



Vision: *The KIF Committee is a driving force for fairness and quality in research through its promotion of gender balance and diversity.*

KIF Committee Strategy 2018–2021

Mandate (issued by the Ministry of Education and Research)

Objective of the Committee

The Committee will support and make recommendations regarding measures that promote the integration of gender balance and diversity activities at universities, university colleges and research institutes, thereby increasing diversity among the staff and in research.

The Committee will raise the overall awareness of problems related to diversity and inclusion in the research system. Its most important task will be to address issues of gender and ethnicity. Its activities will encompass diversity perspectives, including gender perspectives, in research. Actors and institutions at universities, university colleges, research institutes, ministries and the Research Council of Norway will have the opportunity to request assistance and advice from the Committee. In addition, the Committee itself will be able to initiate measures and assess their impact. The Committee's primary tasks will be linked to the Ministry of Education and Research's spheres of responsibility. International perspectives will also be reflected in these efforts.

Main focus areas

Given the KIF Committee's mandate and the major challenges that have been identified, the Committee will, in its current term, focus its efforts on the following areas:

- Promote gender balance in senior-level positions
- Increase ethnic diversity in research
- Advance gender and diversity perspectives in research
- Combat sexual harassment

An action plan is being prepared that sets out the Committee's activities in these areas during the strategy period.

Overall objective for the sector – based on the Committee's main focus areas

- All universities, university colleges and research institutes have action plans for gender balance and diversity.
- More universities, university colleges and research institutes report that they have a larger percentage of women in senior-level positions and greater ethnic diversity among the staff.
- More management programmes in the higher education and research institute sector contain sessions on gender, ethnic diversity and sexual harassment.
- A larger percentage of research articles include gender and diversity perspectives.
- There is more knowledge and heightened awareness of ways to prevent sexual harassment in the higher education and research institute sector in Norway.

Target group

The KIF Committee's work will be targeted in particular towards managers and academic employees in the higher education and research institute sector, from doctoral education to senior-level positions. In its work to increase ethnic diversity, the Committee will give special attention to researchers from countries outside of Europe and North America and descendants of immigrants from those countries. The Committee will also include students in its efforts that affect recruitment and sexual harassment.

Partners

The KIF Committee will cooperate with universities, university colleges and research institutes in Norway and internationally. Moreover, the Committee will interact with ministries, research-funding organisations, EU instruments, Kilden genderresearch.no, and employee and employer organisations. The Committee will also cooperate with its counterparts in other countries.

Main activities

- **Guidance**

The KIF Committee and its secretariat will serve as a resource for the efforts to promote gender balance and ethnic diversity in higher education and research in Norway as well as in a European context. Higher education and research institutions may seek guidance from the Committee regarding their ongoing gender and diversity activities.

Objective: The KIF Committee and its secretariat will make more institutions aware of its guidance services and respond to all inquiries within the sphere of its mandate.

- **Conferences and seminars**

The KIF Committee will organise seminars on topics that it views as crucial for raising awareness and encouraging positive development in gender balance and ethnic diversity activities in higher education and research. The topics of the conferences and seminars will vary each year, and may also be adapted to various groups according to their divergent needs.

Objective: The KIF Committee will organise two events each year in the form of conferences and/or seminars.

- **Communication (Kifinfo)**

The Kifinfo website is critical for the KIF Committee's visibility and efforts to reach out to the sector. The website disseminates relevant research and information, and publishes news articles on gender and ethnic diversity in academia in both Norwegian and English. In addition, the website provides information about the Committee's events, publications and policy input. Here, institutions can find tools and stay up-to-date on activities and developments in the field.

Objective: The KIF Committee will increase its visibility in the public debate on research and innovation. The Kifinfo website will see an increase in the number of users and be viewed as a resource by more actors within the sector.

- **Institutional visits and follow-up**

To follow up the higher education and research institute sector, the KIF Committee will meet with the management of various institutions to discuss their work with gender balance and diversity issues. The institutions may also seek guidance and advice from the KIF Committee, and invite the Committee to take part in processes in which they need assistance.

Objective: The KIF Committee will visit 10-12 institutions and hold annual meetings with the Research Council of Norway and the Ministry of Education and Research.

- **Management training**

Management training will be an important focus for the KIF Committee during the strategy period. In addition to its self-initiated activities in this area, the Committee wants to encourage existing management development programmes in the sector to include topics such as gender, ethnic diversity and sexual harassment. The Committee will also deliver content to these programmes.

Objective: The KIF Committee will have a dialogue with management development programmes in the sector and prepare materials for these programmes and for internal management training.

- **Knowledge production**

The KIF Committee will initiate and disseminate research and knowledge in the field of gender balance and diversity in research. Special emphasis will be placed on research in areas with large knowledge gaps such as sexual harassment and career pathways in academia for descendants of immigrants.

Objective: The KIF Committee will be a driving force that stimulates the initiation of more research and development of instruments within the sphere of its mandate.

- **Policy advocacy work**

The KIF Committee will continually stay apprised of how laws and regulations are formulated and assess how they will affect gender balance and diversity activities. Policy advocacy work involves dialogue and meetings with policymakers, committees and ministries. This work will also include formulating input on policy proposals and written inquiries.

Objective: The KIF Committee will put gender and ethnic diversity on the agenda and influence the outcome of research policy decisions within the sphere of its mandate.

- **Committee meetings**

During the strategy period, the KIF Committee will hold several committee meetings each year. The meetings will be held at various academic institutions throughout Norway and include a meeting with the institutional management. At the committee meetings, the Committee will discuss its own operations and activities as well as matters that need to be brought to the sector and political leadership in order to put gender balance and ethnic diversity on the agenda. Moreover, the Committee will initiate new efforts and follow up matters already being dealt with. The meetings will also raise the level of expertise of the committee members.

Objective: The KIF Committee will hold a minimum of four meetings per year. The meetings will help to satisfy the objectives of the Committee's strategy and action plan.

- **International cooperation**

The KIF Committee will participate in Nordic and European networks on issues related to gender balance and diversity that will strengthen the Committee's national efforts. The Committee will work to implement measures described in the Norwegian European Research Area (ERA) Roadmap. The Committee will also be well informed about the efforts at European level and be in a favourable position to influence Norwegian viewpoints, as Heidi Holt Zachariassen of the KIF secretariat, together

with Jesper Simonsen of the Research Council of Norway, have been granted authority by the Ministry of Education and Research to represent Norway in the Standing Working Group on Gender in Research and Innovation (SWG GRI).

Objective: The KIF Committee will be a key Nordic and European actor in the work to promote gender balance and diversity in research.