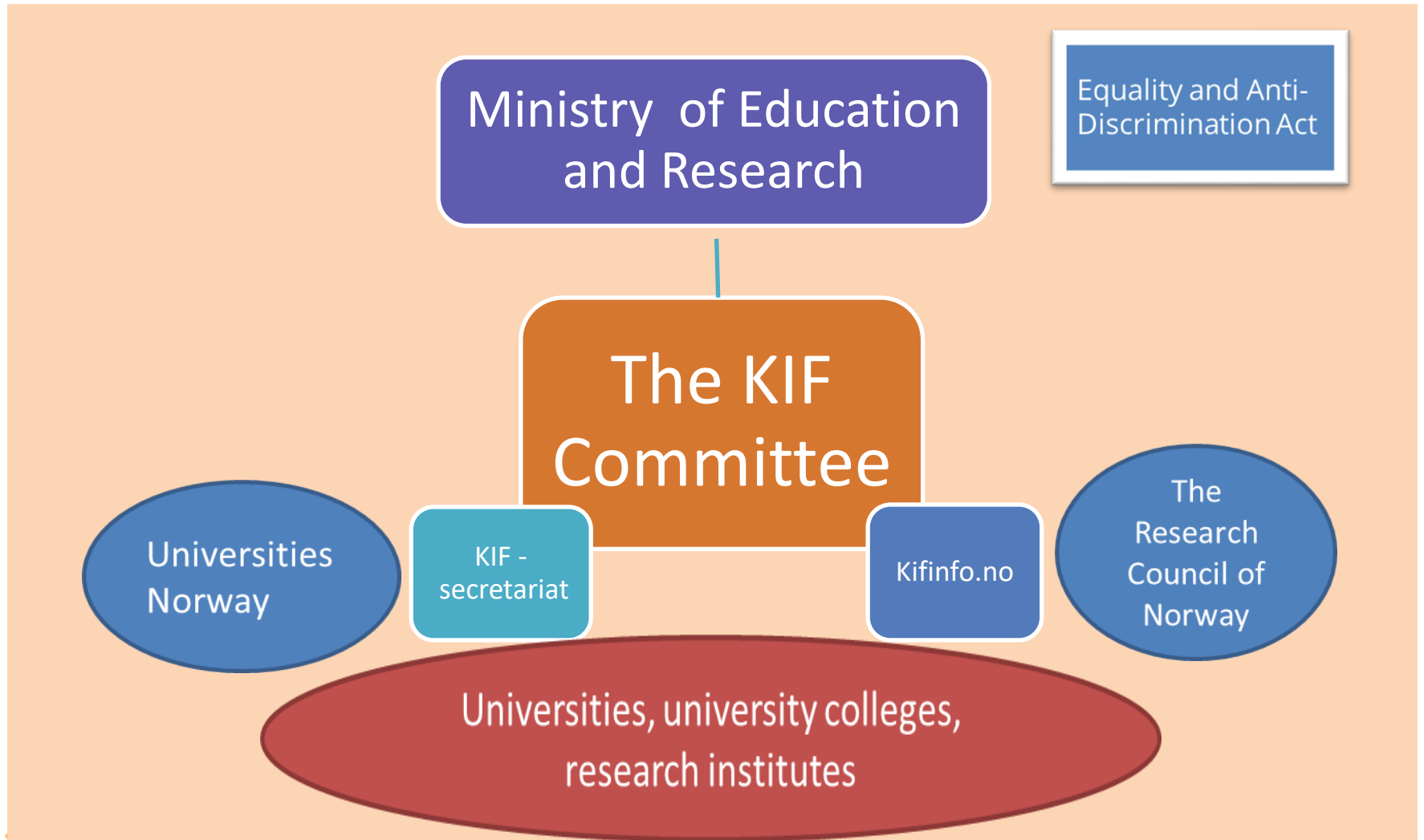
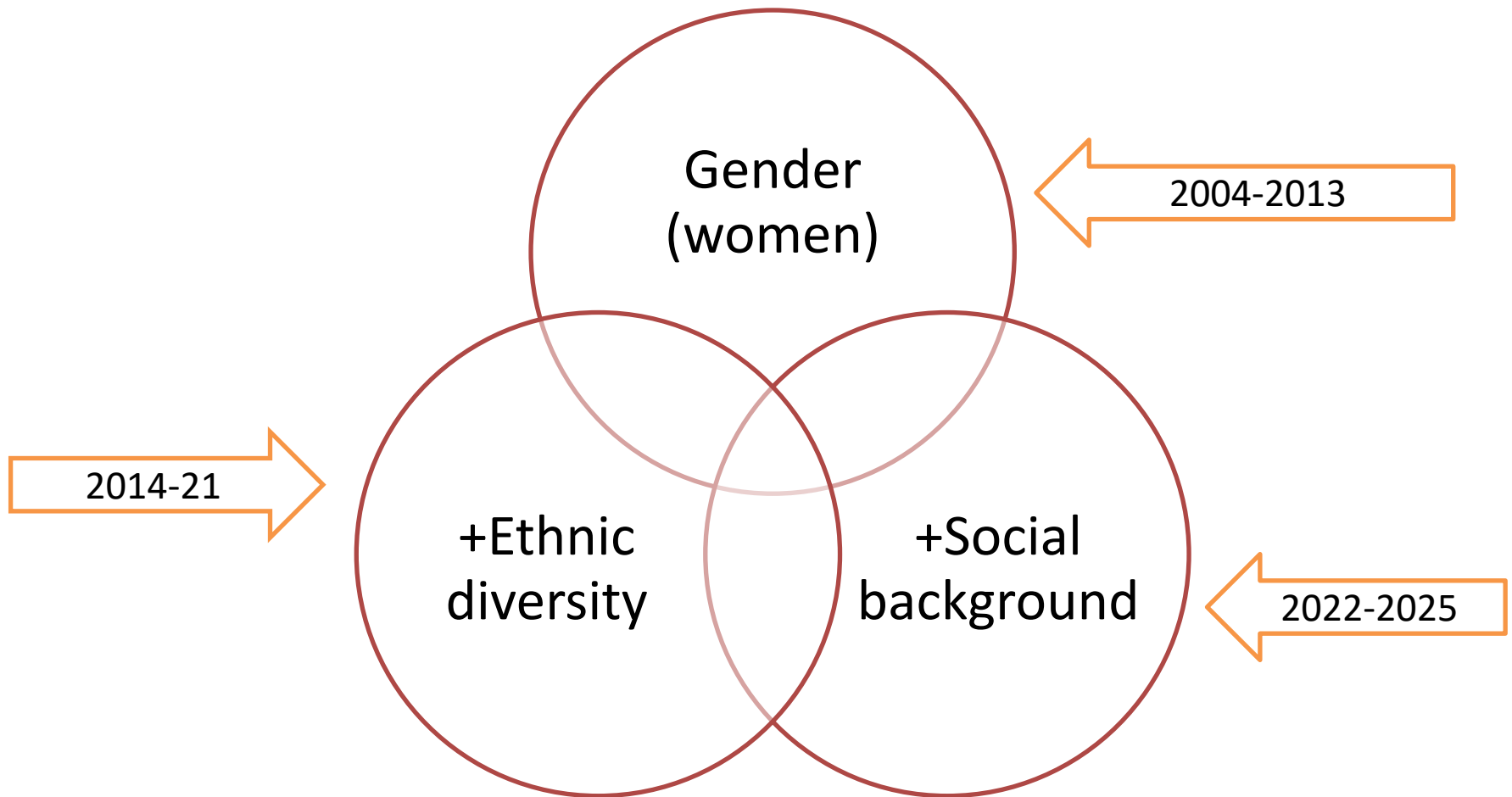


