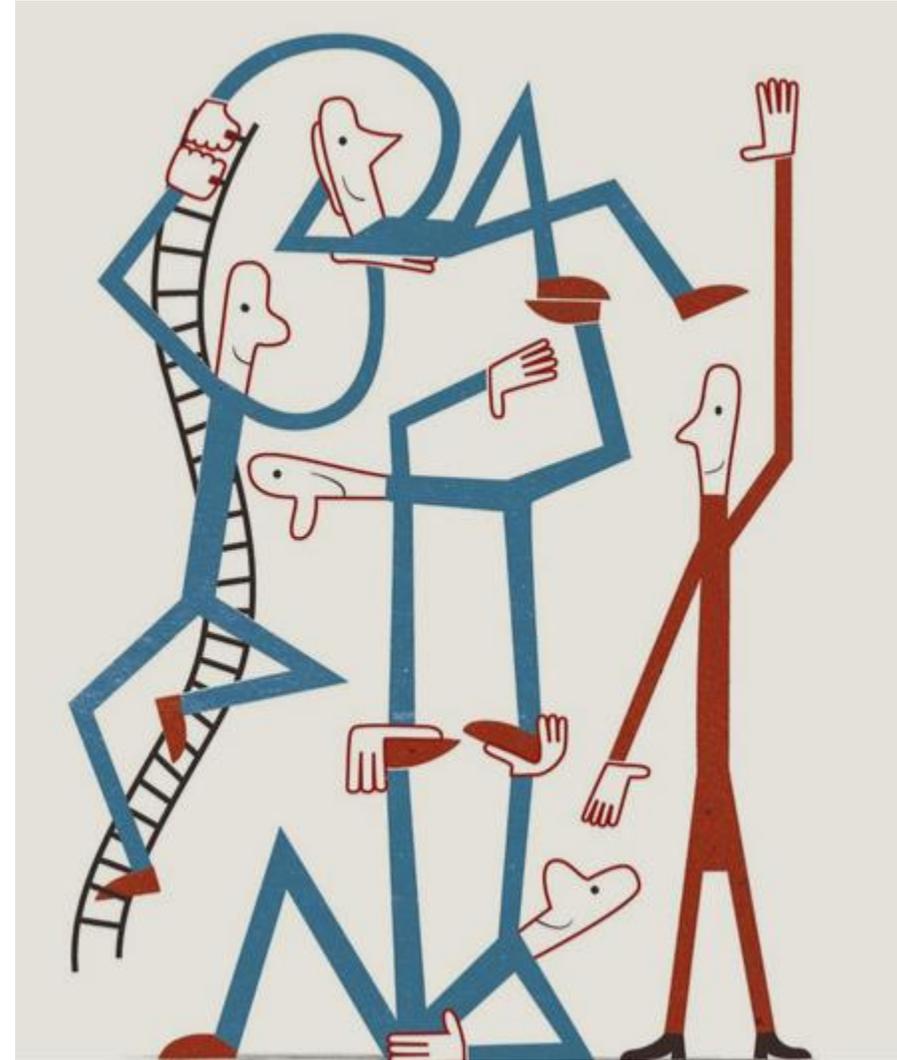
The Policy assures that

- all committees, groups or panels appointed by NordForsk should include at least 40% of each gender. They should also include gender expertise on the research topic.
- NordForsk will analyse how men and women perform in NordForsk's competitive funding (gendered success rate), what the gender balance is in the funding processes (both competitive and other-wise), and how the implementation of a gender perspective in the funded activities is achieved.
- NordForsk shall have a visual expression that is gender balanced and reflects the diversity of society.



Why women leaders?

- Social justice
- Scientifically beneficial
- Inclusive society



5th European Women Rectors Conference
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