



**Creating
a competitive edge
through diversity and
equality**

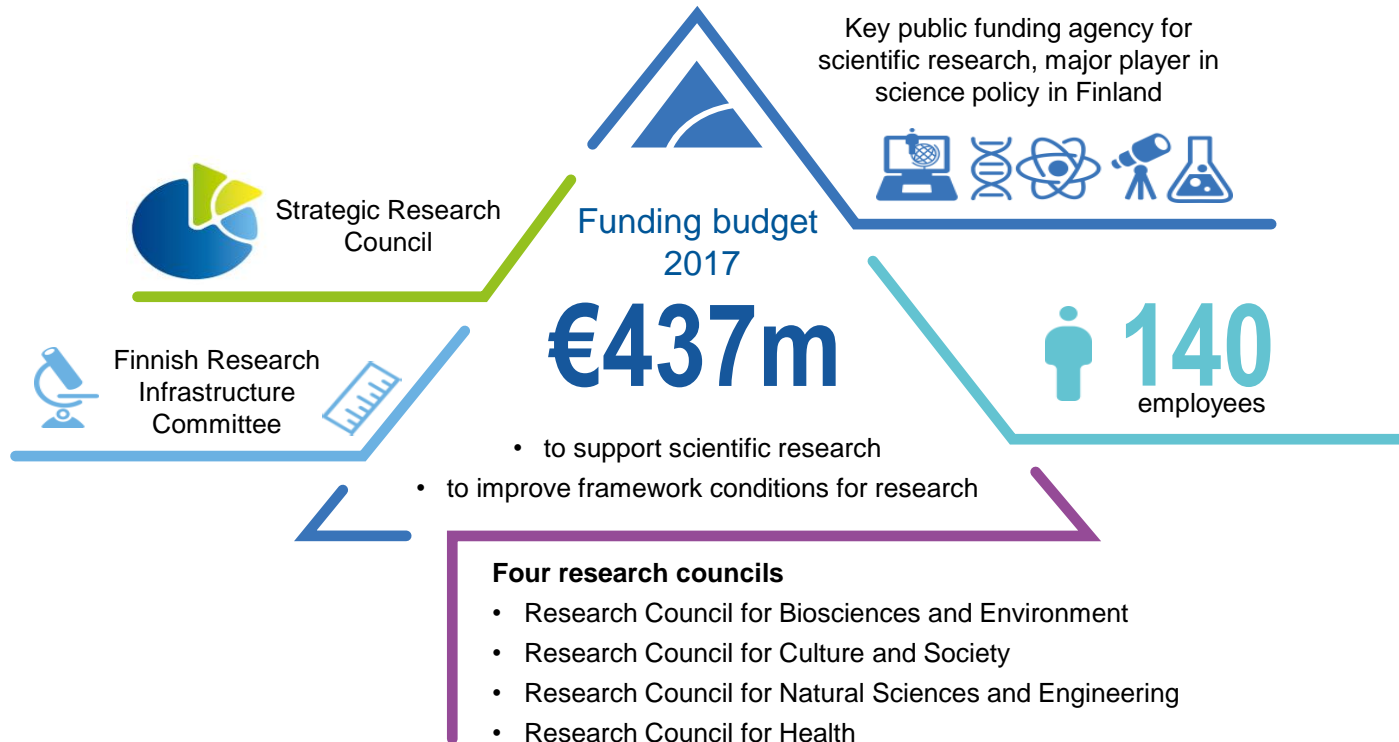
Vice President for Research

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Research Council - Academy of Finland

Nordic Research Summit for Leadership and Equality
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Academy of Finland in a nutshell



Part of the Academy of Finland's funds (€70.7m in 2017) come from proceeds of Finland's national gaming company Veikkaus.

Research funders can support diversity of scientific community in many ways

Selection from the whole pool

Conditions during funding period

Visibility of researchers

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Selection from the whole pool

- Nominations of decision makers
- Selection of evaluators
- Monitoring and acting

Conditions during funding period

Visibility of researchers

Share of female panelists evaluating the funding applications of Academy between 2012-2017

	Biosciences and Environment	Culture and Society	Natural sciences and Engineering	Health
AUT	Red	Green	Red	Green
BEL	Green	Red	Red	Green
CHE	Yellow	Green	Red	Yellow
DEU	Green	Green	Red	Red
DNK	Green	Yellow	Red	Yellow
ESP	Green	Green	Red	Yellow
EST	Red	Green	Red	Red
FIN	Yellow	Green	Red	Yellow
FRA	Green	Green	Yellow	Green
GBR	Yellow	Green	Red	Yellow
IRL	Red	Green	Red	Green
ITA	Green	Green	Red	Green
NLD	Red	Red	Red	Yellow
NOR	Red	Green	Red	Yellow
PRT	Green	Green	Red	Green
SWE	Yellow	Yellow	Red	Green
USA	Green	Green	Red	Yellow

Green > 40%
 Yellow 25-40%
 Red < 25%

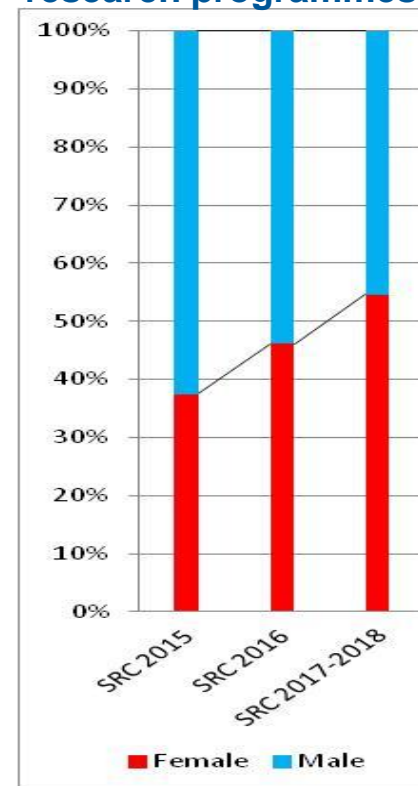
Diversity and Academy Funded researchers

Funding instruments for researchers and research projects

Funding instruments	Women recipients of funding			% Finns
	2010	2013	2016	
Research grants for Postdoctoral Researcher	54%	52%	51%	74%
Research posts as Academy Research Fellow	41%	44%	46%	81%
Academy Projects, principal investigator	28%	28%	28%	88%
Academy Programmes, principal investigator	28%	26%	23%	
Research posts as Academy Professor	22%	27%	26%	95%
Centre of Excellence, directors	17%	23%	21%	

Out of all applicants, 37% are female

PIS of the new Strategic research programmes



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- Flexibility (e.g. family leaves)
- Encouragement for mobility

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- Academy awards
- Nominations to represent Academy
- Website, speakers in events

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To conclude

Since 1980's,
diversity and equality have
been mainstreamed
throughout Academy's
planning, actions and
monitoring.

Strengthening research
system by enhancing
diversity and its capacity of
renewal - ensuring strong
competence base