The institutional setting



Sixth committee 2022-25



New committee 2022-25

Universities Norway

Association of Norwegian Research Institutes

Young Academy

Doctoral Associations in Norway

The Norwegian Student
Organisation

Norwegian
Research Council

2 observers

12 members
7 deputies
2 observers

Gender,
region,
discipline
ethnicity

The Committee shall

Give
recommendations
and support

- Action plans and measures
- Staff diversity

Increase knowledge

- How gender, social and ethnic background affect careers
- Critical transitions

Raise awareness

- Challenges related to harassment, diversity and inclusion

How we work

Committee meetings

Site visits

Advice to institutions

Conferences/
Seminars

Network
Norway and Europe

Dissemination via
www.kifinfo.no

Advocacy

Commission
research and
statistics

Decisive factors

Appointed by the Ministry of Education and Research

Equality and diversity seen as policy areas, not ideology

Committee members mirror the sector

Knowledge-based goals, initiatives and measures

An equality advocate and a partner for professional dialogue – not a compliance body

Independent, dynamic, long-time perspective (2004)



HOME → ACTION PLANS

Action plans for equality and diversity



(Illustration: iStockphoto)

All public institutions in Norway are obliged to promote gender equality and diversity through active, targeted and planned work. They must also give a yearly account of their efforts. In addition, EU and Research Council of Norway is introducing a new directive on Gender Equality Plans (GEP) as a condition for funding of public

WHAT IS A GOOD ACTION PLAN FOR EQUALITY AND DIVERSITY?

Promoting gender balance in higher education institutions and research institutes is an ongoing effort with a long-term perspective. Over time, this work has yielded a wide array of knowledge and experience in both a Norwegian and an international context.

The Committee for Gender Balance and Diversity in Research (KIF Committee) thinks, based on both research and experience, that certain factors are essential to enable gender balance efforts to achieve the desired results, not only for individual academic staff members but for the many institutions in the sector. Efforts to advance gender balance objectives require institutions to change both their culture and their structure.